2018 IAOHRA Conference
August 26-30, 2018
Advancing the Civil and Human Rights Agenda: The Fierce Urgency of Now
Duke Energy Convention Center
525 Elm Street
Cincinnati, Ohio 45202-2899

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

### Breakout Sessions

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>10:10 AM-11:10 PM</td>
<td><strong>BREAKEOUT SESSIONS</strong></td>
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<tr>
<td>11:15 AM-12:15 PM</td>
<td><strong>Plenary Session</strong> (2nd Floor, 232-233)</td>
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<td><strong>Bringing the Power of Global Human Rights to the State &amp; Local Level</strong></td>
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<td>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 IA0HRA 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 minority agencies.</td>
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<td><strong>Presenters:</strong></td>
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<td>JoAnn Kamuf Ward, Columbia Law School Human Rights Institute</td>
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<td>Jamil Dakwar, National Director of the ACLU Human Rights Program</td>
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<td>Facilitator: Ben Earwicker</td>
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<td>12:15 PM-1:30 PM</td>
<td><strong>Luncheon Plenary</strong> (2nd Floor, 260-262)</td>
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<td><strong>The Rise In Hate in the United States</strong></td>
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<td>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.</td>
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<td><strong>Speaker:</strong></td>
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<td>Catherine Lhamon, Chair, U.S. Commission on Civil Rights</td>
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<td>Facilitator: Robin Toma</td>
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<td>1:45 PM-2:45 PM</td>
<td><strong>BREAKOUT SESSIONS</strong></td>
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<td><strong>Disability and Fair Housing:</strong> The Law, Remedies and Resolutions</td>
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<td><em>(2nd Floor, 236)</em></td>
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<td>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.</td>
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<td><strong>Presenter:</strong> Beverly L. Watts, Executive Director Tennessee Human Rights Commission</td>
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<td><strong>Facilitator:</strong> Gwendolyn Wiggin</td>
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<td><strong>Census 2020 Operations:</strong> A Deeper Dive</td>
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<td><em>(2nd Floor, 237-238)</em></td>
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<td>Why a complete count is crucial for states and localities and what you can do to help achieve a complete count in your jurisdiction.</td>
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<td><strong>Presenters:</strong> Rose Simmons, U.S. Census Bureau Philadelphia Region</td>
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<td>Sergio Lopez, Leadership Conference on Civil Rights</td>
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<td><strong>Facilitator:</strong> Jean Kelleher</td>
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<td><strong>Medical and Recreational Marijuana:</strong> A Game Changer for Employers</td>
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<td><em>(2nd Floor, 263)</em></td>
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<td>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.</td>
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<td><strong>Presenters:</strong> Michael C. Griffaton, Esq., &amp; Andy Kaplan, Esq., Vorys, Sater, Seymour &amp; Pease, LLP</td>
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<td><strong>Facilitator:</strong> Paul Valenti</td>
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<td>2:50 PM-3:50 PM</td>
<td><strong>Plenary Session</strong> <em>(2nd Floor, 232-233)</em></td>
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<td><strong>The Civil Rights Implications of Gun Violence In America</strong></td>
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<td>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.</td>
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<td><strong>Panelists:</strong> Gary Daniels, Chief Lobbyist, ACLU of Ohio</td>
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<td>Tiffany Dena Loftin, National Director, NAACP Youth &amp; College Division</td>
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<td>Amanda Lynch, Ohio Coalition Against Gun Violence, Assistant Professor of Field Service Health Promotion, University of Cincinnati</td>
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<td><strong>Moderator:</strong> Diane Clements-Boyd</td>
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<td>4:00 PM-5:15 PM</td>
<td><strong>Plenary Session</strong> <em>(2nd Floor, 232-233)</em></td>
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<td><strong>History of Civil Rights In Cincinnati</strong></td>
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<td>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.</td>
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<td><strong>Moderator:</strong> Dan Hurley, Journalist and Historian</td>
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<td><strong>Panelists:</strong> The Honorable Nathaniel Jones, Retired Senior Judge of the United States Court of Appeals (Sixth Circuit)</td>
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<td>Rev. Damon Lynch, Jr., Pastor New Jerusalem Baptist Church, Cincinnati, Ohio</td>
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<td>Ruby Shuttlesworth Bester, Retired Educator (and daughter of the late Rev. Fred L. Shuttlesworth)</td>
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<td>Iris Roley, Community Activist</td>
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<td><strong>Facilitator:</strong> Paul M. Booth</td>
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<td>Tuesday, August 28, 2018</td>
<td><strong>Continental Breakfast</strong> <em>(2nd Floor, 260-262)</em></td>
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<td>7:30 AM-8:30 AM</td>
<td><strong>Continental Breakfast</strong></td>
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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

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**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 Cronican,
YWCA of Greater Cincinnati

Facilitator: Jean Kelleher

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**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

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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

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**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

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**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

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**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
### 11:05 AM-11:15 AM
**BREAK**

### 11:15 AM-12:15 PM
**Plenary Session** *(2nd Floor, 232-233)*

**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

### 12:30 PM-1:45 PM
**IAOHRA Human Rights Luncheon** *(2nd Floor, 260-262)*

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

### 1:50 PM-2:50 PM
**BREAKOUT SESSIONS**

#### 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,**  
* (Co-authors, Cincinnati Human Relations Commission; A History, 1943-2013)*  
**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

### 3:00 PM-5:00 PM
**IAOHRA Annual Meeting** *(Open to All Member Agencies)* *(2nd Floor, 232-233)*

**Elections, Resolutions, and other organizational actions**

**Presiding:** Robin Toma, IAOHRA President

### 5:15 PM-8:45 PM
**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 hors 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