



# International Association of Official Human Rights Agencies

## 75<sup>th</sup> Anniversary **CONFERENCE AGENDA** AUGUST 11-15, 2024

**"Creating A Human Rights Culture"**

Royal Sonesta Chase Park Plaza  
St. Louis, Missouri



### SUNDAY, AUGUST 11, 2024

12:00 pm–2:00 pm	IAOHRA BOARD OF DIRECTORS' MEETING   1 <sup>st</sup> Floor Boardroom
2:00 pm–6:00 pm	CONFERENCE REGISTRATION   Khorassan
4:00 pm–5:00 pm	OPENING WELCOME & RECEPTION   Starlight/Rooftop <b>Dr. Alisa Warren</b> , IAOHRA President <i>Executive Director, Missouri Commission on Human Rights</i> <b>Percy Green</b> , Civil Rights Activist <b>Lynne Jackson</b> , President/CEO of Dred Scott Heritage Foundation
5:00 pm–6:00 pm	ENTERTAINMENT   Starlight/Rooftop <b>Rhoda G.</b>

### MONDAY, AUGUST 12, 2024

7:30 am–5:00 pm	CONFERENCE REGISTRATION   Khorassan
7:00 am–8:15 am	CONTINENTAL BREAKFAST   Khorassan West

## MONDAY, AUGUST 12, 2024 (CONTINUED)

<b>8:00 am–9:00 am</b>	<b>OPENING CEREMONY</b>
Khorassan Main	<p><b>Dr. Alisa Warren</b>, <i>IAOHRA President</i> <i>Executive Director, Missouri Commission on Human Rights</i></p> <p><b>Mayor Tishaura O. Jones</b>, <i>City of St. Louis</i></p> <p><b>Al Li</b>, <i>Chair, Missouri Commission on Human Rights</i></p>
	<p><b>OPENING REMARKS</b></p> <p><b>Diane M. Shelley</b>, <i>Principal Deputy Assistant Secretary</i> <i>Office of Fair Housing and Equal Opportunity</i> <i>U.S. Department of Housing and Urban Development</i></p>
	<p><b>CONFERENCE OVERVIEW</b></p> <p><b>Diane Clements-Boyd</b>, <i>Conference Planning Committee Chair</i> <i>Evansville-Vanderburgh County Human Relations Commission</i></p>
<b>9:15 am–10:15 am</b>	<b>OPENING PLENARY</b>
Khorassan Main	<p><b>The State of Civil and Human Rights: 60 Years After the Passage of the Civil Rights Act</b></p> <p><b>Speaker: Maya Wiley</b>, <i>President &amp; CEO</i> <i>Leadership Conference on Civil and Human Rights</i></p> <p><b>Introduction: Dr. Alisa Warren</b></p>
10:15 am–10:30 am	BREAK
<b>10:30 am–11:45 am</b>	<b>BREAKOUT SESSIONS</b>
Lindell A	<p><b>Strategic Planning for the Future of Human Rights</b></p> <p><b>Presenter: Keith Scott</b>, <i>Chief Executive Officer</i> <i>K.L. Scott &amp; Associates</i></p> <p><b>Facilitator: Cleveland Horton</b>, <i>Maryland Commission on Civil Rights</i></p>

*After this session, participants will understand the importance of a data-driven approach to assessing your organization's current state, be able to identify and mitigate bias in the strategic planning process and know how to measure the value and impact of your strategic plan.*

## MONDAY, AUGUST 12, 2024 (CONTINUED)

Lindell B

### **Adjudicating Discrimination Complaints: Comparing the Process in Pennsylvania and West Virginia**

**Presenters:**

**Darlene Hemerka**, *Hearing Examiner  
Pennsylvania Human Relations Commission*

**Tamara Shehadeh-Cope**, *Hearing Examiner  
Pennsylvania Human Relations Commission*

**C. Joan Parker**, *Administrative Law Judge  
West Virginia Human Rights Commission*

**Facilitator: Kenneth Gunn**, *Chicago Commission on Human Relations*

*This workshop will compare how discrimination cases are adjudicated in Pennsylvania and West Virginia. It will include information about how discovery disputes are handled, the authority of the adjudicator and tips from the presenters about how to present cases. Audience members may ask questions throughout the session.*

Lindell C

### **The History of Redlining & Housing Discrimination in St. Louis**

**Presenter: Rigel Oliveri, Esq.**, *Isabelle Wade and Paul C. Lyda  
Professor of Law, University of Missouri School of Law*

**Facilitator: Dr. Dwayne James**, *St. Louis County Human  
Relations Commission*

*This session will provide a historical overview of the discriminatory housing and lending practices perpetuated in St. Louis over the last century, the effect these practices had on the population, and the legal precedents they generated. This history helps explain many of the demographic patterns—and housing challenges—in St. Louis today.*

Lindell D

### **2024 Legal Landscape of LGBTQIA Rights**

**Presenter: Steven Bryson, Esq.**, *van der Veen, Hartshorn,  
Levin and Lindheim*

**Facilitator: Keoki Kim**, *Anchorage Equal Rights Commission*

*Dive into the dynamic 2024 legal landscape of LGBTQIA rights with an intersectional approach. This interactive 75-minute workshop involves active participation, providing essential insights into recent case law, legislative changes, and effective advocacy strategies. Equip yourself with knowledge crucial for policy considerations and impactful, inclusive advocacy.*

**MONDAY, AUGUST 12, 2024** (CONTINUED)

Regency	<p><b>Partnerships for Peace/Engagement for Justice: Case studies on countering hate crimes in Philadelphia and on transforming community-police relations in Antelope Valley (Los Angeles County)</b></p> <p><b>Presenters:</b>  <b>Randy Duque</b>, Deputy Director  <i>Philadelphia Commission on Human Relations</i></p> <p><b>Paul D. Smith</b>, Senior Intergroup Relations Specialist  <i>L.A. County Commission on Human Relations</i></p> <p><b>Facilitator: Jean Kelleher</b>, Alexandria Office of Human Rights</p>
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*This breakout session will share valuable insights into (1) the multidisciplinary groups established by PCHR (the Philadelphia Interagency Civil Rights Taskforce and the City's Rapid Response Team) to address and prevent hate, with examples of how the PCHR accomplishes these tasks through these models of partnerships; and (2) the power of direct engagement with community, capturing stories/narratives, and utilizing them to advocate for healthier relations between community and law enforcement in a part of LA County which is unlike the rest of the region, with a history of deadly use of force and other community controversies involving the LA County Sheriff's Department stations in that area.*

<b>11:45 am–1:00 pm</b>	<b>PRESIDENT'S LUNCHEON   PLENARY SESSION</b>
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	<p><b>Key Civil and Human Rights Issues Facing our Nation</b></p> <p><b>Featured Speaker: Mauro Morales</b>, Staff Director  <i>U.S. Commission on Civil Rights</i></p> <p><b>Facilitator: Dr. Alisa Warren</b>, Missouri Human Rights Commission</p>
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Khorassan Main	<p><b>PANEL DISCUSSION</b></p> <p><b>A New Phase in U.S. History: Creating Government/Community Systems Against Hate</b></p> <p><b>Marik Xavier-Brier</b>, Director of Civil Rights Evaluation  <i>U.S. Commission on Civil Rights</i></p> <p><b>Dr. Monica Lomeli</b>, Manager of Hate Data Documentation  <i>Los Angeles County Commission on Human Relations</i></p> <p><b>Robin Toma</b>, Executive Director  <i>Los Angeles County Commission on Human Relations</i></p>
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# MONDAY, AUGUST 12, 2024 (CONTINUED)

1:15 pm–2:30 pm

## BREAKOUT SESSIONS

Lindell A

### **Fighting Appraisal Bias at the State and Local Level**

**Presenter: Sundeep Iyer, Director, New Jersey Division on Civil Rights**

**Facilitator: Paul Booth, Cincinnati Office of Human Relations**

*To examine how state and local agencies can use their authority to combat appraisal discrimination.*

Lindell B

### **Equipping Government Employees for Constructive Conversations about Challenging Topics**

**Presenters:**

**Robert Sowell, Assistant Executive Director**

*Los Angeles County Commission on Human Relations*

**April Johnson, Training Team Member**

*Los Angeles County Commission on Human Relations*

**Facilitator: Jeffrey Lorick, Pinellas County Human Relations Commission**

*Description of collaborative project with County Department of Human Resources to equip several hundred County employees for constructive dialogue of differing perspectives of polarizing topics using current events in the Middle East for specific application scenarios. The session will feature live experiences of a sample of techniques used in the training. Discussion will include the planning process and specific examples of comments and feedback from training participants.*

Lindell C

### **Best Practices and Strategies for State and Local ADA Coordinators**

**Presenter: Troy Balthazor, Director**

*Great Plains Americans with Disabilities Act Center*

**Facilitator: Tamie Dixon Tatum, City of Anderson Human Relations**

*This session will provide an understanding of the role of an ADA Coordinator.*

## MONDAY, AUGUST 12, 2024 (CONTINUED)

Lindell D

### **Neurodiversity in the Workplace: How to Effectively Advocate for Yourself and Coworkers**

**Presenter: Leslie T. Tolliver, JD, SHRM-CP**

*Human Resources Consultant, The Phoenix Group, STL*

**Facilitator: Judy Dillanger, Louisville Human Relations Commission**

*This workshop provides practical strategies for advocating for neurodiversity in the workplace. Participants will learn to create an inclusive environment, communicate needs effectively, and promote policies supporting neurodivergent individuals. Enhance your workplace by leveraging the unique strengths of neurodiverse employees and fostering a culture of acceptance.*

Regency

### **Inclusive Education at a Crossroads: Navigating Censorship and Promoting Diversity**

**Presenter: Tiffeni Fontno, Director, Peabody Library Vanderbilt University**

**Facilitator: James Davis, City of Durham Neighborhood Improvement Services**

*Gain insights into the significance of inclusive education and the obstacles posed by censorship and learn how to garner community support. Acquire the knowledge and resources necessary to promote diversity in youth education. We invite you to join us for an event that will empower and contribute to shaping the future of education.*

2:45 pm–3:45 pm

## PLENARY SESSION

Khorassan Main

### **Expanding FHAP/FHIP/HRC Relationships**

**Presenters:**

**Maria Gonzalez, Assistant Deputy Director**  
*California Civil Rights Department*

**Keenya Robertson, President and CEO**  
*Housing Opportunities Project for Excellence, Inc.*

**Cleveland L. Horton II, Interim Director, Maryland Commission on Civil Rights**

**Moderator: Stella Adams, Principal, S J Adams Consulting**

**Facilitator: Nikki Quintana, Fort Wayne Metro Human Relations Commission**

*This workshop will feature panelists who have jointly engaged in partnership activities including fair housing planning, education & outreach, and enforcement activities with an emphasis on locally funded testing programs.*

## MONDAY, AUGUST 12, 2024 (CONTINUED)

4:00 pm–5:00 pm

### PLENARY SESSION

Khorassan Main

#### Alaska Native Brotherhood Historical Fight Against Racism in Alaska

**Presenter: Marvin Adams, President**  
*Alaska Native Brotherhood Camp 87*

**Facilitator: Keoki Kim, Anchorage Equal Rights Commission**

*Presentation on the history of the Alaska Native Brotherhood from 1912 to the present, including a demonstration of the types of discrimination the Alaska Natives experienced led to the creation of the Alaska Native Brotherhood. This presentation includes the current organizational structure of ANB Camps in Alaska.*

## TUESDAY, AUGUST 13, 2024

7:30 am–8:30 am

CONTINENTAL BREAKFAST | Khorassan West

8:00 am–5:00 pm

### HUMAN RIGHTS CULTURE TOUR

#### Multicultural Lunch – International Institute of St. Louis

*3401 Arsenal Street • St. Louis, MO 63118*

**Speaker: Arrey Obenson, President & CEO, International Institute of St. Louis**

**Speaker: Thomas Saenz, President & General Counsel,**  
*Mexican American Legal Defense and Educational Fund (MALDEF)*

#### St. Louis Kaplan Feldman Holocaust Museum

*36 Millstone Campus Drive • St. Louis, MO 63146*

*Sponsor: Aroesty Allied, LLC*

#### Fair Housing Bus Tour

*Sponsor: St. Louis Civil Rights Enforcement Agency*

- Shelley v. Kraemer House
- Pillars of the Valley
- Delmar Divide

Dinner on Your Own

**TUESDAY, AUGUST 13, 2024** (CONTINUED)

<p>7:30 pm</p>	<p>Chase Park Plaza Cinema, Auditorium 3</p> <p><b>Speaker: Jordan Long, MA, JD, Senior Associate Director</b> <i>Human Rights Program, The Carter Center</i></p> <p><b>"Principles That Never Change: A video message from The Carter Center in Partnership with Skoll Foundation"</b></p> <p><b>Free Movie Night – <i>Origin</i></b>, Produced &amp; Directed by Ava DuVernay Based on the book <i>Caste: The Origins of Our Discontents</i> by Isabel Wilkerson</p>
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**WEDNESDAY, AUGUST 14, 2024**

<p>7:30 am–8:30 am</p>	<p>CONTINENTAL BREAKFAST   Khorassan West</p>
<p>8:15 am–9:15 am</p>	<p><b>REGIONAL MEETINGS</b></p> <p><b>Atlantic Region, Jim Stowe, Regional Representative</b>   Lindell A</p> <p><b>Midwest Region, Angela Phelps-White, Regional Representative</b>   Lindell B</p> <p><b>Southern Region, Jeffery Lorick, Regional Representative</b>   Lindell C</p> <p><b>Western Region, Keoki Kim, Regional Representative</b>   Lindell D</p>
<p>9:30 am–10:30 am</p>	<p><b>PLENARY SESSION</b></p>
<p>Khorassan Main</p>	<p><b>International Human Rights Panel</b></p> <p><b>Presenters:</b></p> <p><b>Dr. Alisa Warren, IAOHRA President</b></p> <p><b>Lisa Borden, Senior Policy Counsel, International Advocacy Southern Poverty Law Center</b></p> <p><b>Maude Fournier, Human Rights Officer</b> <i>United Nations Office of High Commissioner for Human Rights</i></p> <p><b>Facilitator: Robin Toma, Los Angeles County Commission on Human Relations</b></p>

*The United States is party to important international human rights treaties overseen by the United Nations but what is it doing to implement them domestically? We'll provide a detailed report card and discuss what needs to be done to improve.*



## WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

10:45 am–11:45 am

### BREAKOUT SESSIONS

Lindell A

#### **It's Deeper than DEI: Health Equity Means Recognizing Our Wholeness and Humanity**

**Presenter: Jannah Bierens, MPH, MA**

*Racial/Health Equity Consultant, PHREEDOM, LLC.*

**Facilitator: James Davis, City of Durham Neighborhood Improvement Services**

*Engaging in this session, participants will be able to: Reflect on historic and current systemic impact of power imbalance engrained deeply in the foundation of the United States; Connect rooted legacy to current inequities across every system, sector, and social determinant of health impacting our health and wellbeing; Explore how dehumanization and disconnection show up in our communities as disparity and within our institutions as burn out culture that perpetuates the problem and; Recognize that health equity requires humility and transformation toward human-centered policies and practices to shift power and honor health as a human right for all.*

Lindell B

#### **The Racial Wealth Gap Simulation**

**Presenter: Joshua V. Barr, Chief Strategist & President Raising The Barr, LLC.**

**Facilitator: Antonio Maldonado, Missouri Human Rights Commission**

*This is an interactive exercise that helps attendees understand the connections between racial equity, housing opportunities for those who have been historically marginalized by hunger, poverty, and wealth. It is a good first step for people unaware of structural inequality, a support tool for those who want a deeper understanding of structural inequality, and a source of information for experts who want to know the quantifiable economic impact of each policy that has widened today's racial hunger, income, and wealth divides. Following the exercise, there will be a discussion and presentation.*

Lindell C

#### **A General Introduction to Fair Housing Law**

**Presenter: Michael Seng, Professor University of Illinois Chicago Law School**

**Facilitator: Kenneth Gunn, Chicago Commission on Human Relations**

*This session will take new commissioners and investigators through the basics of fair housing law. It will cover the important provisions of federal law involving protected classes, covered properties, and prohibited practices. It will compare federal protections with some of the statutory protections in state and local laws.*

## WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

Lindell D

### **Proven Methods for Effective Experiential Training on Awareness and Management of Bias**

**Presenters:**

**Robert Sowell**, Assistant Executive Director  
Los Angeles County Commission on Human Relations

**April Johnson**, Training Team Manager  
Los Angeles County Commission on Human Relations

**Facilitator: Karen Aroesty**, Aroesty Allied, LLC

*Participants will know specific tools they can use in delivering experiential training on implicit bias and other related topics to advance equity.*

Regency

### **The Legacy of Celia, an Enslaved Woman Convicted of Murdering Her Abuser**

**Presenters:**

**Pamela Westbrooks-Hodge**, Justice for Celia Coalition Leader,  
3rd Great Granddaughter of Celia and Robert Newsom

**Nancy Fogle-Compos**, 4th Great Granddaughter of Robert Newsom  
and Elizabeth Gwinn Newsom

**Dr. Nichol Allen**, Museum Studies and History Professor  
Westminster College

**Solomon Thurman, Jr.**, Celia Portrait Artist and Historian

**Facilitator: Carrie P. Simmons**, Pennsylvania Human Relations Commission

*The Justice for Celia Coalition of the Celia Newsom Legacy Foundation will delve into Celia's story. Celia was an enslaved Fulton, Missouri woman unjustly executed for the self-defense murder of her sexually abusive enslaver on December 21, 1855. The session will explore Celia's short life, the court trial, and the fate of her enslaved daughters fathered by her Enslaver (Robert Newsom). The session also includes perspectives of white descendants of Robert Newsom and his wife, Elizabeth Gwinn Newsom who share Newsom DNA with Celia's descendants. Participants will also hear from the creator of the Celia Portrait, Solomon Thurman, Jr. on his portrait journey and work with scholars across the country to leverage Celia's plight to bring light to women's issues. The workshop ends with a review of the 5-point plan to bring modern-day justice and honor to Celia.*

## WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

<b>12:00 pm–1:15 pm</b>	<p style="text-align: center;"><b>LEADERSHIP LUNCHEON</b>   Khorassan Main</p> <p style="text-align: center;"><b>"Leading Through Uncertainty: Embracing Change and Building Resilience"</b></p> <p><b>Keynote Speaker: Dr. Yemi Akande-Bartsch, President/CEO Focus St. Louis</b></p> <p><b>Moderator: Dr. LaShone M. Gibson, Independent Academic Researcher &amp; Author</b></p> <p><b>Facilitator: Dr. Alisa Warren, Missouri Human Rights Commission</b></p>
<p><i>This plenary delves into the critical role of empathy in leadership amid today's polarized society. Dr. Yemi Akande-Bartsch emphasizes the importance of understanding and inclusive leadership as vital tools for bridging divides within communities and organizations. Drawing from her extensive experience in civic leadership and organizational development, Akande-Bartsch provides actionable strategies for leaders to foster a culture of empathy and collaboration. Through compelling anecdotes and practical insights, she highlights the transformative power of diverse perspectives and the need for leaders to actively engage in building connections that transcend differences. The address concludes with a powerful call to action, encouraging leaders to embrace empathy as a cornerstone of their approach to create more cohesive and resilient communities. The session will also feature a moderated discussion and Q&amp;A led by Dr. LaShone Gibson.</i></p>	
<b>1:30 pm–2:30 pm</b>	<b>PLENARY SESSION</b>
Khorassan Main	<p style="text-align: center;"><b>EEOC Legal Update</b></p> <p><b>Presenter: David Davis, St. Louis District Director U.S. Equal Employment Opportunity Commission</b></p> <p><b>Facilitator: Carol Johnson, City of Fort Worth/AOSD</b></p>
<p><i>Join us for a review of recent court decisions, and EEOC regulations and enforcement guidance impacting the workplace.</i></p>	
<b>3:00 pm–5:00 pm</b>	<p style="text-align: center;"><b>IAOHRA ANNUAL BUSINESS MEETING</b>   Regency (Open to All Member Agencies)</p> <p style="text-align: center;"><b>ELECTIONS, RESOLUTIONS, AND OTHER ORGANIZATIONAL ACTIONS</b></p> <p style="text-align: center;"><b>Dr. Alisa Warren, IAOHRA President</b></p>

## WEDNESDAY, AUGUST 14, 2024 (CONTINUED)

6:30–8:00 pm

### AWARDS DINNER | Khorassan Main

**Mistress of Ceremonies: Carol Daniel, Sr. Producer and Host, Nine PBS**

**Keynote Speaker: Dr. Pedro Noguera**

*Pedro Noguera, PhD, is one of the country's most important voices on education reform, diversity, and the achievement gap. An award-winning educator, author and activist, he is the Emery Stoops and Joyce King Stoops Dean of the University of Southern California Rossier School of Education. His research focuses on the ways in which schools are influenced by social and economic conditions, as well as by demographic trends in local, regional and global contexts. He has published over 250 research articles in academic journals, book chapters in edited volumes, research reports and editorials in major newspapers. He serves on the boards of numerous national and local organizations, including the Economic Policy Institute, the National Equity Project and The Nation. Noguera appears as a regular commentator on educational issues on several national media outlets, and his editorials on educational issues have appeared in The New York Times, The Washington Post, The Wall Street Journal, The Dallas Morning News, and Los Angeles Times.*

*Prior to being appointed Dean of the USC Rossier School of Education, Noguera served as a Distinguished Professor of Education at the Graduate School of Education and Information Studies at the University of California, Los Angeles. Before joining the faculty at UCLA, he served as a tenured professor and holder of endowed chairs at New York University (2004–2015), Harvard University (2000–2003) and the University of California, Berkeley (1990–2000).*

*Noguera was recently appointed to serve as a special advisor to the governor of New Mexico on education policy. He also advises the state departments of education in Washington, Oregon and Nevada.*

8:00 pm–10:00 pm

### UNITY CELEBRATION: ENTERTAINMENT

## THURSDAY, AUGUST 15, 2024

8:00 am–9:00 am

### CONTINENTAL BREAKFAST | Khorassan West

8:00 am–8:15 am

### SWEARING-IN OF OFFICERS | Khorassan Main

**THURSDAY, AUGUST 15, 2024** (CONTINUED)

8:30 am–9:30 am	PLENARY SESSION
Khorassan Main	<p style="text-align: center;"><b>Building Black Wealth/PAVE</b></p> <p><b>Presenters:</b> <b>Stella Adams</b>, <i>Principal, S J Adams Consulting</i> <b>Bryan D. Snoddy</b>, <i>Division Director</i> <i>Civil Rights Division Texas Workforce Commission</i> <b>Cleveland L. Horton II</b>, <i>Interim Director, Maryland Commission on Civil Rights</i></p> <p><b>Moderator: Melody Taylor</b>, <i>Deputy Assistant Secretary</i> <i>Office of Policy, Legislative Initiatives, and Outreach of the</i> <i>Office of Fair Housing and Equal Opportunity, HUD</i> <i>Executive Director, PAVE</i></p> <p><b>Facilitator: Diane Clements-Boyd</b>, <i>Evansville-Vanderburgh County</i> <i>Human Relations Commission</i></p>

*The Biden-Harris Administration has created several national initiatives to address the homeownership and wealth disparities experienced by African Americans and Hispanic households compared to White Households. This session will prepare fair housing, human rights, and human relations professionals to combat these disparities and root out appraisal bias utilizing data from Federal Housing Finance Agency (FHFA) and the Property Appraisal and Valuation Equity (PAVE) initiative.*

# THURSDAY, AUGUST 15, 2024 (CONTINUED)

10:30 am–11:30 am

## PLENARY SESSION

Khorassan Main

### Future Proofing Your Office from Attacks

**Presenter: Joshua V. Barr**, Chief Strategist & President  
*Raising The Barr, LLC*

**Facilitator: Shadrach Mensah**, Evansville-Vanderburgh County  
*Human Relations Commission*

*In the aftermath of the murder of George Floyd, we saw a number of commitments from both the government and the business community to address the inequities and injustices in our systems. There was a hope that there would be radical systemic changes that would accompany those verbal commitments. But as history has continued to demonstrate, a wave of counter-revolution always follows every period of progress. With the rulings regarding affirmative action and gerrymandering by the Supreme Court and the ongoing wave against critical race theory, LGBTQ initiatives and DEI work, civil and human rights offices can get caught in the crossfires of these measures and be negatively impacted via budget cuts, office closures, or ostracization. Civil rights offices should not sit idly by believing that they are immune to what's going on. Utilizing examples from his work at both the local and state levels as well as his federal consultancy work, this keynote address will give attendees ideas on how to fortify and strengthen civil and human rights offices to make them a vital part of governmental work rather than just a corner of the work that is regulated to help certain groups of people and not all people in the community.*

12:00 pm

## CLOSING REMARKS

**Diane Clements-Boyd and Dr. Alisa Warren**

## CONFERENCE ADJOURN

