

# “IAOHRA AT 70: MADE BY HISTORY, FORGING OUR GLOBAL FUTURE”

**DoubleTree by Hilton Hotel, Downtown**

**Orlando, Florida**

**August 18–22, 2019**

## 2019 CONFERENCE AGENDA



### SUNDAY, AUGUST 18, 2019

2:00 PM - 3:00 PM	Conference Planning Meeting   1st Floor Press Club
2:00 PM - 7:00 PM	Conference Registration   2nd Floor Foyer
3:30 PM - 5:30 PM	IAOHRA Board Meeting   1st Floor Press Club
6:30 PM - 7:30 PM	<p><b>OPENING WELCOME &amp; RECEPTION   2nd Floor Foyer</b>  <i>Sponsored by National Association of Human Rights Workers</i>            Recognition of New Members  <b>Robin Toma</b>, IAOHRA President, Director, Los Angeles County Commission on Human Relations</p>
7:30 PM - 8:30 PM	<p><b>REGIONAL MEET &amp; GREET</b>  <i>History of IAOHRA: A discussion on the history of IAOHRA from former agency members who will recount the significant accomplishments and challenges of the association.</i></p> <p><b>Alvin Plummer</b>, Former Director, Missouri Human Relations Commission  <b>Lawrence Myers</b>, Former Director, Nebraska Human Rights Commission  <b>Louis Martin</b>, Former Director, Connecticut Human Rights Commission  <b>Jim Stowe</b>, Director, Montgomery County Md. Office of Human Rights  <b>Carol Johnson</b>, Director, Oregon BOLI Civil Rights</p>

## MONDAY, AUGUST 19, 2019

8:00 AM - 5:00 PM	Conference Registration   2nd Floor Foyer
7:30 AM - 8:30 AM	Continental Breakfast   2nd Floor Foyer
8:30 AM - 9:00 AM	<p style="text-align: center;"><b>OPENING CEREMONY   Lakeside Ballroom</b></p> <p><b>Robin Toma</b>, <i>IAOHRA President, Director, Los Angeles County Commission on Human Relations</i>  <b>Mauro Albert Morales</b>, <i>Staff Director, United States Commission on Civil Rights</i>  <b>William “Frank” Billingsly</b>, <i>Chief of Staff, City of Orlando</i>  <b>Tony Jenkins</b>, <i>Chairperson, Florida Commission on Human Relations</i>  <b>Gwendolyn Wiggins</b>, <i>Human Relations Official, City of Orlando</i></p>
	<p style="text-align: center;"><b>CONFERENCE OVERVIEW   Lakeside Ballroom</b></p> <p><b>Jim Stowe</b>, <i>Director, Montgomery County Md. Office of Human Rights</i>  <b>Carol Johnson</b>, <i>Director, Oregon BOLI Civil Rights</i></p>

9:15 AM - 10:15 AM	<b>OPENING PLENARY   Lakeside Ballroom</b>
<b>SESSION TITLE</b>	<b>SPEAKER</b>
<i>Time for the Shift: Housing and the Human Rights Imperative</i>	<p><b>Leilani Farha</b>, <i>United Nation’s Special Rapporteur on Right to Adequate Housing</i>  <b>Introduction: JoAnn Kamuf Ward</b>, <i>Human Rights Institute, Columbia Law School</i>  <b>Facilitator: Carol Johnson</b></p>

### 10:15 AM - 10:30 AM | BREAK

10:30 AM - 11:45 AM	<b>BREAKOUT SESSIONS</b>
<b>SESSION TITLE</b>	<b>SPEAKERS</b>
<i>Implementing a Racial Equity Lens: Challenges and Benefits</i> <b>(Delaney)</b>	<p><b>Alfredo Hernandez</b>, <i>Equity Chief, Michigan Department of Civil Rights</i>  <b>Agustin Arbulu</b>, <i>Executive Director, Michigan Department of Civil Rights</i>  <b>Lori Vinson</b>, <i>Director of Civil Rights Operations, Michigan Department of Civil Rights</i>  <b>Gwendolyn Moffitt</b>, <i>Community Engagement Liaison, Michigan Department of Civil Rights</i>  <b>Michael Pelot</b>, <i>Staff Attorney, Michigan Department of Civil Rights</i>  <b>Facilitator: Diane Clements-Boyd</b></p> <p>This workshop highlights the importance of a racial equity lens and the required commitment and intentionality behind the process. The workshop begins with a review of key factors shaping implicit bias and the intersection between systems of advantage and institutional/structural inequities. The core section explores the dimensions of systems, the role of history and dominant culture and the key role government plays at creating and sustaining diversity, equity and inclusion (DEI). The workshop concludes with a panel discussion, formed by leaders of the Michigan Department of Civil Rights that explores and presents the level of commitment and the learnings that shape the collective willingness required to operationalize equity long-term.</p>
<i>Investigating Sexual Harassment</i> <b>(Orange)</b>	<p><b>Michael Farrell</b>, <i>Director, Miami Regional Office of U.S. Equal Employment Opportunity Commission</i>  <b>Facilitator: Gwendolyn Wiggins</b></p> <p>Director Farrell will discuss the findings of EEOC’s Select Task Force Study on Harassment in the workplace with an emphasis on those findings regarding cues to identifying sexual harassment in the workplace and practical methods of investigating and addressing such harassment. Director Farrell will also discuss the EEOC’s new Respectful Workplace Training developed based on the findings of its task force study.</p>

## MONDAY, AUGUST 19, 2019 – CONTINUED

<b>Census 2020: Complete Count</b>  <b>(Citrus)</b>	<p><b>Channa Lloyd, Esq.</b>, <i>Florida Partnership Specialist, U.S. Census Bureau</i>  <b>Barbara Newton</b>, <i>Partnership Specialist, U.S. Census Bureau</i>  <b>Josh Boatwright</b>, <i>Marketing Project Coordinator, Pinellas County Marketing and Communications</i>  <b>Facilitator: Jean Kelleher</b></p> <p>This workshop will discuss the importance of ensuring a complete count, provide practical suggestions on handling the aftermath of the Supreme Court’s decision on the citizenship question (given the timing of the ruling, vis-a-vis, the date of the conference); and discuss handling coalition dynamics.</p>
<b>Reasonable Accommodations, Assistance Animals, and Criminal Records</b>  <b>(Osceola)</b>	<p><b>Jeanine Worden</b>, <i>Deputy Chief, U.S. Department of Housing and Urban Development</i>  <b>Facilitator: Jim Stowe</b></p> <p>This workshop will explore legal issues relating to obligations to make reasonable accommodations for assistance animals under the Fair Housing Act, and provide insight on issues that may arise when housing providers use arrest and criminal history records to screen applicants and tenants. Attendees will have an opportunity to learn the legal under pinnings on these issues and to ask questions.</p>

<b>11:45 AM - 1:00 PM</b>	<b>LUNCH PLENARY   Lakeside Ballroom</b>
<b>SESSION TITLE</b>	<b>SPEAKERS</b>
<b>Call HUD: Because Sexual Harassment in Housing is Illegal</b>	<p><b>Anna Maria Farías</b>, <i>Assistant Secretary, Fair Housing and Equal Opportunity</i>  <b>DeAndra Cullen, J.D.</b>, <i>Acting Deputy Assistant Secretary</i>  <b>Facilitator: Alisa Warren, PhD</b></p> <p>Join HUD’s Assistant Secretary Anna María Farías and Acting Deputy Assistant Secretary DeAndra Cullen as they share information regarding the current work of the Office of Fair Housing and Equal Opportunity and HUD’s Sexual Harassment Prevention Training Initiative. In April, HUD launched its Sexual Harassment Prevention Training that focuses on how to address and prevent sexual and other discriminatory harassment in housing. Assistant Secretary Farías will address HUD’s Fair Housing and Equal Opportunity’s work and Acting Deputy Assistant Secretary Cullen will provide an overview of the Training Initiative.</p>

<b>1:15 PM - 2:30 PM</b>	<b>BREAKOUT SESSIONS</b>
<b>SESSION TITLE</b>	<b>SPEAKERS</b>
<b>Wealth Disparities in Communities of Color</b>  <b>(Delaney)</b>	<p><b>Dedrick Asante-Muhammad</b>, <i>Chief of Equity and Inclusion, National Community Reinvestment Coalition</i>  <b>Marjorie Nemes-Galaza</b>, <i>Latino Economic Development Center (LEDC)</i>  <b>Christina Brooks</b>, <i>Diversity and Inclusion Officer, City of South Bend, Indiana</i>  <b>Facilitator: Jean Kelleher</b></p> <p>A deeper understanding of the depth and breadth of racial economic inequality and how holistic local interventions can help provide a foundation of financial security for economically disenfranchised communities.</p>
<b>Human Trafficking: Hidden in Plain Sight</b>  <b>(Citrus)</b>	<p><b>Renée Battle-Brooks</b>, <i>Executive Director, Prince George’s County Human Relations Commission</i>  <b>Cheryl Banks</b>, <i>Community Educator, Domestic Violence and Sexual Assault Center at University of Maryland Prince George’s Hospital Center</i>  <b>Facilitator: Merrill Smith</b></p> <p>The workshop will provide insight into the human trafficking industry from the perspective of health care and the State’s Attorney Office. Review of case studies will highlight the dynamics involved in human trafficking.</p>

## MONDAY, AUGUST 19, 2019 – CONTINUED

<b>Legal Updates</b>  <b>(Orange)</b>	<b>Taylor B. Alsobrooks</b> , <i>Attorney, U.S. Dept. of Housing and Urban Development, Office of Regional Counsel, Region VI</i> <b>Michael Farrell</b> , <i>Director, Miami District Office Director, U.S. Equal Employment Opportunity Commission</i> <b>Facilitator: Rue Landau</b>
	<p>Attorney Alsobrooks will explore pertinent civil rights laws in her presentation “Legal Landscape of Housing Civil Rights: A Policy and Case Law Update.”</p> <p>Director Farrell will provide an update of the most recent EEOC Policy Guidance and EEO Federal Court decisions.</p>
<b>Advancing Diversity in an Organization and in Communities</b>  <b>(Osceola)</b>	<b>Elana Powell</b> , <i>Certified Diversity Professional, Partner Engagement and Development Lead, National Diversity Council</i> <b>Facilitator: Tamie Dixon-Tatum</b>
	<p>This workshop will explore best practices on how to create a diverse and inclusive work environment internally and how your organization can utilize these practices to influence your local communities.</p>

3:00 PM - 5:00 PM	<b>PLENARY SESSION   Lakeside Ballroom</b>
<b>SESSION TITLE</b>	<b>SPEAKER</b>
<b>Manage and Reduce Implicit Bias</b>	<b>Dr. Bryant T. Marks, Sr.</b> , <i>Founding Director &amp; Principal Trainer, National Training Institute on Race and Equity</i> <b>Facilitator: Robin Toma</b>
	<p>Join Dr. Marks as he shows us ways to thoughtfully manage and reduce our inherent implicit bias.</p>
6:00 PM - 8:00 PM	City of Orlando’s Reception ( <i>Hotel Rooftop</i> ) <b>Music by: DJ Kyle LaRue</b>

## TUESDAY, AUGUST 20, 2019

7:30 AM - 8:30 AM	Continental Breakfast
8:30 AM - 9:30 AM	<b>PLENARY SESSION   Lakeside Ballroom</b>
<b>SESSION TITLE</b>	<b>SPEAKER</b>
<b>Practicing Civic Courage in Difficult Times: Lessons from the Front Lines</b>	<b>Martha McCoy</b> , <i>Executive Director, Everyday Democracy</i> <b>Facilitator: Jim Stowe</b>
	<p>This is a critical time to fight for human rights. Hate speech and hate crimes are increasing, spurred by racist rhetoric that has become more commonplace than in many years. With economic inequities growing, scapegoating has become more widely accepted, further fueling social distrust and hindering our collective ability to address the real challenges we face. The presentation will share inspiring stories and lessons from several leaders on the front lines in their local communities.</p>
9:45 AM - 10:15 AM	<b>REGIONAL MEETINGS   Lakeside Ballroom</b> Atlantic Region, <b>Jim Stowe</b> , <i>Regional Representative</i> Midwest Region, <b>Diane Clements-Boyd</b> , <i>Regional Representative</i> Southern Region, <b>Paul Valenti</b> , <i>Regional Representative</i> Western Region, <i>Regional Representative</i>

**TUESDAY, AUGUST 20, 2019 – CONTINUED**

10:30 AM - 11:45 AM SESSION TITLE	BREAKOUT SESSIONS SPEAKERS & PANELISTS
<p align="center"><b><i>Empowered and Undivided by Our Different Religious Beliefs</i></b>  <b>(Delaney)</b></p>	<p><b>Thania Diaz Clevenger, Esq.</b>, <i>Civil Rights Director, Council on American Islamic Relations, Florida</i>  <b>Imam Husman Bacchus</b>, <i>Islamic Center of Clermont, Florida</i>  <b>Rabbi Michael Torop</b>, <i>Temple Beth-El, St. Petersburg, Florida</i>  <b>E. Louis Canter, OEF</b>, <i>Director, Pastoral Care, St. Joseph Catholic Church, Lakeland, Florida</i>  <b>Navtej Khalsa</b>, <i>Past President, Sikh Society of Central Florida, Inc.</i>  <b>Rev. Ngan Ling Lung</b>, <i>Ordained Minister, United Church of Christ, Florida</i>  <b>Facilitator: Paul Valenti</b></p> <p>The panel will begin with a historical overview of the use of the term hate crime and the history of legislating these crimes. The discussion will move to the sociological effects of hate crimes on communities and what has been the faith-based resistance to these hate movements. Moreover, the panel will examine the context in which hate movements are emerging now and what can communities do to stop them.</p>
<p align="center"><b><i>Combatting Sexual Harassment in Housing</i></b>  <b>(Osceola)</b></p>	<p><b>Yohance A. Pettis</b>, <i>Deputy Chief, Civil Division, U.S. Attorney’s Office, Middle District of Florida</i>  <b>Facilitator: Jeff Lorick</b></p> <p>This will be a presentation on the Department of Justice’s initiative to combat sexual harassment in housing pursuant to the Fair Housing Act.</p>
<p align="center"><b><i>Racial Inequities and the Role of Local Government</i></b>  <b>(Orange)</b></p>	<p><b>James E. Davis, Jr.</b>, <i>Assistant Director, City of Durham Neighborhood Improvement Services, Human Relations Division/Community Relations Division, City of Durham</i>  <b>Lynwood Best</b>, <i>Community Engagement Manager, City of Durham</i>  <b>Laura Biediger</b>, <i>Community Engagement Strategist, City of Durham</i>  <b>Facilitator: Jim Stowe</b></p> <p>This session will focus on past discrimination and inequities in municipalities’ development projects continue to have inequitable outcomes, including segregation. To make this point, the presenters will show how Urban Renewal, economic dis-investment, placement of incinerators and dump sites, scarcity of trees planted, etc., has resulted in current economic distress and other adverse outcomes within certain communities; Discuss how equitable development must include deliberate efforts to engage; The session will also review the key components of the City of Durham’s Equitable Community Engagement Blueprint and best practices towards equitable engagement.</p>
<p align="center"><b><i>Emerging Trends: A Report from the Coasts</i></b>  <b>(Citrus)</b></p>	<p><b>Carmelyn P. Malalis</b>, <i>Commissioner and Chair of the NYC Commission on Human Rights</i>  <b>Kevin Kish</b>, <i>Director, California Department of Fair Employment and Housing</i>  <b>Facilitator: Robin Toma</b></p> <p>California’s Department of Fair Employment and Housing (DFEH) and NYC’s Commission on Human Rights (NYCCHR) join together to discuss emerging areas of development under their local laws, and trends they are seeing emerge in light of the current federal political climate. The discussion will center on how the two agencies are interpreting existing protections under their laws in innovative ways to combat discrimination, focusing primarily on religion, race, color, alienage/citizenship/immigration status, and national origin.</p>

## TUESDAY, AUGUST 20, 2019 – CONTINUED

12:00 PM - 1:30 PM

### PLENARY LUNCHEON SESSION | Lakeside Ballroom (IAOHRA Awards & Honoring Local Civil Rights Leaders)

SESSION TITLE

SPEAKER

*The History of Redlining in America*

**David J. Harris, PhD**, *Managing Director, Charles Hamilton Houston Institute for Race and Justice at Harvard University*

**Facilitators: Alisa Warren, PhD and Gwendolyn Wiggins**

The film “Segregated By Design” examines the forgotten history of how our federal, state and local governments unconstitutionally segregated every major metropolitan area in America through law and policy. Dr. Harris will offer insight on strategies to undo discriminatory practices that have riddled American cities.

1:45 PM - 3:15 PM

### PLENARY SESSION | Lakeside Ballroom

SESSION TITLE

SPEAKERS

*Trends in Hate & Extremism:  
From Real Places to Virtual Spaces*

**Brian Levin**, *Director, Center for the Study of Hate & Extremism, California State University, San Bernardino*  
**Nadia Aziz**, *Interim Co-Director and Policy Counsel, Stop Hate Project, Lawyer’s Committee for Civil Rights Under Law*

**Marshall Wong, Sr.**, *Intergroup Relations Specialists, L.A. County Commission on Human Relations*  
**Facilitator: Robin Toma**

This presentation will examine various trends in crime, social science and digital data about what are emerging risk factors in respect to hate crime and extremism.

3:30 PM - 5:30 PM

### IAOHRA ANNUAL MEETING (Open to All Member Agencies) | Delaney *Elections, Resolutions, and other organizational actions*

**Presiding: Robin Toma**, *IAOHRA President*

*Enjoy Orlando on your own!*

## WEDNESDAY, AUGUST 21, 2019

7:30 AM - 8:30 AM

Continental Breakfast

**The Honorable Patty Sheehan**, *Orlando City Commissioner, District 4*

**Facilitators: Carol Johnson and Gwendolyn Wiggins**

Civil Rights Bus Tour (*Bus Departs*)

### PULSE NIGHTCLUB MEMORIAL

The Pulse Memorial is a sanctuary of quiet reflection and love dedicated to honoring the senseless loss of innocent life and remembering the horrible attack that occurred on June 12, 2016.

8:45 AM

### HARRY T. & HARRIETTE V. MOORE CULTURAL PARK & MUSEUM

The 11.93-acre park is dedicated to the life and legacy of civil rights torch bearers Harry T. and Harriette V. Moore and is built on their original home site. The two were civil rights giants of the modern civil rights movement in Central Florida and throughout the state. The two were slain in 1951 when a bomb exploded on Christmas night in an attempt to stop the progress fought for by the Moore’s...it was “The Bomb Heard around the World,” one writer recorded.

The guided tour will allow members to explore Central Florida’s civil rights history, see a replica of the Moore’s home and learn about the tireless efforts of Harry and Harriette and other civil rights leaders through the artifacts, memorabilia and outreach exhibits.

## WEDNESDAY, AUGUST 21, 2019 – CONTINUED

1:15 PM	Lunch at Dixie Crossroads Restaurant
5:00 PM	Return to Hotel
7:00 PM	<p style="text-align: center;"><b>FIRESIDE CHAT WITH CIVIL RIGHTS LEGENDS   Lakeside Ballroom</b></p> <p style="text-align: center;"><b>Willie Pearl Mackey King</b>  <b>Joan Mulholland</b>  <b>Hezekiah Watkins</b>  <b>Facilitator: Jim Stowe</b></p> <p>A discussion with three freedom fighters that made undeniable contributions during the Civil Rights Movement of the 1960's. An SCLC Secretary and two Freedom Riders share their experiences working in the movement for racial equality.</p>

## THURSDAY, AUGUST 22, 2019

7:30 AM - 8:30 AM	Continental Breakfast
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### CLOSING PLENARY SESSIONS | Lakeside Ballroom

SESSION TITLE	SPEAKERS
8:30 AM - 9:30 AM  <b>Florida's Stand Your Ground Law: The Politics, The Law and Human Rights</b>	<p><b>Kenneth B. Nunn, Esq.</b>, <i>Professor of Law, University of Florida Levin College of Law</i>  <b>Facilitator: Jim Stowe</b></p> <p>This talk will discuss the operation of Florida's Stand Your Ground Law, its origins, and human rights consequences. Particular attention will be paid to legal issues that may implicate human rights questions in Florida and other jurisdictions with similar provisions.</p>
9:45 AM - 11:00 AM  <b>State and Local Best Practices</b>	<p><b>Randy Duque</b>, <i>Deputy Director, Philadelphia Commission on Human Relations</i>  <b>Chad Lassiter, MSW</b>, <i>Executive Director, PA Human Relations Commission</i>  <b>Nikki Quintana, Esq.</b>, <i>Executive Director, Fort Wayne Metropolitan Human Relations Commission</i>  <b>Facilitator: Diane Clements-Boyd</b></p> <p>A panel discussion on best practices from agencies that are on the cutting-edge of addressing human relations or intergroup conflict as well as civil rights enforcement.</p>

**11:30 AM | CONFERENCE ADJOURN**