International Association of Official Human Rights Agencies

2018 IAOHRA ANNUAL CONFERENCE

“ADVANCING THE HUMAN RIGHTS AGENDA: THE FIERCE URGENCY OF NOW”

August 26-30, 2018
Duke Energy Convention Center
Cincinnati, Ohio
September 26, 2018

Dear Conference Attendees:

We are pleased and honored to welcome you to the 2018 International Association of Official Human Rights Agencies (IAOHRA) Conference in the “Queen City”; Cincinnati, Ohio, at the Hilton Netherland Hotel and the Duke Energy Convention Center.

This year’s theme “IAOHRA Advancing the Human Right Agenda: The Fierce Urgency of Now” affords us the opportunity to strategically define a compelling human rights agenda for our member agencies as we face the most challenging time for our work in recent years. We have planned a conference with provocative speakers and plenary sessions on global human rights and its local impact, fair housing and the 50th Anniversary of the Federal Fair Housing Act of 1968, LGBTQ issues, the impact of gun laws on civil rights, human trafficking and the effect on immigrant communities, employment law legal update, state and local implementation of international human rights standards and strategies and a public forum with national civil rights leaders and advocates. We want to thank the moderators, 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 National Underground Railroad Freedom Center Museum with a reception to follow that will give you a direct path into the lives of slaves as their shackles cling and clang in the distance and follow the journey many made northward way to cross the Ohio River into Ohio and then to freedom. We have set aside time also for you to see this historic city and to meet it people and discover its landmarks and enjoy its nightlife.

On behalf of the IAOHRA Board and Conference Planning Committee, we thank you for joining us at this extraordinarily 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 encourage you to share with your colleagues, learn all you can and have fun! We hope you will return home energized and inspired to work even harder for your state and local community as we enter this new era faced with unanticipated current events, unsettling developments and pushbacks on progress gained and battles for justice. Working together, IAOHRA can harness the power of us all.

Sincerely yours,

Robin Toma, President
Los Angeles County Commission on Human Relations
Los Angeles, California

James L. Stowe, Co-Chair
2018 Conference Committee
Office of Human Rights
Montgomery County, Maryland

Carol Johnson, Co-Chair
2018 Conference Committee
Arkansas Fair Housing Commission
Little Rock, Arkansas
President
Robin S. Toma
Los Angeles County
Human Relations Commission

1st Vice President
Beverly Watts
Executive Director
Tennessee Human Rights Commission

2nd Vice President
Carol Johnson, J.D., M.A
Executive Director
Arkansas Fair Housing Commission

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

Secretary
Benjamin Earwicker, PhD.
Civil Rights Investigator
Idaho Human Rights Commission

Immediate Past President
Jean M. Kelleher
Executive Director
Alexandria Office of Human Rights

BOARD MEMBERS AT-LARGE

Clarence Henderson
Executive Director
Commissioner Washington State
Human Rights Commission

Rue Landau, Esquire
Executive Director
Philadelphia Commission
on Human Relations

Alisa Warren, Ph.D
Executive Director
Missouri Commission on Human Rights

Gwendolyn Wiggins, Esq.
Human Rights Official
City of Orlando Human Relations
Orlando, Florida

REGIONAL REPRESENTATIVES

James L. Stowe,
Atlantic Region
Montgomery County Maryland
Office of Human Rights

Diane Clements-Boyd,
Midwest Region
Executive Director
Evansville-Vanderburgh County
Human Relations Commission

Paul Valenti,
Southern Region
Executive Director
Pinellas County Office of Human Rights

Pamela Basler,
Western Region
Executive Director
Anchorage Equal Rights Commission
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 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.


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.

**1ST VICE PRESIDENT**

Beverly L. Watts, Nashville Native, was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. Prior to her current appointment she served as Special Advisor to the Chair at the U S Equal Employment Opportunity Commission responsible for state and local relations. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. She served as the first Executive Director of the National Fair Housing Training Academy in Washington DC.

Beverly has served as the Executive Director of the Kentucky Commission on Human Rights; Director of Management Advisory Services for the Ralph G. Moore and Associates; Regional Director of Civil Rights, U.S. Department of Agriculture; and Executive Director, Illinois Minority and Female Business Enterprise Council and as one of the first Title IX coordinators in the country during her tenure at the US Office for Civil Rights. She was an adjunct faculty member at Spalding University. She has made presentations to numerous organizations on civil rights, diversity, and leadership at the national and international level.

Beverly is a Past President of the International Association of Official Human Rights Agencies (IAOHRA) where she represented IAOHRA throughout the US, Canada and at the UN World Conference on Racism in Durban, South Africa. She currently serves as the IAOHRA Southern Region Representative and Annual Conference Planning Chair. She has served as Chair of Women Executives in State Government and...
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 and is the sole civil rights enforcement agency in the State of Arkansas.

Director Johnson has worked under the Administrations of Governors Huckabee, Beebe and now serves in the Cabinet of Governor Asa 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.

During her tenure at the agency, Director Johnson has resolved numerous fair housing and fair lending cases and has assisted many Arkansas municipalities in creating and/or amending existing ordinances to comply with zoning requirements, including the City of Hot Springs, the City of Jonesboro and the City of DeWitt.

Director Johnson is a leader in creating fair housing/fair lending education programs and training opportunities for those in the housing community and regularly trains housing providers, architects, property owners, managers, developers, consultants, appraisers, attorneys, municipalities, non-profits organizations, home-seekers and others on applicable fair housing/fair lending laws and regulations. Ms. Johnson has designed three 8-hour fair housing/fair lending training courses currently being offered by the Commission: Fair Housing: Management; Fair Housing: Design and Construction; and Fair Housing: Legal Updates.

A licensed attorney, Director Johnson has worked in various areas of administrative, civil and criminal law, and held a clerkship with the Arkansas Attorney General’s Office. Director Johnson previously worked with the Arkansas Workers’ Compensation Commission performing de novo reviews of Administrative Law Judge decisions and with the Arkansas Department of Health and Human Services litigating child dependency-neglect cases. Additionally, Director Johnson is a former Deputy Prosecuting Attorney for Garland County, Arkansas.

Director Johnson holds a B.S. from Texas Christian University; an M.A. from the University of Arkansas at Little Rock; and a J.D. from the William H. Bowen School of Law.

**SECRETARY**

**Dr. Ben Earwicker** served as a faculty member and administrator at universities in the U.S. and New Zealand for 13 years and now works with the Idaho Human Rights Commission as a bilingual civil rights investigator. Prior to this, Dr. Earwicker served as a social worker for the State of Idaho and the Idaho Migrant Council, and ran a successful small business for 10 years. He currently manages dual-enrollment modern language courses throughout Washington, Oregon, and Idaho, and works with the Idaho Human Rights Commission to enforce state and federal anti-discrimination laws. In 2014, Dr. Earwicker was recognized as the Idaho Foreign Language Teacher of the Year, and in 2015, he was named Ray Verzasconi Postsecondary Teacher of the Year by the Pacific Northwest Council on Foreign Languages. Dr. Earwicker directed Idaho’s first Confucius Institute and expanded Mandarin courses to more than 700 students each semester at elementary schools throughout Southwestern Idaho and Eastern Oregon. He holds a doctorate in Spanish and Latin American Studies and a Master’s of International Studies from the University of Otago in New Zealand, and Bachelor of Arts Degrees in Psychology, Social Work, Spanish, and International Studies from Northwest Nazarene University. Dr. Earwicker has spoken in China about Gabriel García Márquez’s influence on Chinese Nobel Laureate Mo Yan, offered workshops on language acquisition and pedagogy to professors in Ecuador, and presented research in Scotland on power relations in colonial Yucatán, Mexico.

**TREASURER**

**Merrill Smith, Jr.,**

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 capacities 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.

Additionally, 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!

**IMMEDIATE PAST PRESIDENT**

Jean M. Kelleher is Director of the City of Alexandria’s Office of Human Rights. Ms. Kelleher has been with the Alexandria Office of Human Rights since May 2000. Before that, she was a Managing Attorney at Legal Services of Northern Virginia, the region’s legal aid program.

Ms. Kelleher graduated from Connecticut College, did postgraduate work at Georgetown, and received her law degree from the Washington College of Law at American University. She has been a litigator and an administrator of pro bono, lawyer referral and children’s law programs. In 2007 she became a Certified Public Manager through the George Washington University/COG (Metropolitan Washington Council of Governments) Institute for Excellence in Public Leadership. She serves on the City Manager’s Management Team and on the City Council’s Legislative Committee. She is a past President of the Alexandria Bar Association, served on the board of directors of the Bar Foundation, and has represented Alexandria on the Virginia State Bar Council and Executive Committee.

Ms. Kelleher she serves on the Board of Trustees of the Scholarship Fund of Alexandria, and served on the Virginia Bar Association Commission on the Legal Needs of Children. She was selected to serve on the Professionalism faculty of the Virginia State Bar, served as an instructor/mentor in the City of Alexandria’s Leadership and Management Institute (LMI), and teaches at COG (Metropolitan Washington Council of Governments).

**MEMBERS-AT-LARGE**

**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.

**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 (IAOHRA). She now serves as Director of the Civil Rights Enforcement Agency.

**Dr. Alisa Warren** is Executive Director of the Missouri Commission on Human Rights. The advancement of equality in our society has been a career cornerstone for Dr. Alisa Warren. Since January 2008, Dr. Warren has served as the Executive Director for the Missouri Commission on Human Rights (MCHR), a state agency housed in the Missouri Department of Labor and Industrial Relations. Under her leadership, MCHR works diligently to prevent and eliminate discrimination in employment, housing, and public accommodations. Her dedication to fighting bias and promoting inclusion manifests itself in her extensive efforts, through education and outreach initiatives, to bring greater understanding about anti-discrimination laws to the four corners of her home state of Missouri and the nation. Building networks between government, business, and advocacy groups is a main focus for Dr. Warren; she believes that vibrant community partnerships are key to advancing social justice — and she strives to foster and strengthen those vital connections as a means to broaden fundamental freedoms.

Throughout her career, Dr. Warren has worn many hats, all fashioned after a common theme: equal opportunity for all. Her professional positions are many and distinguished: Director of Diversity Initiatives for the University of Missouri- College of Engineering; Executive Director for the Missouri Community Service Commission; Missouri Director of the Office of Equal Opportunity; Director of the State of Missouri Supplier Diversity Program; and Minority Contracts Coordinator for the State of Missouri Division of Design and Construction. Dr. Warren has appeared as a subject matter expert in the field of human rights and social justice on numerous television and radio programs, trained thousands of people on human rights laws and diversity inclusion, and served as a keynote speaker at local, state, and national events.

A proponent of education for the advancement of civil rights, her own education uniquely establishes a strong basis for her expertise in the field. Dr. Warren holds a Bachelor of Science degree from the University of Missouri- Columbia College of Human Environmental Sciences, (May 1986); Master of Public Administration degree from the University of Missouri- Columbia, Truman School of Public Administration, (August 1995); and a Ph.D. in Applied Social Sciences in the area of Community Development and Social Disparities from the University of Missouri- Columbia, (December 2009).

Dr. Warren has been actively involved with a number of organizations such as: the Board of Directors and the 2nd Vice President for the International Association of Official Human Rights Agencies; the U.S. President’s Initiative on Race “A Day of Dialogue”; Chair of the Missouri Human Rights Conference; Governing Board for Central Missouri United Way; Board of Directors for the Girls Scouts of the Missouri Heartland; Missouri Sociological Association; State of Missouri Personnel Advisory Board; the Association for the Study of African American Life and History; Strategic Leadership for State Executives at the Duke University Governors Center; Advisor to the University of Missouri National Society of Black Engineers; Mentor for the Lincoln University Minority Women’s Leadership Program; Missouri Association for Blacks in Higher Education; and, Chair of the State of Missouri Diversity Council.

Dr. Warren has received many awards and recognitions including: the Martin Luther King, Jr. State Celebration Commission “Women Who Dare to Dream” Distinguished Humanitarian Award; the King Center Certification for Nonviolence; and, the NAACP Roy Wilkins Award to name a few.

**Gwendolyn Wiggins, ESQ., MBA** is the Human Relations Official for the City of Orlando. She has worked for local governmental agencies in the Kissimmee/Orlando, Florida area for over 25 years. Prior to joining the City of Orlando’s Office of Community Affairs and Human Relations as the Human Relations Official in June of 2016, she had previously worked for the City of Orlando for ten years in the City Attorney’s Office and in the Office of Human Relations. The last four of those ten years she held the position of Assistant Director of the City of Orlando’s Office of Human Relations.

She left the City of Orlando in July of 2010 to pursue a law degree. While attending law school she continued to stay involved with promoting anti-discrimination laws by performing EEO law trainings, diversity inclusion trainings and civil rights presentations for the FBI, Orange County Public School System and various other entities. She also worked part-time during the first year of law school for a local solo practice employment law attorney. She graduated from Florida A&M College of Law in 2014 and was sworn into the Florida Bar as an Attorney at law in 2015.

Prior to returning to the City of Orlando in June of 2016, she practiced as a private attorney in the area of employment, criminal and family law. She is also a Florida Supreme Court Certified Family and County Court Mediator and has been a County Court Mediator for the Ninth Circuit (Orange & Osceola Counties) since 2007. She has been an adjunct instructor at various local colleges in the Orlando area since 2001. She currently is an adjunct professor at the Maitland, Florida Campus of Strayer University where she teaches both business and law classes.

She holds a Juris Doctorate (J.D.), Masters in Business Administration (MBA), Bachelors of Art in Organizational Management and an Associate Degree (Paralegal).
REGIONAL REPRESENTATIVES

Atlantic Region

James Stowe 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 as the needs and demands of a growing diverse county shift and change. The agency remains however committed to the long held principles of fairness and equal justice under the law.

Midwest Region

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; 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.

Western Region

Pamela Basler is Executive Director of Anchorage Human Rights Commission, Anchorage, Alaska. Pamela is the Executive Director of the Anchorage Equal Rights Commission (AERC). AERC enforces local and federal anti-discrimination laws and provides outreach and education to Anchorage residents, who live in one of the most diverse cities in the country and the largest city in Alaska.

Prior to beginning her work at AERC in 2011, Pam worked as a financial manager in a family medical small business, was a...
soccer mom to her three young sons, served as an Assistant District Attorney for the State of Alaska in Utqiaġvik (formerly Barrow) and Anchorage, Alaska, and practiced as a private attorney in Alaska.

Pam is a graduate of Washington State University in Pullman, Washington (B.A. Political Science) and of Lewis & Clark Northwestern School of Law in Portland, Oregon (J.D.). In her free time, Pam enjoys exploring the outdoors in Alaska and Hawaii, Pac-12 football, and experiencing regional and world cuisines and cultures.

**Southern Region**

**Paul Valenti** became Director of Pinellas County’s Office of Human Rights in January of 2012. As Director, he has worked to include Gender Expression and Gender Identity as protected classes under the Human Relations Chapter of the Pinellas County Codes, and to implement and administer a wage theft program for employees cheated out of wages earned but not paid.

Prior to his tenure with Pinellas County, he served as the Manager of Lee County’s Office of Equal Opportunity, a position he assumed in June of 2005. Prior to working for Lee County, Paul worked for the Connecticut Commission on Human Rights & Opportunities.

Paul is a graduate of the University of Connecticut and Quinnipiac University School of Law. He is licensed to practice law in Florida and Connecticut, and is admitted before the United States Supreme Court.
August 26, 2018

Dear Human Rights Colleagues:

On behalf of the City of Cincinnati and the Office of Human Relations, I am pleased to welcome you to our City and serve as host for the annual meeting of the International Association of Official Human Rights Agencies. The Office of Human Relations and the Conference Planning committee have dedicated many hours of planning to make your experience informative, insightful, and impactful.

Over the next few days you will be afforded the opportunity to hear from some of the nation’s top human rights professionals and activists who are not only experts in their respective fields but who more importantly have dedicated their lives to carrying out our theme and our purpose for being here, “IAOHRA Advancing the Civil and Human Rights Agenda --- The Fierce Urgency of Now.”

This year marks the 50th anniversary of the assassination of Dr. Martin Luther King, Jr., the 55th anniversary of; Dr. King’s Letter from Birmingham Jail, the “stand” of Governor George Wallace at the University of Alabama, the assassination of Medgar Evers, the bombing and murder of four girls at the 16th Street Baptist Church in Birmingham, and the March on Washington for Jobs and Freedom. While we have come a long way, there is still much work to be done to advance the Civil and Human Rights agenda.

Over half a century has passed since the occurrence of these events which each in its own way has changed the course of history. Although much has changed in the succeeding years, it is necessary that we look back and reflect on the progress that has been made, so that we can look forward with clear vision at the accomplishments yet to be made, and the victories yet to be won. IAOHRA must continue to provide leadership in working to eliminate discrimination in services, employment practices and personnel policies based on race, gender, age, color, religion, disability status, marital status, sexual orientation or transgender status.

I want to express my gratitude and appreciation to IAOHRA leadership and members, the City of Cincinnati, Office of Human Relations staff, our sponsors and all who contributed to making this 69th annual Conference possible. I hope that the plenary and breakout sessions will challenge, equip, and empower you to do the vital work of building vibrant, diverse communities and promoting equity among all people in all aspects of life.

Yours for Justice and Equality,

Paul M. Booth, Division Manager

801 Plum Street, City Hall - Room 158
Cincinnati, OH 45202
Paul M. Booth, Division Manager
Office 513.352.3237/Fax 513.352.2496
Email: chrc@cincinnati-oh.gov
Dear Visitors:

On behalf of the City of Cincinnati, it is my pleasure to welcome you to the International Association of Official Human Rights Agencies Annual Conference. It is inspiring that people like you continue the work to advance civil and human rights education to keep our communities equitable and just. Cincinnati has a historic place in the fight for civil rights, and it is exciting we will serve as the backdrop for such a momentous occasion.

While you work to exchange ideas and information, I invite you to embrace all the amenities that our city has to offer. Our diverse arts community, museums, professional sports teams, amazing shopping venues and award-winning parks serve as lively, welcoming locations for all to enjoy. Moreover, I cannot help but to encourage you to explore Cincinnati’s dining districts, replete with acclaimed eateries of all kinds.

I am glad to welcome you to Cincinnati and extend my best wishes for a successful event. Enjoy your stay and have a great conference.

Sincerely,

John Cranley
Mayor, City of Cincinnati
To: IAOHRA Members & Conference Attendees

Welcome and thank you for coming to Cincinnati to attend IAOHRA’s 2018 Annual Conference. The Cincinnati area has a rich civil rights history connected to the Underground Railroad, among other things, and we urge you to enjoy the Queen City and all that it has to offer.

In partnership with you, the Ohio Civil Rights Commission is proud to be a long-standing member of IAOHRA and a strong supporter of its mission. This year’s conference theme: “Advancing the Civil & Human Rights Agenda; the Fierce Urgency of Now” is very relevant and appropriate. While our nation has made affirmative progress in human and civil rights, there is still much to be accomplished. Our continued work and a fierce sense of urgency is necessary as we forge ahead to achieve a better future.

We are honored to serve with you as a peer in a profession where we can have a direct and positive impact upon the quality of life for all persons.

In Partnership,

Lori Barreras  
Chair

G. Michael Payton  
Executive Director

Darlene Sweeney-Newborn  
Director of Regional Operations

Stephanie Bostos-Demers  
Chief Legal Counsel

Mary Turocy  
Director of Public Affairs and Civic Engagement
August 27, 2018

Greetings:

On behalf of the State of Ohio, I am pleased to extend our warmest greetings to those gathered for the International Association of Official Human Rights Agencies (IAOHRA) national training conference in Cincinnati.

As one of our nation’s preeminent, nonprofit human rights organizations, IAOHRA has garnered relationships at the state and local level across the nation to promote collaboration for the attainment of equal opportunity for all. I commend IAOHRA as you host this year’s annual training conference. I extend a special Buckeye welcome to those who are visiting from other states, and I hope you will have a chance to see some of the attractions that the Queen City has to offer.

On behalf of all Ohioans, best wishes to everyone for a successful and memorable conference.

Sincerely,

John R. Kasich
Governor
REGISTER TODAY!

2018 Conference to be held August 26 -30, Cincinnati, Ohio.


The theme for the conference has been set… “IAOHRA: Advancing the Civil and Human Rights Agenda; the Fierce Urgency of Now”. The IAOHRA 2018 Conference is a gathering of the best Civil and Human Rights professionals in the United States and Canada. Join us to exchange ideas, hear fresh perspectives and develop solutions to the human rights issues of today!

The conference fee this year will remain at $495.00 for members and $595.00 for non-members. Register by July 26 to receive Early-Bird rate.

HOTEL INFORMATION

Reserve Your Room Online Today!

Hilton Cincinnati Netherland Plaza
35 West 5th Street
Cincinnati, Ohio 45202

The hotel reservation line is open and you can now begin reserving your rooms…the rate is 141.00 plus 17.5% tax. The Group Code is: IAO for those wanting to call in their reservations instead of reserving them online. Guest Reservations : 1-866-238-4218

CONFERENCE REGISTRATION INFORMATION

<table>
<thead>
<tr>
<th>Conference Rate</th>
<th>Category</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>$495 Member Agency</td>
<td>Registration</td>
<td>Early Bird Rate Before July 26</td>
</tr>
</tbody>
</table>

REGISTER ONLINE/PAY BY CREDIT CARD MAIL-IN REGISTRATION FORM

CONFERENCE SCHEDULE

Sunday, August 26, 2018

2:00 PM-3:30 PM……… Conference Volunteer Training (2nd Floor, 235)
2:30 PM-6:00 PM……… Conference Registration (2nd Floor V)
3:30 PM-4:30 PM……… Conference Planning Meeting (2nd Floor, 235)
4:30 PM-5:30 PM……… IAOHRA Board Meeting (2nd Floor, 235)
6:30 PM-7:30 PM……… Opening Welcome (2nd Floor Lobby) Recognition of New Members
7:30 PM-8:30 PM……… Regional Meet & Greet (2nd Floor Lobby)

Monday, August 27, 2018

8:00 AM-5:00 PM……… Conference Registration (2nd Floor V)
7:30 AM-8:30 AM……… Continental Breakfast (2nd Floor V)

8:30 AM-9:00 AM……………… Greetings/Opening Ceremony (2nd Floor, 232-233)
Robin Toma, IAOHRA President, Los Angeles County Commission On Human Relations
Lori Barreras, Chairperson, Ohio Civil Rights Commission
The Honorable John Cranley, Mayor of The City of Cincinnati
Paul M. Booth, City of Cincinnati, Office of Human Relations

CONFERENCE OVERVIEW

(CO-CHAIR) Jim Stowe, Executive Director, Montgomery County Maryland Office of Human Rights
(CO-CHAIR) Carol Johnson, Executive Director, Arkansas Fair Housing Commission

9:00 AM-10:00 AM……………… Opening Plenary (2nd Floor, 232-233)
Justice for Immigrants: Protecting Their Human Rights
GUEST SPEAKER:
E. Tendayi Achiume, United Nations Special Rapporteur on Racism, Racial Discrimination, Xenophobia and Related Intolerance, UCLA Law School
Facilitator: Robin Toma

10:00 AM-10:10 AM……………… BREAK (2nd Floor, ALBEE ARCH)
**Trust Talks (2nd Floor 237-238)**
Trust Talks is a Human Relations and Police quarterly program that fosters open, honest communication between the City of Winston-Salem NC Police Department and the community. In 2011, Trust Talks was created when the City of Winston-Salem Police Department Police Chief approached the City of Winston-Salem Human Relations Department Director with a request for Human Relations to create a community-police relations program in order to build community trust. Trust Talks has been modeled by the cities of Los Angeles, California and Leavenworth, Kansas.

**Presenters:**
- Wanda Allen-Abraha, J.D., Director Winston-Salem Human Rights Commission
- Catrina Thompson, Police Chief, Winston-Salem Police Department.

**Facilitator:** Ronald Hunt

**Discrimination in Small Business Lending (2nd Floor, 236)**
Entrepreneurial consumers approach the financial marketplace more like consumers-borrowers than business-borrowers. However, entrepreneurial consumers lack the same broad-based protections as consumer-borrowers. The gap in regulation leaves the possibility for exploitation and abuse, a possibility heightened for minority entrepreneurs who are already more vulnerable to exploitation in the marketplace. The session will discuss the next steps for banks to correct discriminatory practices for minority lenders.

**Presenter:**
Amber Lee, National Community Reinvestment Coalition

**Facilitator:** Beverly L. Watts

**Investigating Pay Discrimination (2nd Floor, 263)**
The learning objectives of the session are identifying a prima facie case (EPA & Title VII), analyzing respondent defenses, and investigating as well as resolving pay disparities.

**Presenter:**
Melanie Breen, Cincinnati Director, U.S. Equal Employment Opportunity Commission

**Facilitator:** Diane Clements-Boyd

**Eliminating Discrimination in Sports and the Media (2nd Floor, 264)**
The Plenary will discuss the imperative to end prejudice, racism and discrimination in sports and media. In particular, the use of racist symbols as sport teams mascots. The presentation will also feature perspectives from local tribal nations.

**Presenter:**
Corine Fairbanks, Oglala, Lakota writer, educator, and activist

**Facilitator:** Jim Stowe

**Plenary Session (2nd Floor, 232-233)**
Bringing the Power of Global Human Rights to the State & Local Level
Global human rights standards call on governments to take proactive steps to challenge all forms of discrimination, foster equality, and meet basic needs for all. This session will build on IAOHRA engagement with international experts to highlight the benefits of using human rights in our everyday language and programs, and how human rights can enhance the impact, and attention to the work of member agencies.

**Presenters:**
- JoAnn Kamuf Ward, Columbia Law School Human Rights Institute
- Jamil Dakwar, National Director of the ACLU Human Rights Program

**Facilitator:** Ben Earwicker

**Luncheon Plenary (2nd Floor, 260-262)**
The U.S. Commission on Civil Rights has long taken a firm stand against hate in America. In May 2018, the Commission held a national briefing on the subject, hearing from experts around the country about hate in communities and schools, and what local law enforcement, local community stakeholders, and the federal government can and should do to combat hate crimes and bias-motivated incidents. Chair Lhamon will address the Commission’s work on this and other important civil rights topics.

**Speaker:**
Catherine Lhamon, Chair, U.S. Commission on Civil Rights

**Facilitator:** Robin Toma
**1:45 PM-2:45 PM**  
**BREAKOUT SESSIONS**

**Disability and Fair Housing: The Law, Remedies and Resolutions**  
(2nd Floor, 236)  
The session will provide an overview of the Fair Housing Act with emphasis on disability including jurisdiction, violations, trends, developments and best practices. It will provide an overview of investigations and samples of issues and resolutions related to modifications, accommodations, the interactive process, service and support animals.  

**Presenter:**  
Beverly L. Watts,  
Executive Director Tennessee Human Rights Commission

**Facilitator:**  
Gwendolyn Wiggin

---

**Census 2020 Operations: A Deeper Dive**  
(2nd Floor, 237-238)  
Why a complete count is crucial for states and localities and what you can do to help achieve a complete count in your jurisdiction.

**Presenters:**  
Rose Simmons  
U.S. Census Bureau  
Philadelphia Region

Sergio Lopez  
Leadership Conference on Civil Rights

**Facilitator:**  
Jean Kelleher

---

**Medical and Recreational Marijuana: A Game Changer for Employers**  
(2nd Floor, 263)  
Marijuana use and possession remain illegal under federal law. Despite this, 30 states and the District of Columbia have now “legalized” recreational and/or medical marijuana – a dichotomy that leaves employers a perplexing mix of politics, preemption, and policy. This session navigates through the haze of marijuana legalization with a brief history of marijuana laws, the evolving conflicts between state and federal law, and the emerging issues facing employers where medical and recreational marijuana has been legalized including reasonable accommodation, non-discrimination, employee discipline, and drug testing.

**Presenters:**  
Michael C. Griffaton, Esq., & Andy Kaplan, Esq., Vorys, Sater, Seymour & Pease, LLP

**Facilitator:**  
Paul Valenti

---

**2:50 PM-3:50 PM**  
**Plenary Session**  
(2nd Floor, 232-233)  
The Civil Rights Implications of Gun Violence In America  
The issue of gun violence affects communities throughout the United States and beyond. Gun violence in communities of color is a complex issue that has not received much public attention. This session will discuss perceptions and responses to mass shootings and gun violence in communities of color and how groups can identify appropriate policy solutions and find commonality to quell the proliferation of gun violence.

**Panelists:**  
Gary Daniels, Chief Lobbyist, ACLU of Ohio

Tiffany Dena Loftin, National Director, NAACP Youth & College Division

Amanda Lynch, Ohio Coalition Against Gun Violence, Assistant Professor of Field Service Health Promotion, University of Cincinnati

**Moderator:**  
Diane Clements-Boyd

---

**4:00 PM-5:15 PM**  
**Plenary Session**  
(2nd Floor, 232-233)  
The History of Civil Rights In Cincinnati  
As with the rest of the country, Ohio shared in its trials of the Civil Rights Movement. However, the State took a bold stand of the day and passed the Ohio Civil Rights Act of 1959 to “prevent and eliminate the practice of discrimination in employment against persons because of their race, color, religion, national origin, or ancestry” and the State also sought to eliminate segregation and housing discrimination.

**Moderator:**  
Dan Hurley, Journalist and Historian

**Panelists:**  
The Honorable Nathaniel Jones, Retired Senior Judge of the United States Court of Appeals (Sixth Circuit)

Rev. Damon Lynch, Jr., Pastor New Jerusalem Baptist Church, Cincinnati, Ohio

Ruby Shuttlesworth Bester, Retired Educator (and daughter of the late Rev. Fred L. Shuttlesworth)

Iris Roley, Community Activist

**Facilitator:**  
Paul M. Booth

---

**Tuesday, August 28, 2018**

**7:30 AM-8:30 AM**  
**Continental Breakfast**  
(2nd Floor, 260-262)
8:00 AM-9:20 AM  
**Continuation of Regional Meetings**

- **Atlantic Region** Jim Stowe, Regional Representative  (2nd Floor, 234)
- **Midwest Region**, Diane Clements Boyd, Regional Representative  (2nd Floor, 250)
- **Southern Region**, Paul Valenti, Regional Representative  (2nd Floor, 251)
- **Western Region**, Pamela Basler, Regional Representative  (2nd Floor, 252)

8:30 AM-9:30 AM  
**Plenary Session** (2nd Floor, 232-233)

- **Legal Update**

  EEOC Trial Attorney Robin Lybolt will highlight and provide a brief overview of the most recent trend setting cases involving employment law. HUD Trial Lawyer, Jaret Fishman, will offer a brief overview of recent Fair Housing cases.

  **Panelists:**
  - Jaret Fishman, Assistant Legal Counsel, U.S. Department of Housing and Urban Development
  - Robin M. Lybolt, Senior Trial Attorney, U.S. Equal Employment Opportunity Commission

  **Facilitator:** Beverly L. Watts

9:40 AM-10:40 AM  
**Breakout Sessions**

- **LGBTQ Enforcement & Policy Issues** (2nd Floor, 237-238)

  This session will provide definitions of gender-based violence and awareness of the breadth of victimization in addition to the following. History of “me too” movement; legal ramifications and best practice policies for gender-based discrimination and harassment in workplace; examples of sexual harassment in workplace, e.g. Judicial rulings and cases cited; adverse impact of gender based sexual harassment on low wage earners; implication for employers in regard to sexual harassment in workplace; intersection of race and class in regard to sexual harassment in the workplace and working with change to leverage momentum of the “Me Too” movement as a civil and human rights issue.

  **Presenters:**
  - Tristan N. Vaught, & Brice Mickey, Living with Change Foundation

  **Facilitator:** Rue Landau

- **Human Trafficking: Follow the Money** (2nd Floor, 263)

  What Human Rights and Human Relations agencies need to know about sex and labor trafficking from coast to coast.

  **Presenters:**
  - Corban Addison, (Author of “A Walk Across the Sun” and “A Harvest of Thorns)
  - Kevin Kish, Director of California Department of Fair Employment and Housing
  - Amanda R. Friesel, BS, MSW Central Ohio Rescue and Restore Coalition, Anti-Human Trafficking Coalition Specialist

  **Facilitator:** Jean Kelleher

- **How Integrated Communities Advance Tolerance** (2nd Floor, 264)

  This panel explores the history of our segregated communities and offers insights on new ways to promote and sustain racial integration.

  **Presenters:**
  - Craig Flournoy, Assistant Professor of Journalism, the University of Cincinnati
  - Donald DeMarco, Senior Advisor and Integration Alistair, Fund For An Open Society

  **Facilitator:** Carol Johnson

10:45 AM-11:50 AM  
**Plenary Session** (2nd Floor, 232-233)

- **50th Anniversary of the Fair Housing Act: Where Do We Go From Here?**

  The Fair Housing Act, passed 50 years ago in the aftermath of Dr. King’s assassination, was the last bastion of civil rights legislation designed to provide full rights to all Americans. In the 50 years since its passage, the law has been used to forge new protections and opportunities but the full purposes of the law have not been fulfilled. In fact, 50 years later, the homeownership rate for African-Americans is virtually unchanged, racial and ethnic harassment are on the rise, and U.S. cities are more segregated than they were a century ago. Panelists will discuss the circumstances that made the Fair Housing Act necessary, major advancements made under the law, and how the law can be used more effectively to achieve true open housing.

  **Moderator:** Lisa Rice, President and CEO, National Fair Housing Alliance
Panelists:

Jeniece Jones, Executive Director, Housing Opportunities Made Equal, of Cincinnati
Darlene Newbern, Director of Regional Operations, Ohio Civil Rights Commission
Cheryl Young, Senior Economist, Trulia

Facilitator: Carol Johnson

12:00 PM-1:45 PM
Plenary Session (2nd Floor, 260-262)
Dr. Martin Luther King, Jr. Tribute Luncheon

Guest Speaker:
Rev. Dr. Otis Moss, Jr.
Pastor Emeritus: Olivet Institutional Baptist Church

Rev. Moss is an esteemed retired pastor, theologian, speaker, author and civil rights activist. Rev. Moss is well known for his involvement in the Civil Rights Movement and his work with both the late Dr. Martin Luther King, Jr., and the late Martin Luther King, Sr.

Facilitator: Merrill Smith

2:00 PM-5:30 PM
Plenary Session (2nd Floor, 232-233)
The Hidden Bias of Good People: Implications for Human Rights Agencies and The Communities They Serve

Presenter:
Dr. Bryant T. Marks, Sr.,
Founding Director & Principal Trainer, National Training Institute on Race and Equity

Facilitator: Robin Toma

5:30 PM-6:55 PM
RECEPTION
Hosted by the National Association of Human Rights Workers (NAHWR)
DUKE ENERGY CONVENTION CENTER (2nd Floor Lobby)

7:00 PM-8:30 PM
Town Hall Meeting (2nd Floor, 230-233)
Beloved Community Talks: Let’s Bridge the Racial Divide Across America
(Presented by: The King Center, Atlanta, Georgia)

Dr. Martin Luther King popularized the notion of the “Beloved Community.” Dr. King envisioned the Beloved Community as a society based on justice, equal opportunity, and love of one’s fellow human beings. Dr. King’s Beloved Community is a global vision in which all people can share in the wealth of the earth.

Moderator: Bakari Sellers, CNN Contributor

Panelists:

Daryl Davis, Activist, Musician
William Gipson, Chief Diversity & Inclusion Officer, P&G
Dee Bagwell Haslam, Owner, Cleveland Browns
Dr. Bernice A. King, CEO, The King Center
Monty Lobb, Dean of Students, Ohio Christian University
Tamika Mallory, Co-President, Women’s March
Arno Michaelis, former Skinhead/Writer& Speaker
Tim Wise, Anti-Racism Activist & Writer

Sponsor: The Procter & Gamble Company
Wednesday, August 29, 2018

7:30 AM-8:30 AM ............... Continental Breakfast (2nd Floor V)

9:00 AM-10:00 AM ............... BREAKOUT SESSIONS

Commissioners Session: Adjudicating Administrative Complaints of Discrimination (2nd Floor, 236)

“Commissioner Training: The Role of the Fact-Finder” - this panel will explore the nuts and bolts of adjudicating discrimination cases from the Commissioner’s standpoint and will discuss the following key concepts of administrative adjudication, such as: (1) Role of the Commissioner; (2) Theories of Discrimination; and (3) Ethics.

Presenters:
Carol Johnson, JD., M.A.
Director Arkansas Fair Housing Commission
Clarence Henderson, JD.
Washington State Human Rights Commission
Merrill Smith Jr.,
Prince George’s County Maryland Human Rights Commission
Facilitator: Hester Criswell

Understanding Sex Discrimination in the Era of the Me Too Movement (2nd Floor, 237-238)

This session will provide definitions of gender-based violence and awareness of the breadth of victimization in addition to the following. History of “me too” movement; legal ramifications and best practice policies for gender-based discrimination and harassment in workplace; examples of sexual harassment in workplace, e.g. judicial rulings and cases cited; adverse impact of gender based sexual harassment on low wage earners; implication for employers in regard to sexual harassment in workplace; intersection of race and class in regard to sexual harassment in the workplace and working with change to leverage momentum of the “Me Too” movement as a civil and human rights issue.

Presenters:
Erika Yingling,
YWCA of Greater Cincinnati
Shana Cronian,
YWCA of Greater Cincinnati
Facilitator: Jean Kelleher

Cincinnati Collaborative Agreement (2nd Floor, 263)

This session will discuss how Cincinnati’s black community responded to the city’s 2001 civil unrest and the development of a plan to reduce racial disparities in the city’s policing.

Presenter: Iris Roley,
Black United Front
Facilitator: Diane Clements-Boyd

10:05 AM-11:05 AM ............. BREAKOUT SESSIONS

Commissioners Session: Adjudicating Administrative Complaints of Discrimination (con’t) (2nd Floor, 236)

“Commissioner Training: The Role of the Fact-Finder” - this panel will explore the nuts and bolts of adjudicating discrimination cases from the Commissioner’s standpoint and will discuss the following key concepts of administrative adjudication, such as: (1) Role of the Commissioner; (2) Theories of Discrimination; and (3) Ethics.

Presenters:
Carol Johnson, JD., M.A.
Director Arkansas Fair Housing Commission
Clarence Henderson, JD.
Washington State Human Rights Commission
Merrill Smith Jr.,
Prince George’s County Maryland Human Rights Commission
Facilitator: Hester Criswell

This is America: Confronting our Nation’s Legacy of Racism (2nd Floor, 237-238)

From historic disinvestment driven by the practices of redlining, urban renewal, and white flight, our nation’s history of racial segregation and discrimination still permeates throughout our society. This is America: Confronting Our Nation’s Legacy of Racism will explore issues of racial bias and discrimination and will provide a framework for how we can work together to build more equitable and inclusive communities.

Presenter:
Kyle Strickland,
Sr. Legal Analyst, Kirwan Institute
Facilitator: Diane Clements-Boyd

Fair Housing 101 (2nd Floor, 263)

The purpose of this presentation will be to equip all who attend, with basic knowledge of the historical events that lead to the passing of the Civil Rights Act of 1968.

Presenter:
Philip C. Shelton, MSED,
Indianapolis Director of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development
Facilitator: Jeff Lorick

Managing Employees with Mental Health Issues (2nd Floor, 264)

It has been twenty eight years after the passage of the Americans with Disabilities Act of 1990 yet the employment rate of persons with disabilities has not shown any significant increase and employers continue to express concern over their obligations to provide reasonable accommodations. Individuals with mental illness represent 1 in 5 working age adults and the EEOC charge data shows that charges of discrimination based on mental health conditions are on the rise. During fiscal year 2017, preliminary data shows that EEOC resolved almost 5,000 charges of discrimination based on mental health conditions, obtaining approximately $20 million for individuals with mental health conditions who were unlawfully denied employment and reasonable accommodations. Employers continue to grapple with the concept of accommodating individuals with mental illness and assuring that their workplace and practices are non-discriminatory to this population. Join this session as we discuss the various issues that have been identified as “most critical” for employers to consider.

Presenter:
Robin Jones,
Great Lakes ADA Center
Facilitator: Pam Basler
**Plenary Session**

**Improving Community Relations in the Current Climate**

In times of community division, professionals who regularly negotiate in the civil rights area have much to offer their communities. In this session, you will have an opportunity to learn about new collaborative approaches that you might use to help your community. You can play a role in an abbreviated version of a simulated community crisis as well as to try out other collaborative tools created by Ohio State University’s Divided Community Project.

**Presenter:**

Professor Nancy Rogers, Professor Emeritus, Divided Community Project  
Michael E. Moritz, The Ohio State University, College of Law  
Facilitator: Merrill Smith

---

**IAOHRA Human Rights Luncheon**

**Keynote Speaker:**

Ray Miller, President & Publisher of The Columbus African American News Journal  
Facilitator: Gwen Wiggins

---

**The Impact of Sexual Harassment in Housing and Employment**

(2nd Floor, 232-233)  
Understanding the framework of sexual harassment in employment and housing. Taking a look at some of the misconceptions under Title VII and Section 818 of the Fair Housing Act.

**Presenter:**  
Jeff Lorick, Pinellas County Office of Human Rights  
Facilitator: Paul Valenti

---

**Worthy Leadership**

(2nd Floor, 237-238)  
Worthy Leadership™ is a discussion of the role one plays when leading others. The perspective of that leader as well as the lens that projects images back on the leader. When asked if you are a “Worthy Leader” where does the answer lie?

**Presenter:**  
Captain Ron Johnson, Community Engagement and Outreach, Missouri Highway Patrol (“13 Days in Ferguson”)  
Facilitator: Alisa Warren

---

**Ten Useful Insights Gained from 70 Years of Human Rights in Cincinnati**

(2nd Floor, 263)  
This session will be a discussion on the evolution of the Human Rights Movement in Cincinnati.

**Presenters:**  
Phillip J. Obermiller & Thomas E. Wagner  
Facilitator: Paul M. Booth

---

**Fair Housing Enforcement in Perilous Times**

(2nd Floor, 264)  
This panel will provide a strategic playbook for fair housing success in the current environment. Speakers will address affirmatively furthering fair housing, building key partnerships, and stakeholder engagements.

**Presenters:**  
Jeffrey May & Michael Mitchell, International Development and Planning  
Facilitator: Carol Johnson

---

**Worthy Leadership™**

A discussion of the role one plays when leading others. The perspective of that leader as well as the lens that projects images back on the leader. When asked if you are a “Worthy Leader” where does the answer lie?

**Presenter:**  
Captain Ron Johnson, Community Engagement and Outreach, Missouri Highway Patrol (“13 Days in Ferguson”)  
Facilitator: Alisa Warren

---

**IAOHRA Annual Meeting**

Open to All Member Agencies  
Elections, Resolutions, and other organizational actions  
Presiding: Robin Toma, IAOHRA President

---

**National Underground Railroad Freedom Center**

**Guest Speaker:**  
Rev. Robert W. Lee, IV  
Rev. Robert W. Lee, IV, is the fourth great-nephew of the Confederate Civil War General Robert E. Lee whose statue was at the center of violence in Charlottesville. Rev. Lee, an outspoken leader in the Civil Rights Movement, resigned his pastoral duties at Bethany United Church of Christ after receiving backlash from the community and some church members for speaking out against racism and White Supremacy at the MTV Video Music Awards in 2017.

**Guided Touring of the Freedom Center**  
(Heavy hor d’oeuvres, Open Bar)  
Facilitator: Paul M. Booth

(Buses will depart for the National Underground Railroad Freedom Center at 5:15 pm from the Hilton Netherland Hotel front entrance and will continue to shuttle until 6:15 pm. Buses will depart for the Hilton Netherlands Hotel beginning at 8:30 pm and will shuttle until 9:15 pm.)
Wednesday, August 29, continued

8:45 PM ........................................... Return to Hotel

Thursday, August 30, 2018

7:30 AM-8:30 AM ..................... Continental Breakfast (2nd Floor V)

8:30 AM-10:00 AM .................... Closing Plenary Session (2nd Floor, 232-233)
Civil Rights in the Nightly News
Know how to respond to high profile civil rights issues covered in the nightly news and other mainstream media outlets, and assume a prominent role in advising elected officials and resolving conflicts.

Moderator: Jean Kelleher, Executive Director Alexandria Office of Human Rights

Panelists
Avery Friedman, CNN Legal Analyst and Distinguished Visiting Adjunct Professor in Constitutional Law at Ursuline College
Rue Landau, Executive Director Philadelphia Commission on Human Relations
Paul Valenti, Executive Director Pinellas County Office of Human Rights

CONFERENCE ADJOURN

THANK YOU CINCINNATI!

SEE YOU IN ORLANDO IN 2019
Speakers, Moderators, and Presenters
E. Tendayi Achiume is Assistant Professor of Law at the University of California, Los Angeles School of Law, and a research associate of the African Center for Migration and Society at the University of Witwatersrand in South Africa. The current focus of her work is the global governance of racism and xenophobia; and the legal and ethical implications of colonialism for contemporary international migration. Her publications include: Migration as Decolonization, Stanford Law Review (forthcoming 2019); Governing Xenophobia, Vanderbilt Journal of Transnational Law (forthcoming 2018); Syria, Cost-Sharing and the Responsibility to Protect Refugees, 100 Minnesota Law Review 687 (2015); and Beyond Prejudice: Structural Xenophobic Discrimination Against Refugees, 45(2) Georgetown Journal of International Law 323 (2014).

In November 2017, the UN Human Rights Council appointed her the UN Special Rapporteur on Contemporary Forms of Racism, Racial Discrimination, Xenophobia and Related Intolerance making Professor Achiume the first woman to serve in this role. In 2016, she co-chaired the Annual Meeting of the American Society of International Law (ASIL), and she currently co-chairs the ASIL Migration Law Interest Group.

Professor Achiume earned her B.A. from Yale University and her J.D. from the Yale Law School. She also served as a law clerk for Deputy Chief Justice Dikgang Moseneke and Justice Yvonne Mokgoro of the Constitutional Court of South Africa. She is a core faculty member of the UCLA Law School Promise Institute for Human Rights, the Critical Race Studies Program and the Epstein Program in Public Interest Law and Policy.

Wanda Allen-Abraha is the Human Relations Director for the City of Winston-Salem. She began serving in this role in 2001. Ms. Allen-Abraha is originally from Fayetteville, North Carolina. She is the first female to head the Human Relations Department and was one of the youngest department heads hired in Winston-Salem city government.

She graduated cum laude and magna cum laude, respectively, from North Carolina Central University, while earning simultaneous Bachelor’s degrees in English and in French. While in college, she was initiated into Delta Sigma Theta Sorority, Incorporated. She earned a Juris Doctorate degree from the North Carolina Central University School of Law.

Before joining city government, Ms. Allen-Abraha served as the Equal Employment Opportunity Coordinator (Agency Legal Specialist) in the Human Resources Division of the N.C. Department of Health and Human Services. Before serving with the state government, she worked as the Legal Compliance Specialist in the Human Resources Division of Elk Grove Unified School District in Elk Grove, California.

Ms. Allen-Abraha is active in the community and volunteers on several boards, including the Legal Aid Council of Northwest North Carolina, the Kaleideum Children’s and Science Museum Board, and the Kidane Mehret Ethiopian Orthodox Church of the Triad. She also participates in several public service organizations, including the Winston-Salem Alumnae Chapter of Delta Sigma Theta Sorority, Inc., the North Carolina Association of Black Lawyers, the Association for Conflict Resolution, and the National Association of Human Rights Workers. She is a 2004 graduate of Leadership Winston-Salem.
Ms. Allen-Abraha is also a past recipient of the Triad Business Journal’s 40 Leaders Under Forty Award, the Winston-Salem Outstanding Women Leaders Award, the Indo-US Cultural Association's Diwali Award, and the Urban League’s Unity Award. Most recently, she was the 2015 City of Winston-Salem Employee Excellence in Leadership (Department Head) Awardee.

Lori Barreras was appointed Commissioner on October 31, 2013 and was appointed Chair in March 2018 by Governor John Kasich. Chair Barreras served as the Assistant Vice President of Human Resources at The Ohio State University. She is the former Vice President and Director of Human Resources at Battelle Memorial Institute, Oak Ridge National Laboratory and Pacific Northwest National Laboratory, Supervisory Investigator at the U.S. Equal Employment Opportunity Commission and Tax Auditor for the Internal Revenue Service. She received a Bachelor of Science in Business Operations Management from Arizona State University.

Chair Barreras serves as a Vice Chair of the Board of Directors for the Greater Columbus Arts Council and is a member of the Ohio Collaborative Community-Police Advisory Board and the Columbus Women’s Commission’s Pay Equity Committee. She lives in Columbus, Ohio.

Melanie Breen became the Director at the Cincinnati Area Office of the U.S. Equal Employment Opportunity Commission (EEOC) in 2015, after serving as Enforcement Supervisor for the Agency since 2008. She graduated from Bowling Green State University with a Bachelor’s degree in Criminal Justice. In 1999, she became an Investigator for the EEOC in Phoenix, AZ. For the majority of her time in Phoenix, she was assigned to the Case Development Team which investigated class cases.

Lori Barreras was appointed Commissioner on October 31, 2013 and was appointed Chair in March 2018 by Governor John Kasich. Chair Barreras served as the Assistant Vice President of Human Resources at The Ohio State University. She is the former Vice President and Director of Human Resources at Battelle Memorial Institute, Oak Ridge National Laboratory and Pacific Northwest National Laboratory, Supervisory Investigator at the U.S. Equal Employment Opportunity Commission and Tax Auditor for the Internal Revenue Service. She received a Bachelor of Science in Business Operations Management from Arizona State University.

Chair Barreras serves as a Vice Chair of the Board of Directors for the Greater Columbus Arts Council and is a member of the Ohio Collaborative Community-Police Advisory Board and the Columbus Women’s Commission’s Pay Equity Committee. She lives in Columbus, Ohio.

Melanie Breen became the Director at the Cincinnati Area Office of the U.S. Equal Employment Opportunity Commission (EEOC) in 2015, after serving as Enforcement Supervisor for the Agency since 2008. She graduated from Bowling Green State University with a Bachelor’s degree in Criminal Justice. In 1999, she became an Investigator for the EEOC in Phoenix, AZ. For the majority of her time in Phoenix, she was assigned to the Case Development Team which investigated class cases.

Shana Cronican is a long-time feminist social justice advocate for the empowerment and advancement of women and girls. Ms. Cronican earned her M.A. in Women, Gender, and Sexuality Studies from the University of Cincinnati (2004) and her Masters of Social Work with a concentration in Administration (2014). Ms. Cronican has a lengthy history in bridging theory and practice in order to eliminate violence against women and girls while recognizing the interlocking and intersecting oppressions of race, class, gender, sexuality, religion, ability and geographical space as informants of women and girls’ material realities. Ms. Cronican served on The University of Cincinnati’s Women, Gender, and Sexuality Studies Department as a faculty member (2004-2008) and Northern Kentucky University’s Contemporary Gender Studies Program as a faculty member (2008-2013). She is currently employed at the YWCA of Greater Cincinnati as the Domestic Violence Shelter Manager, which houses 67 women and children fleeing domestic violence and who have experienced complex trauma.

Ms. Cronican resides in Anderson Township, Cincinnati, with her spouse, two children (ages 11 and 8) and their family dogs, Sugar Magnolia and Mountain Girl.

Jamil Dakwar is the director of the American Civil Liberties Union’s Human Rights Program (HRP), which is dedicated to holding the U.S. government accountable to its international human rights obligations and commitments. He leads a team of lawyers and advocates who use a human rights framework to complement existing ACLU legal and legislative advocacy primarily in the areas of counter-terrorism, racial justice, immigrants’ rights, women’s rights, and criminal and juvenile justice.
Gary Daniels is the chief lobbyist of the ACLU of Ohio and works in the ACLU of Ohio regional office in Columbus, where he has lived since February 2008. Gary has worked for the ACLU of Ohio for 20 years, from 1995-2000 and 2003-present. Before becoming chief lobbyist, he worked for the ACLU of Ohio in the positions of associate director, litigation coordinator, and legal assistant.

Gary works with local and statewide elected and government officials to further the ACLU’s mission. He is a frequent commentator on civil liberties issues in local, statewide and national media.

During the time he lived in New York City, Gary was the Cuba Travel Project coordinator for the Center for Constitutional Rights and later the media affairs coordinator for the National Coalition Against Censorship. He currently serves on the boards of the Ohio Center for Law-Related Education. Gary is also a two-time past board member for the Northeast Ohio Coalition for the Homeless.

A 1994 graduate of Kent State University, Gary graduated with a bachelor’s degree in political science. He is originally from Youngstown, Ohio.

Daryl Davis is a Chicago native who graduated from Howard University with a degree in Jazz. Outside of school, he was personally trained by legendary Blues, Boogie Woogie and Rock’n’Roll pianists Pinetop Perkins and Johnnie Johnson who both claimed him as their godson and praised his ability to master a piano style that was popular long before he was born. In addition to being a pianist and vocalist, Daryl is also a professional actor, author, and lecturer, now residing in Maryland.

Apart from leading The Daryl Davis Band, he has worked with Elvis Presley’s Jordanaires, Chuck Berry, The Legendary Blues Band, Percy Sledge, Sam Moore, Nappy Brown and many others. Daryl’s CDs have received rave reviews from leading music magazines, and he has won several WAMA (Washington Area Music Association) Awards for Best Artist in the Roots and Blues categories. Daryl has tours nationwide and internationally. His Greatest Hits CD is his latest release.

A man once told Daryl, he’d never seen a Black man play piano like Jerry Lee Lewis. Daryl explained, they both learned from black Blues and Boogie Woogie pianists. The man found it hard to believe in the black origin of the music but became a regular fan of Daryl’s. Turns out, he was a member of the Ku Klux Klan. This experience led to Daryl becoming the first black author to travel the country interviewing KKK leaders and members. His experiences are detailed in his book, Klan-Destine Relationships and the newly released award-winning documentary Accidental Courtesy. Most recently, Davis has been establishing a relationship with the KKK in Charlottesville, VA.

As an actor, Daryl has appeared on the stage, the big screen and television. He also played a role in the critically acclaimed and awarded television show The Wire.

He is the recipient of numerous awards for his music and work in race relations and is often seen and heard on cable and network television and radio as a race relations expert.

Don DeMarco calls himself a pro-integrationist. He’s a community organizer who has worked to promote and sustain racial integration since the mid-1960s. Don has worked in civil rights enforcement, but more prominently, organizing to affirmatively replace ghettos, white and of color, glitzy as well as gritty, with racially integrated and balanced living patterns. He’s done this work while employed by or as a consultant to various municipal governments. Don attended his most recent IAOHRA conference in the 1970s when he was assistant village manager for Park Forest, IL. He has worked for the Toledo Board of Community Relations (Ohio); Jackson Human Relations Commission (Michigan); Maywood Human Relations Commission (Illinois); Shaker Heights Community Services (Ohio); South Orange-Maplewood Community Coalition on Race (New Jersey); the towns of Pennsauken and Winslow, NJ; and Oak Park, IL, among others. Don sought unsuccessfully to sell his services to Ferguson, MO, in the 1990s when he attended an Oak Park National Exchange Congress representing the Fund for an OPEN Society, a nonprofit organized by civil rights activist James Farmer and builder Morris Milgram to promote integrated living. Don's wife, Loretta DeMarco, assisted at OPEN as an integral part of an interracially married team. In retirement, Don continues to advise OPEN.
Corine Fairbanks is an Oglala, Lakota writer, educator and activist. Fairbanks is currently one of the lead organizers for the American Indian Movement of Ohio - focusing most of her attention in the southeastern region of Ohio. Formerly the Director of the American Indian Movement of Southern California, Fairbanks has been involved with the American Indian Movement since 1986. With her work in the area of racism against Native Peoples in sports and media, she has focused on this topic and its connection to the sexual objectification and violence perpetuated against Native women. In addition, she has also been advocate for Indigenous Women, Indigenous Food Sovereignty, and Mental Health.

Jaret R. Fishman is a trial Attorney at the Office of the Regional Counsel, Region V (Chicago), U.S. Department of Housing and Urban Development. Mr. Fishman joined HUD in 2007 through the Department’s Legal Honors Program. He graduated with honors from the Indiana University-Bloomington in 2003, where he earned a Bachelor of Science in Public Affairs from the School of Public and Environmental Affairs. He graduated from the John Marshall Law School in 2007. He is a member of the Illinois bar. Mr. Fishman practice focuses on Fair Housing (both Title VIII and compliance) matters. He also handles personnel, information governance (FOIA, Privacy Act, E-Discovery), and defensive-litigation matters for the Department. Mr. Fishman is also a Special Assistant United States Attorney for the N.D. of Illinois.

Dr. Craig Flournoy has been teaching journalism at the University of Cincinnati since 2014. From 1979-2000, he was an investigative reporter at the Dallas Morning News. His journalism was honored with more than 50 state and national awards including the 1986 Pulitzer Prize for National Reporting for “Separate and Unequal,” an 8-part series that documented pervasive segregation and starkly unequal conditions in the nation’s vast system of federally-subsidized housing. From 2002 to 2013, he taught journalism at Southern Methodist University. He is currently writing a book that examines how the white and black press covered the Civil Rights Movement.

Avery Friedman has been called a “walking reference source” on civil rights law by the Wall Street Journal. He has been recognized in TIME, The New York Times and USA Today as a nationally distinguished civil rights lawyer and law professor. The NAACP has called him a “true freedom fighter” and “an artist in the courtroom.” Mr. Friedman has lectured on federal civil rights law at nearly three dozen major law schools including Stanford, Duke, Berkeley, Michigan, North Carolina, Tulane and the University of Texas. He has appeared by invitation as an expert on civil and constitutional rights before U.S. Senate and House subcommittees.

Starting his 18th year on CNN, Avery has been CNN’s weekly Legal Analyst every Saturday, bringing perspective to the nation’s hottest legal cases to over 3,000,000 viewers coast-to-coast and around the world.

Avery presently serves as Distinguished Visiting Adjunct Professor in Constitutional Law at Ursuline College. He joins Jesse Owens and Gloria Steinem as an inductee in the Ohio Civil Rights Hall of Fame.
Amanda R. Friesel is the supervisor of the community case management team at Gracehaven. As a community case manager, Amanda works specifically with juvenile victims of human trafficking and juveniles who are at-risk of being trafficked. Amanda also works with The Salvation Army in Central Ohio as the Regional Coalition Coordinator for the Central Ohio Rescue & Restore Coalition (CORRC). In addition to that she also chairs the CORRC Public Awareness Committee. In her role as the coalition coordinator Amanda conducts numerous human trafficking trainings across Ohio to spread awareness and educate different industries on human trafficking as well as Ohio’s response protocol to it. She has extensive research experience in the human trafficking field and has been directly working with juvenile and adult survivors for 2 years.

Her other activities include being the Advisor and Founder of the Why Us? Campaign. This is a public awareness campaign that aims to educate The Ohio State University and the surrounding community on the severity of human trafficking, the diversity of it, as well as how it affects college campuses and college-aged people.

William P. Gipson is President, Packaging Transformation as well as P&G’s Chief Diversity and Inclusion Officer—true to P&G’s belief that diversity & inclusion must be business-led. His P&G career spans and continues after three decades with broad experience across many of the Company’s core categories and markets. William has had responsibility for the innovation programs for several of P&G’s billion dollar brands, including Bounty, Charmin, Pantene and Head & Shoulders and has lived and worked in Puerto Rico, Brazil, Venezuela, Singapore and the US.

As CDO, William leads the global efforts to build and strengthen P&G’s diversity & inclusion so that every employee feels valued, included and able to perform at their peak. During his time in the role, P&G has achieved greater levels of diversity than ever before with more than 145 different nationalities among its workforce, 45% gender diversity in management levels, and broad diversity improvement at the President and Function Officer level.

P&G has been recognized for its progress, including recognitions by DiversityInc, Forbes, Working Mother Media, Catalyst, the Human Rights Campaign, and others.

William believes in giving back and helping others achieve success. He serves on the Board of Directors for The United Negro College Fund and the National Action Council for Minorities in Engineering. He also serves on the Advisory Board for the University of Alabama’s STEM Pathway to MBA Program.

Michael Griffaton is of counsel in the Vorys Columbus office and a member of the labor and employment and government relations practice groups. He has extensive experience in the areas of wage and hour law, non-competition, discrimination and wrongful discharge, Worker Adjustment and Retraining Notification Act (WARN Act), affirmative action, and prevailing wage. In his practice, Mike advises Ohio and national employers on policy development, personnel matters, and litigation avoidance and represents them before government agencies and the courts and through alternative dispute resolution. He also advises clients on legislative advocacy and strategizes, drafts, and analyzes state and federal legislation. His notable experience includes: defending and advising employers regarding state and federal wage-hour laws, class actions, and collective actions; drafting and advising clients with respect to legislation involving the Ohio Constitution, taxation, insurance, gaming, liquor control, employment (including being the principle architect of Revised Code section 4111.14, Ohio’s minimum wage law), public notice, education, and public utilities; conducting sexual harassment, equal employment opportunity, and general human resources training; counseling employers on proactive legal compliance strategies and employee relations issues; prosecuting and defending lawsuits regarding covenants not to compete, trade secrets and advising employers in connection with the drafting of those agreements. Mike has spoken at numerous seminars on many topics, including wage-hour compliance, discrimination, social media, and legislative developments. He has also testified before the Ohio House of Representatives, Ohio Senate, and the Ohio Ballot Board. Mike also keeps clients apprised of legal and legislative issues through regular e-alerts, articles, and blogs. Mike received his J.D. magna cum laude from Case Western Reserve University School of Law where he was the executive notes editor of the
Case Western Law Review and the recipient of the Theodore Sindell Prize for the Best Essay in Tort Law and the American Jurisprudence Award for research and writing. He received his B.A. magna cum laude from Ohio Wesleyan where he was Phi Beta Kappa.

Dee Bagwell Haslam is the owner Cleveland Browns, Partner Pilot Corporation, and CEO of RIVR Media Companies.

As co-owner of the Cleveland Browns, Dee Bagwell Haslam’s primary focus has been on building a consistently winning football team, providing a great fan experience, and giving back to Northeast Ohio.

Dee started her business career in the television production business working for her father, Ross Bagwell. In 1998, she and her partners took over Bagwell Entertainment and renamed it RIVR Media. As CEO of RIVR, they have produced hundreds of hours of programming. In 2012, Dee also started Nest Features, producing films centered on Southern culture.

Dee is also part of the family ownership group of Pilot Flying J. PFJ is the number one seller of over-the-road diesel fuel with over 600 Travel Centers in the United States and Canada. In 2017, Governor Jeb Bush appointed Dee to the ExcelinEd’s Board of Directors, a national leader in the education reform movement.

Dee’s extensive community leadership includes serving on the State Collaborative of Reforming Education (SCORE), the Emerald Youth Foundation, University of Tennessee Haslam College of Business Advisory Board and Lakeshore Park, the Board of Trustees of The Rock and Roll Hall of Fame, University Hospitals System and the United Way of Greater Cleveland.

Dee and her husband Jimmy have 3 children and 5 grandchildren.

Ron Johnson joined the Missouri State Highway Patrol on July 1, 1987. After graduation, he was assigned to Troop C St. Louis. In 1995, he was promoted to corporal and designated assistant zone commander. In 1997, he was promoted to sergeant and designated zone commander. In October 1999, Captain Johnson was promoted to lieutenant and transferred to Troop A, Lee’s Summit. In 2002, he was promoted to captain and returned to Troop C as commanding officer. In 2017, Captain Johnson was designated as Director of the Highway Patrol’s newly created Office of Community Engagement and Outreach.

In 2018, Captain Johnson founded Lodestone Solution Group, LLC. Our mission is to develop and inspire leaders to use a moral compass of empathy, compassion and selflessness to discover personal and sustainable strength in leading others confidently, even if the whole world is watching.

Captain Johnson was born and raised in St. Louis, Missouri. He holds a criminal justice degree, is a graduate of Northwestern University Traffic Institute of Police Staff and Command, and a 2014 graduate of teh National Federal Bureau of Investigation Academy. He is certified in police instruction and the development/implementation of Assessment Center exercises formatted for command level staff officers. He serves on various committees within the Patrol and Community. On August 14, 2014, Governor Jay Mixon appointed Captain Johnson to lead protest security in Ferguson, Missouri, following the fatal police shooting of Michael Brown, Jr. Captain Johnson has received numerous awards and recognitions for his Service.

Captain Johnson and his wife Lori have been married for 29 years and have 2 adult children.

Dan Hurley is a local historian and political reporter. He is currently the interim host of the daily Cincinnati Edition on 91.7 WVXU (NPR). He worked for 36 years for Local 12 News (CBS affiliate), including producing and hosting Local 12 Newsmakers for 22 years. He was the Director of Leadership Cincinnati for eight years and the interim President of the National Underground Railroad Freedom Center. He is the founder of Applied History Associates, a public history consulting firm.
Jeniece Jones, MPA, JD, became Executive Director at HOME on July 1, 2015. She holds a Master’s in Public Administration from Northern Kentucky University and a Juris Doctor from Salmon P. Chase, College of Law. Before joining HOME, Jeniece was the Chief Executive Officer at Community Shares of Greater Cincinnati, a community fund focused on bringing awareness and fundraising to local community organizations working on social justice, economic justice, and environmental issues. Prior to that, she was a real estate attorney working in the Cincinnati area.

The Honorable Nathaniel R. Jones was born in Youngstown, Ohio and attended the public schools there. After service in the armed forces during World War II, he was educated at Youngstown State University, receiving his A.B. and L.L.B. He was admitted to the Ohio Bar in 1957. Judge Jones served as Executive Director of the Fair Employment Practices Commission of the City of Youngstown, in private practice, as an Assistant U.S. Attorney, as Assistant General Counsel to the National Advisory Commission on Civil Disorders (the Kerner Commission), and as general counsel of the NAACP. In 1979, he was appointed to the U.S. Court of Appeals for the Sixth Circuit, where he served until his retirement in 2002. An internationally renowned civil rights activist, Judge Jones helped abolish apartheid in South Africa and assisted in drafting its new constitution, conferring with Nelson Mandela and others.

Following his retirement from the Court of Appeals, Judge Jones assumed a position as Of Counsel with Blank Rome LLP. From December 2006 through June 2011 he served as the firm’s first Chief Diversity and Inclusion Officer. In addition he serves as honorary co-chair and director of the National Underground Railroad Freedom Center in Cincinnati, after serving as co-chair until its opening in August 2004. He serves as a member of several other boards and participates in a variety of other activities. Judge Jones served as a member of the Toyota Motor Manufacturing North America, Inc. Diversity Advisory Board. He has taught at several law schools throughout the United States and is the holder of 19 honorary degrees.

Judge Jones has been the recipient of many honors and awards. Most recently he received the 101st Spingarn Medal from the National Association for the Advancement of Colored People, and the International Freedom Conductor Award from the National Underground Railroad Freedom Center. The Nathaniel R. Jones American Inn of Court was chartered in Youngstown, Ohio in 2014. He has also received Kappa Alpha Psi Fraternity, Inc.’s Laurel Wreath Award, The American Lawyer’s Lifetime Achievement Award, the Professionalism Award for the Sixth Circuit by the American Inn of Court, and induction into the Ohio Civil Rights Hall of Fame and the National Bar Association Hall of Fame. In February 1997, he was recognized by the Chamber of Commerce as one of the “Great Living Cincinnatians.”


On July 24, 2017 the NAACP announced the inaugural Nathaniel R. Jones Award which was presented to former United States Attorney General Eric Holder. The award will be presented annually to a person who has devoted a major part of their chosen career to public service and demonstrates an unwavering commitment to civic, legal and social justice.

Judge Jones has authored numerous articles and papers. In May 2016 his memoir, Answering The Call: An Autobiography of the Modern Struggle to End Racial Discrimination in America, was published by The New Press. The memoir received a nomination for a 2017 NAACP Image Award in the “Literature: Outstanding Literary Work—Biography/Autobiography” category.

Robin Jones is the Director of the Great Lakes ADA Center and an Instructor in the Department of Disability and Human Development at the University of Illinois at Chicago. The Great Lakes Center was founded in 1991 and is one of 10 Centers operating with funding from the National Institute on Disability, Independent Living, Rehabilitation and Research (NIDILRR), Agency on Community Living, Department of Health and Human Services to provide technical assistance regarding the ADA. The Great Lakes Center serves the States of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin.
Robin has been actively involved in advocacy efforts on the local, state, and architectural accessibility with the ADA. In addition, she has worked closely with local and state officials to harmonize local laws related to civil rights with other legislation. Robin serves as a key resource regarding the interplay of the ADA and the Great Lakes Region and beyond. In addition, Robin has academic degrees in the field of Occupational Therapy at the University of Illinois at Chicago. She has extensive experiences providing training and consultation regarding all titles of the ADA for business, government, education, and disability organizations within and beyond the Great Lakes Region. In addition, Robin has served as director since the Center’s inception in 1991. Formerly, she served as founding director of an independent living center in the Chicago area. Prior professional experiences included working as a senior occupational therapy assistant at the Rehabilitation Institute of Chicago and as Assistant to the Head within the School of Occupational Therapy at the University of Illinois at Chicago. Robin has academic degrees in the field of Occupational Therapy and Public Administration.

She has extensive experiences providing training and consultation regarding all titles of the ADA for business, state and national levels. Robin has had a key role in the interplay of the ADA with other legislation and has worked closely with local and state officials to harmonize local laws related to civil rights and architectural accessibility with the ADA. In addition, she has been actively involved in advocacy efforts on the local, state and national levels.

Andrew Kaplan is a partner in the Vorys Cincinnati office and a member of the labor and employment group. He represents employers in state and federal court employment litigation and agency proceedings. He also counsels employers on issues pertaining to the ADA, the FMLA, employment discrimination, reductions-in-force, terminations, severance agreements and other aspects of the employer-employee relationship. Andy also represents self-insured and state-funded employers in workers’ compensation matters before the Industrial Commission of Ohio and the trial and appellate courts of Ohio. His work in the area of workers’ compensation includes defense of Safety and Health Act claims and intentional tort claims. Career highlights include: 33 years of litigation experience in state and federal court and before administrative agencies; 30 years of experience representing employers before the Industrial Commission of Ohio and in the courts on a broad range of workers’ compensation issues. Andy is a member of the American Bar Association, the Ohio State Bar Association, and the Cincinnati Bar Association. Andy has given presentations on multiple employment-related topics and on workers’ compensation issues including claims management and defense, violations of specific safety requirements, and intentional torts. Andy received his J.D. magna cum laude from Georgetown University Law Center, where he was an editor of the Georgetown Law Journal. He received his B.A. from Amherst College, where he was a member of Phi Beta Kappa.

Bernice A. King is a global thought leader, orator, peace advocate, and Chief Executive Officer of the Martin Luther King, Jr. Center for Nonviolent Social Change (The King Center), which was founded by her mother, Coretta Scott King, in 1968. She was appointed CEO of The King Center in January 2012, by the Board of Trustees. From this position, the same one once held by her mother, this transformative leader steadfastly continues her efforts to advance her parents’ legacy of Kingian Nonviolence, which Dr. King re-branded Nonviolence365™.

Through her work at The King Center, Dr. King educates youth and adults about the nonviolent principles modeled by her parents. In 2012, she implemented an annual N.O.W. Encounter Summer Camp which has engaged youth from New Mexico, South Carolina, Michigan, Alabama, and as far away as the Island of Cyprus. Because of the impact the camp, now called Camp NOW, had on their lives, youth from Cyprus returned two years in a row.

Dr. King spearheaded the ‘Let Freedom Ring and Call to Action’ event to commemorate the 50th Anniversary of the March on Washington and her father’s famous ‘I Have a Dream’ speech. This global event included then President Obama, former Presidents Clinton and Carter, and members of Congress, as well as many other international leaders, dignitaries and entertainers.

As part of the Center’s Nonviolence365 education and training initiative, Dr. King launched Students with King, which enables students to interact with King family members, as well as those who knew and/or worked with Dr. Martin Luther King, Jr. and Mrs. Coretta Scott King. As part of the interactive conversation, which is typically moderated by either a local radio or TV on-air personality, students are given the opportunity to learn about the more personal side of the King Family and Legacy. Dr. King also launched a series of interactive web-talks with students throughout the country using Google Hangout as the platform. These talks enable her...
to use technology to converse with students while she is at The King Center and the students are in their classrooms.

After the tragic death of Michael Brown at the hands of law enforcement, Dr. King led The King Center team in engaging educators, law enforcement, civic leaders, activists, gang members and business leaders in the Ferguson community in dialogue and Nonviolence365 training. The Center's work in Ferguson included a 4-day education and training for adults and a 4-day education and training for students and faculty at Riverview Gardens High School. Participants were encouraged to commit themselves to embracing nonviolence as a lifestyle. The work in Ferguson, MO continues, and the requests for Nonviolence365 education and training continue to pour into The King Center.

Under Dr. King's leadership, the Center has expanded and enhanced its community engagement to include partnering with the Urban League of Atlanta to provide Nonviolence365 experiences for 100 ex offenders and to encompass launching the Better Together: Racial Reconciliation initiative for pastors and church leaders. Dr. King also led a King Center team in partnering with Ujamaa Place in St. Paul, Minnesota to provide Nonviolence365 for 120 youth and adults in the community that was home to Philando Castile. Further, in an effort to build relationships between community and law enforcement and to decrease incidents of police brutality, The King Center, under Dr. King's leadership, facilitates Nonviolence365 for Law Enforcement. Participants in NV365 Law Enforcement trainings have included chiefs, sheriffs and captains from metro Atlanta departments, as well as directors for agencies such as the Georgia Bureau of Investigation. The Center received certification from the state of Georgia to accommodate participants receiving training credit for attending NV365 for Law Enforcement.

Dr. King also initiated the Beloved Community Talks to begin having courageous conversations about the difficult racial issues impacting our communities, nation and world. The first was entitled 'The Race Factor: The Lies, The Myths and The Truths' and was held as part of its 2015 King Holiday Observance. The next year's KHO Beloved Community Talk was 'The Race Factor: Rights vs Responsibilities;' and in 2017, the focus was 'Let's Bridge the Racial Divide Across Urban, Suburban and Rural America.'

In addition to expanding and enhancing The King Center's Nonviolence365 Education and Training Platform, Dr. King has focused her efforts on transforming the physical King Center campus. She began by using technology to add the sound of her parents voices to the campus experience. When you visit the Center, you not only get to see and read their words, you get to hear their voices. Work is also underway to restore the grounds. From quotes on the walls and the walkway landing to the restoration of the reflecting pool where the crypts of Dr. Martin Luther King Jr and Mrs. Coretta Scott King are housed, the campus is being revived.

Prior to taking on her role at the Center, Dr. King was already nationally and internationally known as one of the most powerful, motivating and life-changing orators and speakers on the circuit today. She began her oratorical journey when she spoke in her mother's stead at the United Nations at age 17. Over the years, she has spoken on the steps of The Lincoln Memorial, The White House, major corporations and universities, and in nations throughout the world, including South Africa, Germany, and New Zealand.

Dr. King is a graduate of Spelman College with a Bachelor of Arts in Psychology and of Emory University, with a Masters of Divinity and Doctorate of Law. She has also received an honorary Doctorate of Divinity degree from Wesley College. In honor of her mother, Coretta Scott King, she returned to her alma-mater, Spelman College, to announce the establishment of the Be A King® Scholarship. Dr. King is currently a member of the State Bar of Georgia and a trained mediator. She is also a member of the International Women's Forum and National Council of Negro Women.

With a strong concern for youth, family and community partnership, Dr. King was privileged to serve as a law clerk in the Fulton County Juvenile Court system, under Judge Glenda Hatchett, who was host of the nationally syndicated 'Judge Hatchett Show.' She has served as a mentor and advisor to the Coretta Scott King Young Women's Leadership Academy (CSKYWLA). In 2014, Dr. King was delighted to serve as the high school commencement speaker for the inaugural graduating class of young ladies who she first met in 2007 when they were in the 6th grade. In January of 2011, she launched the “100 Days of Nonviolence” campaign at CSKYWLA to expose the girls to nonviolence as modeled by Dr. Martin Luther King, Jr. (Nonviolence 365), and to encourage them to begin embracing it as a way of life.

Dr. King has been featured on numerous television shows, in magazines, as a television commentator and is the recipient of a host of awards and accolades. In April 2008, she was one of the fifteen delegates selected to meet Pope Benedict XVI during his visit to the United States. In March of 2018, Dr. King was fortunate to have a private audience with his holiness Pope Francis. A noted author, she has to her credit, ‘Hard Questions, Heart Answers,’ a compelling and inspiring book.

Dr. King is an innovative, energetic and committed leader dedicated to taking her parents' legacy and teachings, The King Center, and the work of creating a more peaceful, just, humane world with Nonviolence365 into a new era.
Kevin Kish is a noted civil rights attorney whose career has been dedicated to public service and advancing justice for disadvantaged communities. He was appointed by Governor Edmund G. Brown Jr. as Director of the California Department of Fair Employment and Housing (DFEH) in February 2015 and confirmed by the California Senate in January 2016. With 220 staff, DFEH is the largest state civil rights agency in the nation and is the institutional centerpiece of California’s commitment to protecting its residents from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking.

Prior to his appointment, Kish served as director of the Employment Rights Project at Bet Tzedek Legal Services, one of the nation’s premier public interest law firms. During his nine years at Bet Tzedek, Kish led the firm’s employment litigation, policy, and outreach initiatives. His cases focused on combatting violations of minimum labor standards in low-wage industries and human trafficking for forced labor, and included individual and class-action lawsuits on behalf of workers in the garment, warehouse, carwash, trucking, restaurant, and janitorial industries, among others. He led trial and appellate teams in employment and trafficking suits. Among other important civil rights achievements, in 2009 Kish prevailed in the first civil case to reach a jury verdict under the California Trafficking Victims Protection Act.

Kish has been recognized for a creative approach to advocacy that complements legal strategies with innovative collaborations involving non-profit organizations, law schools, public agencies, industry leaders, and organizing campaigns. He has frequently been named to top-lawyer lists including California Lawyer’s “Super Lawyers” and the Daily Journal’s “Top 75 Labor and Employment Lawyers.” In 2016, Kish was a recipient of the California Lawyer’s Clay “Attorney of the Year” Award.

Amber Lee currently serves as the Testing Program Manager for the Center for Civil Rights at the National Community Reinvestment Coalition (NCRC). She works to advances fair lending and fair housing practices through multifaceted programs, including: developing testing methodologies; private enforcement; education and outreach; fair housing planning; and building partnerships among communities, real estate providers, financial institutions, and other market players. She previously served as the consulting Staff Attorney at the Fair Housing Center of Greater Boston where she coordinated intake, referral and resolution of housing discrimination complaints; served as the public face for the Fair Housing Center’s enforcement program, including outreach to and training for attorneys, the real estate industry, and allied organizations; and worked with federal, state, and local enforcement agencies to enhance responses to discrimination complaints.

Amber joined NCRC last year following a fellowship at AARP Foundation Litigation where she focused on consumer protection and fair lending practices. She is a graduate of American University’s Washington College of Law and received her masters in public policy from the American University School of Public Affairs. While in school, she interned at the American Civil Liberties Union Washington Legislative Office, focusing racial justice issues in housing and criminal justice; served as a student attorney for the Community and Economic Development Legal Clinic; and was the managing editor for the Administrative Law Review.

Prior to law school, Amber worked as senior financial analyst for USA Today and earned a B.S. in business and finance from Marymount Manhattan College. She is licensed to practice in New York and Massachusetts.

Amber joined NCRC last year following a fellowship at AARP Foundation Litigation where she focused on consumer protection and fair lending practices. She is a graduate of American University’s Washington College of Law and received her masters in public policy from the American University School of Public Affairs. While in school, she interned at the American Civil Liberties Union Washington Legislative Office, focusing racial justice issues in housing and criminal justice; served as a student attorney for the Community and Economic Development Legal Clinic; and was the managing editor for the Administrative Law Review.

Prior to law school, Amber worked as senior financial analyst for USA Today and earned a B.S. in business and finance from Marymount Manhattan College. She is licensed to practice in New York and Massachusetts.

Robert Lee is an activist, preacher, professor, and PhD student who is committed to examining the current state of race relations in the south and beyond. A nephew, generations removed of Confederate General Robert E. Lee, Rob has appeared on NPR’s Weekend Edition, the MTV Video Music Awards, and ABC’s The View. Rob is a
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. Lhamon also litigates civil rights cases at the National Center for Youth Law, where she has been Of Counsel since October 2017.

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.

Monty Lobb is the President of Kenosis Limited, an organizational change consulting firm. In this capacity he teaches and mentors leaders to be the message of high character. He teaches at Ohio Christian University in the School of Business and Government as a full professor and is the Director of the Government & Public Service program. Dr. Lobb serves as the Dean of the School of Business & Government at OCU. Dean Lobb has also taught in the MBA Program at Franklin University and has taught ethics, leadership and organizational behavior in the Graduate Business School of Mount Vernon Nazarene University. Lobb has practiced court appointed criminal law in Fairfield County, Ohio and served as the Executive Director of the Republican Party in that county.

Monty served as Assistant Secretary of State of Ohio from July 1999 through January 2007, and in the additional role of Chief of Staff from March 2000 through January 2003, to Ohio Secretary of State J. Kenneth Blackwell. A member of Blackwell’s senior staff at both the Secretary of State’s office and Ohio Treasury, Lobb was also General Counsel during the Secretary’s first year as Ohio’s chief election officer. In his role as Assistant Secretary, he focused on policy development, strategic planning and running the Ohio Center for Civic Character (OCCC).

He began his career with Blackwell in 1996 as a manager of the research, projects and constituent services department. In this capacity, he led or participated in policy research concerning child centered funding for the public schools, savings accounts for the working poor, disaster recovery plan for the treasury, electronic fund transfers for child support payments, farmland preservation, and continuing education for public fund managers.

Currently, he serves as an allied attorney for the Alliance Defending Freedom and a Senior Fellow for the Center for Faith and Liberty and a Fellow for the American Center for Civic Character.

He served as President of Citizens for Community Values in Cincinnati, has played significant roles in federal, state and local political campaigns since 1984, and worked two
summers on Capitol Hill. He was elected to the Princeton City School District Board of Education and served a year as president. He served as Chairman of Common Ground Ministries, a transitional homeless program in Over-the-Rhine. In 2006 he co-founded Advocacy for HOPE, a group that gives voice to the reentry needs of prisoners and their families while maintaining the call for restitution.

Dr. Lobb is a graduate of the University of Dayton School of Law, earned with honors his B.A. from Olivet Nazarene University, and received undergraduate credits from New College, Oxford University. Monty is also a Council of State Government Toll Fellow alumnus, a graduate of Leadership Ohio and the Ohio Certified Public Managers program. In 2004, he was honored with the Ohio Certified Public Manager of the Year Award. Monty, his wife Lara and their children, Isaiah and Macy, reside in Carroll, Ohio.

Tiffany Loftin is the National Director of the NAACP Youth & College Division. In this role, she serves more than 700 Youth Councils, High School Chapters, and College Chapters actively involved in the fight for civil rights. Ms. Loftin brings to the NAACP an extensive experience in and passion for membership-based organizing, at the local, state, and national level.

Ms. Loftin was formerly the Senior Program Specialist in Community Advocacy and Partnership Engagement, Center for Social Justice at the National Education Association. Her responsibilities focused around aligning NEA priorities with partners within the African-American and progressive communities and creating opportunities for critical dialogue and action addressing the racial and economic disparities that impact educators, students, and communities across the country.

Previously, she served as the Racial Justice Program Coordinator for the Civil, Human, and Women’s Rights Department, where she focused on creating opportunities for critical dialogue and action addressing the racial and economic disparities that impact workers across every sector. Ms. Loftin played a central role in guiding the work of the AFL-CIO Labor Commission on Racial and Economic Justice. Ms. Loftin has also worked at the American Federation of Teachers and served as President of the United States Student Association, where she coordinated the implementation of campaigns addressing national issues like student loan debt and the expansion of financial aid for low-income and students of color.

Ms. Loftin has been nationally recognized, appearing on TV One, Fox News, ABC, People’s World, National Public Radio, and Al Jazeera. A passionate advocate for the empowerment of communities of color, she was recently appointed by President Barack Obama to serve on the White House Initiative on Educational Excellence for African Americans in Higher Education.

Born and raised in Los Angeles, CA, Ms. Loftin attended the University of California, Santa Cruz, where she graduated with dual degrees in American Studies and Political Science.

Sergio Lopez is a Regional Field Manager at The Leadership Conference on Civil and Human Rights where he focuses primarily on the 2020 Census and economic security issues. Previously, he was the Director of Latino Programming at Freedom to Marry, leading the organization’s partnership with national Latino-based organizations through the Familia es Familia public education program. Sergio authored a weekly blog column, El Chanclasito, for Voto Latino that was regularly featured in The Huffington Post through the November 2012 elections. He lives in Washington, D.C.

Jeffery Lorick is the former Director of the City Terre Haute Human Relations Commission (HRC), a position he held since 2017 until he accepted a job with the Office of Pinellas County Human Rights Office in July of 2017. He is currently involved in providing anti-harassment training to all Pinellas County employee including managers and supervisors, he also investigate employment and housing allegations of discrimination.

Under his leadership, the Terre Haute Human Relations Commission cultivated partnership with the Equal Employment Opportunity Commission and HUD.

Mr. Lorick served as a liaison between the people of Terre
Haute Indiana; as well the business community; and local, state, and federal agencies. In addition to serving as the liaison, Mr. Lorick served as the officer for EEOC for the City of Terre Haute, served on the President’s Commission for Diversity at Indiana State University; the Business Leadership Network (BLN), and served as chairperson of the African American Mentor Group of Vigo County, he sit on the Board of Directors National Association of Human Rights Workers, a member of National Association for the Advancement of Colored People lifetime member. He has given numerous presentations, diversity and inclusion trainings, as well Anti-Harassment and EEO trainings to Corporate America, universities and municipalities.

**Robin Lybolt** is a Senior Trial Attorney with the Indianapolis District Office of the United States Equal Employment Opportunity Commission. As a trial attorney, Ms. Lybolt litigates claims under Title VII of the Civil Rights Act, the Equal Pay Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and GINA. She has extensive trial experience in federal and state court and has handled appeals before the Seventh Circuit Court of Appeals. Ms. Lybolt clerked for the Honorable Tim A. Baker, United States Magistrate Judge for the Southern District of Indiana from 2005-2007. In 2004, the Indianapolis Bar Association selected Ms. Lybolt to participate in its Bar Leader Series program, and Ms. Lybolt served on the 2005 Bar Leader Series Steering Committee. She remains active in the Indianapolis Bar Association and is among the Indianapolis Bar Foundation's 2011 Class of Distinguished Fellows. Ms. Lybolt received a double B.A. from the University of California at Davis, an M.S. in Kinesiology from Purdue University, and a J.D. from the Indiana University School of Law at Indianapolis.

**Amanda Lynch** is a native of La Rue, Ohio and earned her bachelors degree in Human Development and Family Studies from Bowling Green State University. After spending a couple of years in Salem, Oregon working in substance abuse prevention, she returned to Ohio and earned a Master of Science degree in Public & Community Health Education. Amanda is a Master Certified Health Education Specialist and serves as a Field Service Assistant Professor in the Health Promotion & Education program at the University of Cincinnati. As a professor, she teaches a variety of undergraduate courses including Emerging Health Issues, Women’s Health, and Methods and Materials in Health Education. In addition to her role at UC, Amanda serves on the boards for the Ohio Society of Public Health Education and the national health education honorary, Eta Sigma Gamma, as well as the chair of the Social Justice committee at the First Unitarian Church of Cincinnati. Today, Amanda is representing the Ohio Coalition Against Gun Violence where she has served as a board member for the last 4 years.

**Rev. Damon Lynch, Jr.** is the pastor of the New Jerusalem Baptist Church, a position he has held since 1970. He received his Bachelor of Science from the Cincinnati Christian University in 1970 and an MBA from the Graduate Theological Foundation at Notre Dame in 1991, where he was voted class orator. Rev. Lynch is also the recipient of an honorary Doctorate of Divinity from Temple Bible College, an honorary Doctorate of Humane Letters from the college of Mt. St. Joseph and the Hebrew Union College Jewish Institute of Religion.

Among the many awards and honors he has received are the Great Living Cincinnatian from the Greater Cincinnati Chamber of Commerce, the Wright Overstreet Award from the NAACP, the United Way’s Joseph A. Hall award, the Lion Award for Community Service from the Urban League, People of Courage Award from Channel 9 and the Cincinnati Herald, and he was the first recipient of the Humanitarian Award from UC Health and College of Medicine. Rev. Lynch was inducted into the Ohio Civil Rights Hall of Fame in the Capitol Building in Columbus in 2012.

Among the highlights of his long career is the organization and planning of the first Martin Luther King Jr. March in Cincinnati along with the Rev. Fred Shuttlesworth and Virginia Coffey and the organizing and planning for the National Underground Railroad Freedom Center. He states that another pivotal point was the planning and implementing of the Billy Graham Crusade held in the Great American Ball Park. Rev. Lynch and his wife Barbara are the proud parents of Rev. Damon Lynch, III and Doctor Cristal M. Lynch, MD. They have 5 grandchildren and 1 great, who are the joy of their lives and hope for the future.
Tamika D. Mallory, a 36 year old mother to her teenage son and nationally recognized activist, is a champion of the new civil rights movement. In 2017, Tamika gained recognition as one of four co-chairs for the Women's March on Washington; and with participation from 5 million people worldwide, her role in the march landed Tamika on the 2017 Time 100 Pioneers list and Fortune’s 2017 list of the World’s Greatest Leaders. President of Mallory Consulting, a strategic planning firm and board member of The Gathering for Justice, founded by Harry Belafonte, Tamika is featured in the media at the intersection of civil rights, social justice and the new wave of feminism.

Bryant T. Marks is a minister, researcher, trainer, and award-winning educator. His personal and professional mission is to develop the knowledge, wisdom, and skills of others that will allow them to reach their full potential and live their lives with purpose and passion. Dr. Marks is the Founder and Chief Training Officer of the National Training Institute on Race and Equity and he is a professor in the Department of Psychology at Morehouse College. He served on President Obama’s Board of Advisors with the White House Initiative on Educational Excellence for African Americans and as senior advisor with the White House Initiative on Historically Black Colleges and Universities. Dr. Marks was a contributor/trainer with the Obama Administration’s My Brother’s Keeper (MBK) and 21st Century Policing programs. Dr. Marks has provided implicit bias training to over 2,000 Police Chiefs and executives via a series of briefings at the White House in 2016, and several thousand patrol officers in local police departments including the entire Los Angeles Police Department. He has also provided training related to diversity and implicit bias to individuals in education (K-12 and higher education), corporations, philanthropy, non-profits, local and federal government, and several other sectors. He serves on several national boards and is a highly sought after speaker and trainer. He holds a B.A. in psychology and a minor in economics from Morehouse College, and an M.A. and Ph.D. in Social Psychology from the University of Michigan. Dr. Marks conducts research and professional development in the areas of diversity and implicit bias, Black male psychology and development, the academic achievement of minority college students, innovations in STEM education, and personal passion and productivity. Dr. Marks is married to Kimberly Marks and father to Kim, Zion-Trinity, and Bryant II.

Jeffrey Paul May is a national expert on fair housing planning and affordable housing. He is the principal of International Development and Planning, LLC, a minority-owned consulting firm that specializes in assisting: government agencies, nonprofits, and private clients with plans, studies, analyses, and strategies to develop and preserve community and economic development investments.

From 2008 to 2015, Mr. May has served as the Assistant Director of National Neighbors (NN), a program of the National Community Reinvestment Coalition. His responsibilities were to provide oversight of all NN’s education, planning, compliance and enforcement activities occurring across the United States of America. In his previous post, he was the Project Director of the Fair Housing Program for DB Consulting Group, Inc. DB Consulting Group, Inc. is a minority-owned firm that provides support and technical assistance to federal agencies. Mr. May managed the firm’s fair housing investigation, research, planning, enforcement, and education activities throughout the country.

Prior to joining the DB Consulting Group, Inc., he was the Municipal Services Consultant at Iconographx, Inc. His responsibilities were to provide clients with technical assistance, census data mapping and analysis services on affordable housing, fair housing, and urban and regional planning projects. Before joining Iconographx, Inc., he served as the Executive Director of the Greater new Orleans Fair Housing Action Center (GNOFHAC), a private non-profit organization established to address and eradicate housing discrimination throughout the state of Louisiana.

Mr. May previously was the Member Services Director at the national Fair Housing Alliance (NFHA), an umbrella national civil rights organization made up of over eighty fair housing organizations across the county. His responsibilities were to provide technical assistance and support for investigation, educatoin, and administrative activities to all member organizations.
organizations. Before NFHA, he was the Coordinator of Investigations at the Greater New Orleans Fair Housing Action Center (GNOFHAC). At GNOFHAC, he conducted investigations and education trainings. Prior to working in fair housing, he was a case manager for Jefferson Parish Human Services Authority’s Supportive Housing program that served homeless individuals with substance abuse and mental health diagnoses.

Mr. May has conducted quantitative and qualitative data analyses for local, regional and national projects over the past ten years. Data collection tools utilized by Mr. May included interviews, focus groups, and surveys. He has applied statistical techniques such as descriptive statistics, regression and geographic data analysis on a variety of community and economic development projects. He is adept in the use of statistical and data analysis packages included SPSS, HMDAWare, ArcView GIS and Maptitude.

In the past nineteen years of employment, Mr. May has received extensive training as a testing coordinator from the National Fair Housing Alliance and the U.S. Department of Housing and Urban Development in rental, real estate sales, homeowner’s insurance and mortgage lending investigations. He holds a B.A. in Sociology and a Master’s in Urban and Regional Planning. He was a member of the Fannie Mae Housing Impact Advisory Council, and the National Fair Housing Alliance and the U.S. Department of Housing and Urban Development in rental, real estate sales, homeowner’s insurance and mortgage lending investigations. Prior to working for the Fannie Mae, he was a case manager for Jefferson Parish Human Services Authority’s Supportive Housing program that served homeless individuals with substance abuse and mental health diagnoses.

Mr. May has conducted quantitative and qualitative data analyses for local, regional and national projects over the past ten years. Data collection tools utilized by Mr. May included interviews, focus groups, and surveys. He has applied statistical techniques such as descriptive statistics, regression and geographic data analysis on a variety of community and economic development projects. He is adept in the use of statistical and data analysis packages included SPSS, HMDAWare, ArcView GIS and Maptitude.

In the past nineteen years of employment, Mr. May has received extensive training as a testing coordinator from the National Fair Housing Alliance and the U.S. Department of Housing and Urban Development in rental, real estate sales, homeowner’s insurance and mortgage lending investigations. He holds a B.A. in Sociology and a Master’s in Urban and Regional Planning. He was a member of the Fannie Mae Housing Impact Advisory Council, and the National Fair Housing Alliance’s Board of Directors. He has been a member of the national, community development division and state of Louisiana American Planning Associations.

Arno Michaelis, was a leader of a worldwide racist skinhead organization in the late 1980s and early 1990s, a reverend of a self-declared Racial Holy War, and lead singer of the hate-metal band Centurion, which sold 20,000 CDs by the mid-nineties and is still popular with racists today. Single parenthood, love for his daughter, and the forgiveness shown by people he once hated all helped to turn Arno’s life around, bringing him to embrace diversity and practice gratitude for all life. After spending over a decade as a successful information technology consultant and entrepreneur, Arno is now a speaker, author of My Life After Hate, co-author of The Gift of Our Wounds, and very fortunate to be able to share his ongoing process of character development as an educator working with Serve 2 Unite. Founded as an ongoing peaceful response to the August 5th 2012 Sikh Temple shooting in Oak Creek, WI, S2U engages students creatively with a global network of peacemakers and mentors in partnership with Against Violent Extremism, The Forgiveness Project, Search For Common Ground, and Parents for Peace. Arno’s customizable keynotes and workshops leverage noble qualities of compassion, curiosity, and kindness to engage all human beings, building foundations for diversity appreciation and cultural agility. He also enjoys spending time with his daughter, art, music, and all forms of fearless creative expression, along with climbing things, being underwater, and the wonderful natural beauty of our planet Earth.

Brice Mickey started with the Living With Change Foundation on July 23rd, 2018 as a Trainer and Lead Grant Writer. Brice, who uses he/him/his pronouns, was born and raised here in Cincinnati, where he attended Walnut Hills High School and later UC to earn his Bachelors of Science in Information Technology. After undergrad, Brice spent four years as an award winning staff member in the Division of Student Affairs at the University of Cincinnati where he was responsible for coordinating the Racial Awareness Program (RAPP) while earning a Graduate Certificate in Higher Educational Leadership.

Though his love of technology and leadership prevented him from pursuing a degree specifically in Social Justice, he was deeply involved with RAPP’s 2-time nationally recognized brand of social justice education since 2009. Through this program Brice had experience training, challenging, and educating thousands of students around issues of inclusion and equity. He was also responsible for seeking out and providing resources toward educating the Cincinnati community. During his inaugural year in charge of the program he was awarded the Innovative Response award from the American College Personnel Association’s Commission on Social Justice Education. He was later awarded the university-wide Dr. Marian Spencer Equity Ambassador Award for his contribution to equity and inclusion training as well as the Student Affairs Equity & Inclusion Award. He was also awarded the Leisan Smith Founder’s Award for “creating a welcoming atmosphere for everyone, regardless of identity.” Brice is also a devoted member of the Social Justice Training Institute (SJTI) community where he was a student participant, staff participant, and later a facilitator. Before leaving the university, he successfully proposed to bring SJTI’s national institute to UC in the summer of 2019.
Brice is excited to bring his social justice background to the Living With Change foundation and looks forward to helping them expand their mission through increased resources!

**Ray Miller** is the President and Publisher of The Columbus African American news journal and a former Ohio State Senator. In January of 2011, Mr. Miller founded The Columbus African American news journal. The publication has quickly grown to become the largest, most broadly circulated minority focused print medium in Columbus and Central Ohio. The journal is well known for its substantive content and excellent contributing writers who are clearly focused on their mission, which is to educate, inform, and empower the community.

Totally committed to developing the next generation of young leaders, Mr. Miller created the Ray Miller Institute for Change and leadership at The Ohio State University Department of African American and African Studies and The Progressive Leadership Academy to insure the knowledge and wisdom of selected leaders is passed on to those who will soon succeed them. Admission to the Leadership Academy is in great demand and the curriculum consists of high level presentations, readings, team projects and community service. Collectively, there are 390 graduates of the program.

For 24 years, Miller served as a member of the Ohio General Assembly—16 years in the House of Representatives and 8 years as a State Senator. He was a prolific legislator and is well known for being chief sponsor of legislation which established the Ohio Department of Alcohol and Drug Addiction Services, the Ohio Commission on Minority Health, The Institute for Urban Education at Central State University, the Mental Health Reform Act, first-time State funding for Head Start in the State of Ohio and many other public policy and systemic change initiatives.

During his extensive professional career, Miller has served at the executive level within organized labor, business, higher education and the Federal Government, as a Deputy Special Assistant on the White House Staff of President Jimmy Carter.

A highly requested public speaker, Mr. Miller has delivered countless keynote addresses throughout the State of Ohio and the nation. He is blessed to have received more than 600 local, state and national awards for his legislative accomplishments and community service.

Miller previously served as a member of the Board of Trustees of Central State University. He is a Life Member of the Alpha Phi Alpha Fraternity, Inc. and the NAACP. In addition, he is an active member of Second Baptist Church located in Columbus, Ohio. Mr. Miller holds a Bachelor of Arts degree in Political Science and a Master of Arts degree in Public Administration from The Ohio State University. He and his wife Marty have one son, Ray Miller III.

**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, a minority-owned consulting firm that specializes in assisting: government agencies, nonprofits, and private clients with plans, studies, analyses, and strategies to develop and preserve community and economic development investments.

He has previously worked for the Chickasaw Nation Industries where he served 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 coalition’s 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 of 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 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.

Reverend Moss is married to Mrs. Edwina Hudson Moss and has four children: Otis Moss, Jr., who is a theologian, pastor and civic leader, and one of America’s most influential leaders. He was born in La Grange, GA. He earned his Bachelor’s degree from Morehouse College, his Master of Divinity degree from Morehouse School of Religion/Inter-denominational Theological Center and his Doctor of Ministry degree from the United Theological Seminary, Dayton, Ohio.

In 2008, Reverend Moss retired from Olivet Institutional Baptist Church located in Cleveland, Ohio following thirty-three years of distinguished service. Prior to this service, he held pastoral positions at the Old Mount Olive Baptist Church in La Grange, GA, the Providence Baptist Church in Atlanta (South Atlanta), GA, the Mount Zion Baptist Church in Lockland, OH and as co-pastor with Rev. Martin Luther King, Sr. at the Ebenezer Baptist Church, Atlanta, GA.

Reverend Moss has been actively involved in advocating for the achievement of education, civil and human rights and social justice issues for all of his adult life. His board memberships have included The Cleveland Museum of Art and the Cleveland Foundation. Dr. Moss served as the Chairman of the Morehouse College Board of Trustees for over ten years. He served as board member and Regional Director of SCLC during Dr. King’s tenure as founding president. He also served as a national board member and trustee of the Martin Luther King, Jr. Center for Non-Violent Social Change. And served as Chair of Rainbow/PUSH National Coalition’s Board of Directors. He was the first Chair of the Progressive National Baptist Convention’s Civil Rights Commission.

His work in the international community has taken him to Hong Kong, Brazil, Taiwan, Japan, South Korea, West Africa, North Africa, South Africa, Israel, India and Switzerland. He served as an advisor to former President Carter at Camp David and in 1994 he was the special guest of former President Clinton at the Peace Treaty signing between Israel and Jordan. He formally served on President Obama’s White House Office of Faith-Based and Neighborhood Partnership Council. In 2009, he co-lectured with Rajmohan Gandhi, the grandson of Mahatma Gandhi, during a multi-city tour of India illuminating the work of Dr. Martin Luther King, Jr. and Mahatma Gandhi.

Reverend Moss is the recipient of numerous awards, including the Role Model of the Year Award from the National Institute for Responsible Fatherhood and Family Development in 1992 and the Leadership Award from the Cleveland chapter of the American Jewish Committee in 1996. He was inducted into the 2007 Class of the International Civil Rights Walk of Fame. In 2004, Dr. Moss was bestowed the unique honor of the Lyman Beecher Lectureship on Preaching, Yale University. He was twice named by Ebony Magazine as one of America’s Greatest Black Preachers. In 2012 he was inducted into the Ohio Civil Rights Hall of Fame. He also holds eight honorary degrees from American colleges and universities.

Morehouse College named their newest dormitory suites in honor of Dr. Moss.

His service to Ohio and the United States has been recognized by Governors of Ohio, the Ohio House of Representatives, Ebony Magazine, the Cleveland Press, the Call and Post, the Cleveland Plain Dealer, the Black Professional Association of Cleveland, the American Red Cross of Greater Cleveland, Project Love: Remember the Children Foundation, The Cleveland Jewish Committee and Alpha Kappa Alpha Sorority, Inc., the Prince Hall Masons, Shriners, and Rainbow/PUSH National Coalition, History Makers, Alpha Phi Alpha Fraternity, Inc., and Sigma Pi Phi (Boule’), to name a few.

Dr. Moss is a life member of the National Association for the Advancement of Colored People (NAACP).

He has appeared on the Oprah Winfrey show to discuss Current Trends in Religion. In 1997, in conjunction with University Hospitals Health System and Olivet Institutional Baptist Church, Dr. Moss provided the vision to establish the Otis Moss, Jr. - University Hospitals Health Center that offers a wide range of medical services to the Greater Cleveland community. He has published many articles, essays and sermons and co-authored with his son, Dr. Otis Moss, III, a book of sermons titled: Preach: The Power and Purpose Behind our Praise.

Reverend Moss is married to Mrs. Edwina Hudson Moss and...
is the father of Kevin Moss, Daphne Moss (deceased) and Otis Moss, III. Together they are the proud grandparents of five grandchildren and two great-granddaughters.

Darlene Newbern is currently the Director of Regional Operations for the Ohio Civil Rights Commission (OCRC). The primary function of the Ohio Civil Rights Commission is to enforce state laws against discrimination. OCRC receives and investigates charges of discrimination in employment, places of public accommodation, housing, credit, and disability in higher education on the bases of race, color, religion, sex, national origin, disability, age, ancestry, military status or familial status. In her position, she manages all offices of the Ohio Civil Rights Commission and is responsible for insuring that the 11.66 million people living in the State of Ohio can do so free of unlawful discrimination as outlined in Ohio Revised Code 4112.

Ms. Newbern has over 28 years’ experience in investigating, supervising and managing employment, places of public accommodation and fair housing charges.

Ms. Newbern was an Instructor and has authored two Fair Housing training manuals for the National Fair Housing Training Academy located in Washington, D.C. She is a popular motivational speaker who has presented at National and International conferences throughout the United States. During the Obama Administration, she met at the White House and in Ohio with members of his senior staff to discuss national housing policy reform.

Ms. Newbern has investigated or consulted on many notable cases, including noose hangings at UPS and General Motors, Countywide Mortgage (refusal to consider the income of pregnant women), a $4.5 million dollar settlement in a redlining case against Farmers Insurance and an $850,000 dollar settlement in a race and familial status case involving a Massillon, Ohio landlord who would limit the number of African American renters to just a few in fear of creating a “Ghetto”.

Ms. Newbern is the recipient of various awards including The National Association of Negro & Business Professional Women’s Club Spirit of Coretta Scott-King Award, The Rev. Fred L. Shuttlesworth Humanitarian Award, Shanna L. Smith-Spirit of Fair Housing Award, Ohio Civil Rights Commission’s “Rosa Parks Medal”, The NAACP Outstanding Community Leadership Award and, Ohio Civil Rights Commission, “Keeping the Dream Alive Award”.

Ms. Newbern holds a B.B.A from the University of Toledo.

Phillip Obermiller is a senior visiting scholar in the School of Planning at the University of Cincinnati, a fellow at the University of Kentucky’s Appalachian Center and a member of the Urban Appalachian Council’s Research Committee. He is author or editor of numerous books on Appalachia and both black and white Appalachians.

Lisa Rice is the President and CEO of the National Fair Housing Alliance (NFHA), the nation’s only national civil rights agency solely dedicated to eliminating all forms of housing discrimination. NFHA is also the trade association for over 200 member organizations across the country that work to eliminate barriers in the housing markets and expand equal housing and lending opportunities. NFHA provides a range of programs to affirmatively further fair housing including community development, neighborhood stabilization, training, education, outreach, advocacy, consulting and enforcement initiatives.

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, Urban Institute’s Mortgage Servicing Collaborative, and America’s Homeowner Alliance Advisory Board.
Nancy Rogers is a Professor Emeritus at the Ohio State University Moritz College of Law where she currently directs the College’s Program on Law and Leadership and is a member of the executive committee for the Divided Community Project. She teaches and writes primarily in the dispute resolution area. Her co-authored treatise on mediation received the CPR legal Program Book Prize in 1989 and her co-authored short text on mediation received the same national prize in 1987. The Emeritus Michael E. Moritz Chair in Alternative Dispute Resolution, she also has coauthored a leading law school textbook in dispute resolution, now in the sixth edition, and in 2013 coauthored a textbook on dispute system and process design.

Since joining the Moritz faculty, she has served as Ohio Attorney General, Dean of the Moritz College of Law, Vice Provost for Academic Administration of The Ohio State University, Visiting Professor of Law at Harvard Law School, and Associate Dean for Academic Affairs for Moritz. Prior to joining the faculty, she was a law clerk for U.S. District Judge Thomas D. Lambros in Cleveland and practiced in the Glenville-area office of the Cleveland Legal Aid Society.

Professor Rogers was President of the Association of American Law Schools in 2007. She served for nine years on the Board of Directors of the Legal Services Corporation, a Presidential appointment that requires U.S. Senate confirmation. Professor Rogers had a gubernatorial appointment as one of Ohio’s five commissioners on the National Conference of Commissioners of Uniform State Laws for seven years and was Reporter for the Conference’s Uniform Mediation Act, now enacted in 11 jurisdictions. She chaired the Judicial Advisory Committee, which reviewed candidates for the U.S. District Court for the Northern District of Ohio for U.S. Senators Brown and Voinovich.

Her awards include: Distinguished Service Award, The Ohio State University in 2016; 2015 Professional Article Award (International Institute for Conflict Prevention and Resolution; James F, Henry Award (International Institute for Conflict Prevention and Resolution) in 2014; Making a Difference Award (Ohio Mediation Association) in 2013; Community Service Award (Columbus Bar Association) in 2012; Judge Robert M. Duncan Award for Progressive Public Service (American Constitution Society/Columbus) in 2010; Ohio Bar Medal (Ohio State Bar Association) in 2008; President’s Award (Columbus Bar Foundation) in 2008; Women of Achievement Award (Columbus YWCA) in 2008; Mortar Board Alumni Achievement Award in 2008; D’Alemberte-Raven Award (American Bar Association Section on Dispute Resolution) in 2002; Ritter Award (Ohio State Bar Foundation) in 1998; the College of Law Alumni Association’s Outstanding Professor Award in 1996; Legal Aid Society of Columbus’ Service Recognition in 1996; Whitney North Seymour, Sr. Medal (American Arbitration Association) in 1990.

Iris Showes-Roley is the proud partner of RoSho Awards & Graphics, the only Black Owned engraving company in the region. Her company provides promotional items, awards, trophies, plaques, custom apparel and signage for the past 17 years. Iris is a native of Cincinnati, Ohio, and is a wife, mother of 3, and grandmother of 5.

As a child, Iris developed the skills to be an entrepreneur and social activist. Her Grandfather Big David Kinebrew owned a Bail Bonding business. Her grandmother Vivian Kinebrew was a nurse and social activist, who not only opposed and fought mistreatment of black people in the city but also fought across the country.

Iris is an original member of the Cincinnati Black United Front. As the Project Manager for the CBUF, in November 2000, Iris implemented a plan of action to address the wrongful deaths of two unarmed black men by the Cincinnati Police Department, the 13th & 14th. Iris and the CBUF led the effort to mobilize Cincinnati’s African American community to report, collect, and document over 400 instances of police brutality and misconduct.

The documentation was the catalyst used to file a class action lawsuit against the city of Cincinnati, its police department, and fraternal order of police in federal court. The lawsuit and eventual settlement in March 2001 is known as the historic Collaborative Agreement and the Memorandum of Understanding between the City of Cincinnati and the Department of Justice. It is the only settlement in the country that includes Community members to be a part of how Public safety is designed and implemented with a focus on Problem Solving for communities and police.

Iris has been invited to speak and consult in many cities including New York, where she consulted with attorneys, community organizers, plaintiffs and city officials on the elimination the horrible “Stop & Fisk” policies; other cities like Ferguson, Baltimore, Cleveland, Milwaukee and yes, even Puerto Rico.
She currently sits on the Collaborative Refresh Team, with the other parties. Re-evaluating what was done, what’s working and what’s not.

Iris has graciously given 17 years of her life dedicated to the reform of police departments and the implementation of public policy. Iris Roley currently lends her talents and time to various boards like: AMOS Project, City Managers Advisory Board (MAG & Current Collaborative Agreement Refresh Team 2018), The Police Chief Advisory Board (CAB), The Community Police Partnering Center (CPPC), Unofficial Juvenile Court in Madisonville, and the Summer Enrichment Program (A summer Math & Science Program), Community Economic Advancement Initiative (CEAI), Chair of Cincinnati H.O.P.E. Coalition.

Bakari Sellers made history in 2006 when, at just 22 years old, he defeated a 26-year incumbent State Representative to become the youngest member of the South Carolina state legislature and the youngest African American elected official in the nation. In 2014 he was the Democratic Nominee for Lt. Governor in the state of South Carolina. Earning his undergraduate degree from Morehouse College, where he served as student body president, and his law degree from the University of South Carolina, Sellers has followed in the footsteps of his father, civil rights leader Cleveland Sellers, in his tireless commitment to service taking championing progressive policies to address issues ranging from education and poverty to preventing domestic violence and childhood obesity.

His impressive list of accomplishment in addition to having served on President Barack Obama’s South Carolina steering committee during the 2008 election, Sellers is widely considered to be a rising star within the Democratic Party and leading voice for his generation. That coupled with his uncommon ability to reach across the aisle and get things done has led to numerous accolades including being named to TIME Magazine’s 40 Under 40 in 2010 as well as 2014 and 2015 “The Root 100” list of the nation’s most influential African-Americans and has provided commentary and analysis to CNN and MSNBC including multiple appearances on Hardball with Chris Matthews and Morning Joe. He now currently serves on AIPAC’s National Council.

He has served as a featured speaker at events for the National Education Association, College Democrats of America National Convention, the 2008 Democratic National Convention and, in 2007, delivered the opening keynote address to the AIPAC Policy Conference in Washington, DC.

Sellers practices law with the Strom Law Firm, LLC in Columbia, SC and is a Political Commentator at CNN. He is married to Dr. Ellen Rucker-Sellers.

Philip C. Shelton became the Director of Fair Housing and Equal Opportunity for the Indianapolis Branch of Housing and Urban Development in October 2011,. Prior to that he was the State Equal Employment and Diversity Manager (SEEM) for the Illinois National Guard. After 4 years of active duty and 10 years of MEO experience, Major Shelton entered the full time Air National Guard as the SEEM. During this transition, he completed his Master’s Degree in Educational Psychology from Southern Illinois University at Carbondale in August 2002. Major Shelton served as the State Diversity Initiatives Coordinator, EO Advisor for Lincoln’s Challenge Academy and as a Master Facilitator for the National Guard Diversity Initiative. He was selected to the Supervisory Human Resources Specialist position maintaining his SEEM duties while supervising personnel in the Illinois National Guard Human Resource Office. He retired from the U.S. Air Force and Illinois Air National Guard in March 2012 after serving 25 years.

Ruby Fredricka Shuttlesworth Bester, second daughter of Rev. Fred L. and Ruby K. Shuttlesworth was born in Mobile, Alabama on January 7, 1945. Her siblings are Mrs. Patricia Massengill, Mr. Fred Shuttlesworth, Jr. and Dr. Carolyn Shuttlesworth. The family moved to Birmingham in 1952 when Rev. Shuttlesworth was called to pastor, the now Historic (2004), Bethel Baptist Church. When the NAACP was outlawed by the state of Alabama in 1955, Rev Shuttlesworth was serving as membership chairman. Within a week he organized the Alabama Christian Movement for Human Rights - which met
every Monday night at one of eventually thirty-nine churches to pray, sing and strategize for human dignity and civil rights in the city nicknamed “Bombingham”. On December 25, 1956 their home was bombed. Ruby (Ricky) was eleven. The next day, December 26th, Ruby rode the segregated buses in Birmingham with her father and others from the movement and sat in the front of the bus. Many were arrested. Law suits were filed. In September of 1957 Rev. and Mrs. Shuttlesworth attempted to enroll Pat, Ruby and Nathaniel Lee in the all-white (segregated) Phillips High School. Rev. Phieffer drove the car. Rev. Shuttlesworth was severely beaten, Mrs. Shuttlesworth was stabbed in the hip and the rear right car door was slammed on Ricky’s’ ankle. A suit was then filed, Ruby Fredricka Shuttlesworth vs the Birmingham Board of Education. In 1957, Dr. Martin L. King, Rev. Ralph Abernathy, Rev Shuttlesworth and others organized the Southern Christian Leadership Conference (SCLC). In 1960, Ruby, Pat and Fred, Jr spent 6 weeks at Highlander Folk School in Monteagle, TN. While traveling home they were arrested for sitting on the front on an Interstate Bus. Ruby Bester graduated from A.H. Parker High School on May 31, 1961 and began study at the University of Cincinnati In June. She heard her father speak at the March on Washington in 1963. Ruby married Rev Harold H. Bester in 1965 and has two children Mrs. Audra Bester-Coley & Minister H. Steven Bester, six grandchildren and nine great-grand child. Mrs. Bester taught special education and served as Special Education Department Head at Princeton Jr High for 26 of 30 years. She is a choir member, youth supervisor and vocal choir president at her church, Greater New Light Baptist. Mrs. Bester is an AKA. Her favorite times are spent with the youth and the elderly…… sharing, teaching and ever being aware of the goodness and magnitude- of God’s grace and mercy.

**Rose Simmons** has more than 24 years of experience in the field division with the U. S. Census Bureau working in survey data collection, staff development and training, data dissemination, presentations and the partnership program. Rose has worked multiple decennial operations working with government officials on the Local Update of Census Addresses (LUCA), traveling as both an observer and participant during Census Dress Rehearsals and managing a team of Partnership Specialist during the 2010 Census operations. During her career with the Bureau of the Census, she has conceived, developed and facilitated employee training, given regional and national presentations providing information about agency operations and census data to the public, government officials, businesses and law enforcement. In 2012 Rose was awarded the Department of Commerce Bronze Medal, the highest honor award that the Census Bureau may bestow. She was recognized for superior performance and significant contributions in leadership, professional excellence and organizational development.

Active in several service organizations, Rose volunteers with civic, faith based and nonprofit organizations in a wide range of positions, including public relations, strategy and positioning, publicity, media relations, community relations, event planning and direct advocacy. Rose holds a B.A. in Political Science and an M.P.A. in Public Administration from the University of Cincinnati.

**Kyle Strickland** is the Senior Legal Analyst at the Kirwan Institute for the Study of Race & Ethnicity. His work focuses on local and national civil rights issues, criminal justice reform, fair housing policy, and equitable access to education. In addition, Kyle assists in project development for the My Brother’s Keeper initiative in Columbus, which provides educational and community opportunities for boys and young men of color.

Prior to joining Kirwan, Kyle earned his law degree from Harvard Law School, where he served as Student Body President. Kyle, a native of Columbus, earned his B.A. in Political Science from The Ohio State University.

**Catrina Thompson** is a 24-year veteran of the Winston-Salem Police Department, starting her career and immediate WSPD leadership role in January of 1994 through election by her peers as president of Basic Law Enforcement Training (BLET) Class 34. Chief Thompson has served in the Patrol Division, Recruiting Unit, Training Division and the Criminal Investigations Division. She also serves as one of the Departmental Commanders of the Crisis/
Hostage Negotiation Team.

In 2004, Chief Thompson was selected by Reynolda Rotary Club to represent the City of Winston-Salem and the Winston-Salem Police Department in a Group Study Exchange Program to Mexico. She visited 12 cities in 28 days, touring various law enforcement agencies, developing personal and professional relationships and promoting peace along with good will.

Chief Thompson is a member of the Board of Directors for the United Way of Forsyth County and Senior Services. She serves as Vice Chair of the Board of Directors for Kaleideum (Science and Children’s Museum), and serves as the Board of Directors Chair for the Mental Health Association of Forsyth County. As the Chair of the Mental Health Association, she is dedicated to advancing the organization’s mission of improving the quality of life for persons affected by mental illness through advocacy, education and support services. She was one of the first Winston-Salem Police Officers to receive Crisis Intervention Training (CIT). The training is provided by the Mental Health Association of Forsyth County and is designed to assist the first responder community with appropriate reactions to situations involving citizens experiencing mental health crisis or communication challenges with citizens with developmental disabilities.

Chief Thompson earned a Bachelor of Science Degree in Criminal Justice from Wayne State University in Detroit, Michigan, and a Master’s Degree in Public Administration from Appalachian State University. She is a graduate of Police Leadership Development Institute (PLDI), the West Point Leadership Program (WPLP) of Methodist University, and the Federal Bureau of Investigation (FBI) Law Enforcement Executive Development Association (FBI-LEEDA) where she earned the organization’s Trilogy Award. She is also a graduate of Leadership Winston-Salem, Class of 2016 and Leading for Results Class of 2016 at the University of North Carolina Chapel Hill School of Government. Chief Thompson is a graduate of the Public Executive Leadership Academy (PELA) of the University of North Carolina Chapel Hill School of Government.

Throughout her career, Chief Thompson has been an advocate for victims of domestic violence and the proper identification and handling of mental health issues in our community.

Chief Thompson is married to Alonzo Thompson and they have two children.

Tristan N. Vaught (Pronouns: they/them) is currently the Director of Training and Education at Living with Change. They are an activist, educator, and the Founding Director of the LGBTQ+ Center at Indiana University Purdue University in Indianapolis. Previous to this role, they held positions as the Interim Director and first Program Coordinator of the LGBTQ Center at the University of Cincinnati. They hold a Master’s degree in Women’s, Gender, and Sexuality Studies from University of Cincinnati with research centered on the effectiveness of LGBTQ+ ally trainings in higher education. They also graduated with Bachelor’s degrees in Psychology and Women’s, Gender, and Sexuality Studies from the University of Cincinnati. Tristan’s advocacy and education work focuses on intersecting identities and how they impact individuals’ lived experiences. They enjoy writing poetry and short stories, communing with nature, and considers themselves a bourbon snob.

Thomas Wagner is University Professor Emeritus of Planning and Urban Studies at the University of Cincinnati. He also has a solid record of publications. He published journal articles and presented papers about academic administration, collective bargaining, and Appalachian migrants.

He is coauthor (with Phillip J. Obermiller) of Valuing Our Past, Creating Our Future: The Founding of the Urban Appalachian Council and coeditor (with Obermiller and E. Bruce Tucker) of Appalachian Odyssey: Historical Perspectives on the Great Migration.

He holds two degrees from the College of Education, and he received a Master of Arts in History from Miami University in 1967. In 1966 he joined the UC Office of Admission staff and, over a 34-year career, has amassed an enviable record.

During his years at UC, he served as Admissions Officer, Assistant Dean of Summer School, Acting Dean of Summer School, Assistant to the President, Assistant Provost, Vice Provost for Faculty Affairs, Senior Vice Provost and Dean for Undergraduate and Student Affairs, and Vice President
for Student Affairs and Services. As Vice Provost for Faculty Affairs, Wagner was the chief negotiator for four bargaining contracts with AAUP. Wagner was appointed the University’s chief student affairs officer in 1987. In 1991 his title was changed to Vice President for Student Affairs and Services. In May 1999, he received the Stuart Faber Award in recognition for his contributions to the Urban Appalachian Council.

**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 foster racial, gender, and socio-economic justice in the United States. 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, such as housing and sanitation, focusing on communities living in poverty. 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.


**Tim Wise**, whom scholar and philosopher Cornel West calls, “a vanilla brother in the tradition of (abolitionist) John Brown,” is among the nation’s most prominent antiracist essayists and educators. He has spent the past 25 years speaking to audiences in all 50 states, on over 1000 college and high school campuses, at hundreds of professional and academic conferences, and to community groups across North America.

Wise’s antiracism work traces back to his days as a college activist in the 1980s, fighting for divestment from (and economic sanctions against) apartheid South Africa. After graduation, he threw himself into social justice efforts full-time, as a Youth Coordinator and Associate Director of the Louisiana Coalition Against Racism and Nazism: the largest of the many groups organized in the early 1990s to defeat the political candidacies of white supremacist and former Ku Klux Klan leader David Duke. From there, he became a community organizer in New Orleans’ public housing, and a policy analyst for a children’s advocacy group focused on combatting poverty and economic inequity. He has served as an adjunct professor at the Smith College School of Social Work, in Northampton, MA., and from 1999-2003 was an advisor to the Fisk University Race Relations Institute in Nashville, TN.

Wise is the author of seven books, including his highly-acclaimed memoir *White Like Me: Reflections on Race from a Privileged Son*, as well as *Dear White America: Letter to a New Minority*, and *Under the Affluence: Shaming the Poor, Praising the Rich and Sacrificing the Future of America*. His essays have appeared on Alternet, Salon, Huffington Post, Counterpunch, Black Commentator, BK Nation, Z Magazine and The Root, which recently named Wise one of the “8 Wokest White People We Know.”

Wise has been featured in (and helped write and produce) several documentaries, including “The Great White Hoax: Donald Trump and the Politics of Race and Class in America,” and “White Like Me: Race, Racism and White Privilege in America,” both from the Media Education Foundation. And his 2011 public dialogue with legendary scholar and activist, Angela Davis, formed the basis for the 2011 documentary, “Vocabulary of Change.” Additionally, his media presence includes dozens of appearances on CNN, MSNBC and NPR, feature interviews on ABC’s 20/20 and CBS’s 48 Hours, as well as videos posted on YouTube, Facebook...
and other social media platforms that have received over 20 million views. His podcast, “Speak Out with Tim Wise,” launched in the fall of 2017 and features weekly interviews with activists, scholars and artists about movement building and strategies for social change.

Wise graduated from Tulane University in 1990 and received antiracism training from the People’s Institute for Survival and Beyond, in New Orleans.

**Erika Yingling**, MA; M.Ed. is the Director of Non-Residential Services at YWCA Greater Cincinnati. Currently Ms. Yingling supervises non-residential domestic violence and sexual assault services in Clermont, Hamilton, Brown and Adams counties and has been a YWCA team member for five years. Her team is focused on lessening the gaps for all community members to receive equitable and accessible resources for promoting safety and ending gender based violence. Ms. Yingling co-chairs The Children exposed to Violence Committee in Hamilton County and Joining Forces for Children Local Initiatives Channel and serves on several coordinated community task forces and advisory boards. She provides community, local, and regional trainings on lethality risk, children exposed to trauma and understanding adversity in families effected by violence.

**Cheryl Young** is a Senior Economist at Trulia. Prior to Trulia she was a consultant with the World Bank’s Urban Development Unit. She has also served as an associate with Bankable Frontier Associates’ housing finance practice, led a housing research program at the Centre for Development Finance — a think-tank in India, and was a project manager for New York City’s Department of Housing Preservation and Development. She holds a Ph.D. in City and Regional Planning from U.C. Berkeley, a Master in Public Policy from Harvard’s Kennedy School of Government, and a Bachelor’s in Urban Studies from Columbia University.
Supports & Salutes

The International Association of Official Human Rights Agencies on its 2018 ANNUAL CONFERENCE
International Development and Planning, L.L.C. is a minority-owned planning and consulting firm with a team of associates who represent over 40 years of planning and project management experience in both public and private sectors. Our team members have assisted government agencies, nonprofits, and private clients with plans, studies, analyses, and strategies to develop and preserve community and economic development investments.

What We Do

International Development and Planning, L.L.C. specializes in community and economic development projects of varying scope involving:

- Data analysis
- Fair Housing
- Urban and Regional Planning
- Program Development
- Real Estate Development
- Project Management

Services

Our commitment is to provide our clients with sound technical assistance, accountable project management, and quality work products.

- **Urban and Regional Planning**
  - Assisted a state university, state economic development agency, and local community housing development organization to analyze data informing the selection of sites for residential and commercial projects.

- **Data Analysis**
  - Developed databases and generated maps to analyze census data with clients' data sets, and provide market analysis of similar service providers for large-scale child services agency.

- **Technical Assistance and Training**
  - Provided technical assistance and conducted comprehensive training in affordable housing, fair housing planning, and fair lending for government, housing, banking and nonprofit professionals.

For more information, contact us via:
Phone: (504) 319-4233
Fax: (301) 608-3306
Email: info@internationaldevelopmentandplanning.com
Supports & Salutes

The International Association of Official Human Rights Agencies

on its

2018 ANNUAL CONFERENCE
P&G proudly supports IAOHRA and our joint mission to advance equality and civil rights worldwide.

Visit pg.com
The King Center

BELOVED COMMUNITY TALKS
LET’S BRIDGE

Tuesday, August 28, 2018 • 7:00pm ET
Duke Energy Center • Cincinnati, OH

PROGRAM MODERATOR
Bakari Sellers, CNN Contributor

LEAD CONVERSATIONALISTS

Dr. Bernice A. King
CEO, The King Center

William Gipson
Chief Diversity & Inclusion Officer, Procter & Gamble

Dee Haslam
Owner, Cleveland Browns

Dr. Monty Lobb
Dean of Students, Ohio Christian University

Tim Wise
Anti-Racist Activist & Writer

Tamika Mallory
Co-President, Women’s March

Arno Michaels
Former Skin Head, Writer & Speaker

Daryl Davis
Activist & Musician

BELOVED COMMUNITY TALKS:
LET’S BRIDGE THE RACIAL DIVIDE

The King Center is proud to launch its Beloved Community Talks (BCT) national tour in Cincinnati, Ohio at the Duke Energy Center on August 28, 2018, in honor of the 55th Anniversary of the March on Washington for jobs and freedom and Dr. King’s I Have A Dream Speech. This special BCT will feature courageous conversations with corporate leaders, activists, and political commentators with varying perspectives with a goal of hearing and starting to understand each other as we discuss the issue of bridging the racial divide in this nation.

Register today for this FREE event and learn how to host your own courageous conversation!

www.BelovedCommunityTalks.org

SIGNATURE SPONSORS

CINCINNATI, OH

“I am convinced that men hate each other because they don’t know each other, and they don’t know each other because they don’t communicate with each other, and they don’t communicate with each other because they are separated from each other.”

MLK, Jr.
On-Site Training
We can tailor EEO training to meet your organization’s needs, at a time and location that works best for you.

Who Can Benefit From On-Site Training?
Employees as well as directors, managers, human resources professionals, attorneys, team leaders, and non-managerial staff need to know about the anti-discrimination laws which govern the workplace.

What topics are offered?
EEOC can address any EEO-related subject, and we can tailor the training to meet your organization’s needs. Our most requested topics include workplace harassment, responding to requests for religious and disability accommodations, age discrimination, an overview of the governing EEOC statutes, and EEO complaint processing.

Contact Brien Shoemaker at 317.226.6118 or brien.shoemaker@eeoc.gov

Save the Date
2019 IAOHRA Annual Conference
Orlando, Florida | August 18–22, 2019

Doubletree Downtown
60 South Ivanhoe, Orlando, FL 32804
Thank You!

USE HASHTAG #IAOHRA2018 ON SOCIAL MEDIA