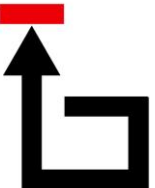


RAISING THE  ARR

www.raisingthebarrllc.com

@raisingthebarrllc 

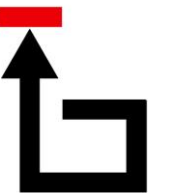
  @joshuavbarr  



Future Proofing Your Office from Attacks Against Human Rights Progression

Joshua V. Barr

Raising the Barr, LLC





International Association of Official Human Rights Agencies

75th Anniversary **CONFERENCE AGENDA**

AUGUST 11-15, 2024

"Creating A Human Rights Culture"

Royal Sonesta Chase Park Plaza

St. Louis, Missouri





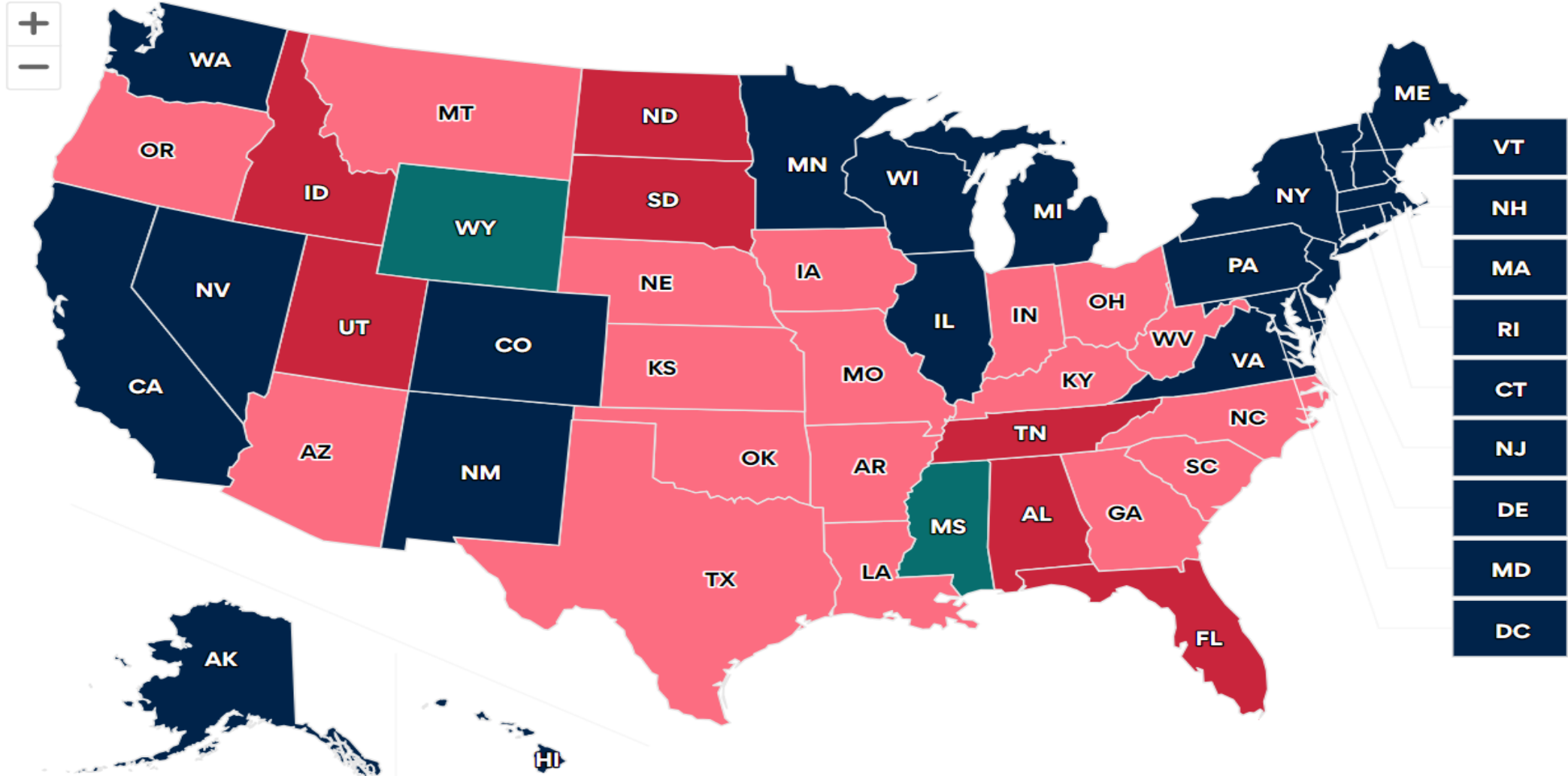
A man with a shaved head, wearing a dark blue suit, white shirt, and dark tie, is speaking directly to the camera. He is positioned in the center of the frame. The background is a wood-paneled office. To the left, there is a bookshelf with several books, a small American flag on a stand, and a glowing lantern. To the right, there is a wooden door.

AMERICA FIRST LEGAL
1-877-AFL-5454 AFLegal.org/hotline

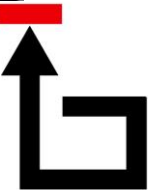
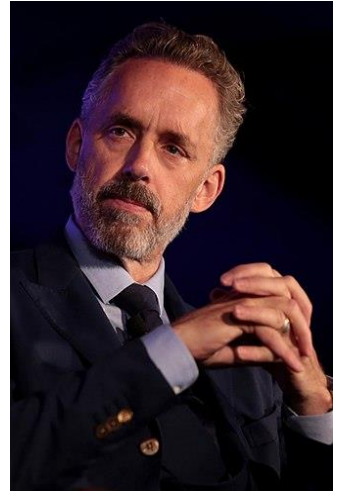
States Where DEI Legislation Has Been Introduced, Been Approved, or Failed

Hover over states for bill details.

■ No bills introduced **■ On watch** **■ Bills introduced** **■ Signed into law**



The Faces of
Anti-
Progression
Propaganda





Charlie Kirk

- Executive
Director of
Turning Point USA



REAL AMERICA'S VOICE

JEREMY CARL

Author, "The Unprotected Class"

THE CHARLIE KIRK SHOW

Project 2025

PRESIDENTIAL TRANSITION PROJECT

RELIGION

- **Provide robust protections for religious employers.** America's religious diversity means that workplaces include people of many faiths and that many employers are faith-based. Nevertheless, the Biden Administration has been hostile to people of faith, especially those with traditional beliefs

Clarify Title VII's religious organization exemptions. Congress should clarify Title VII's religious organization exemptions to make it more explicit that those employers may make employment decisions based on religion regardless of nondiscrimination laws.

Provide Robust Accommodations for Religious Employees. Title VII requires reasonable accommodations for an employee's sincerely held religious beliefs, observances, or practices unless it poses an undue hardship on the employer's business. These accommodation protections also apply to issues related to marriage, gender, and sexuality.

Direct DOJ and EEOC to enforce Title VII. The President should direct the Department of Justice and Equal Employment Opportunity Commission to enforce Title VII to prohibit racial classifications and quotas,

Reorient enforcement priorities. EEOC should reorient its enforcement priorities toward claims of failure to accommodate disability, religion, and pregnancy (but not abortion).

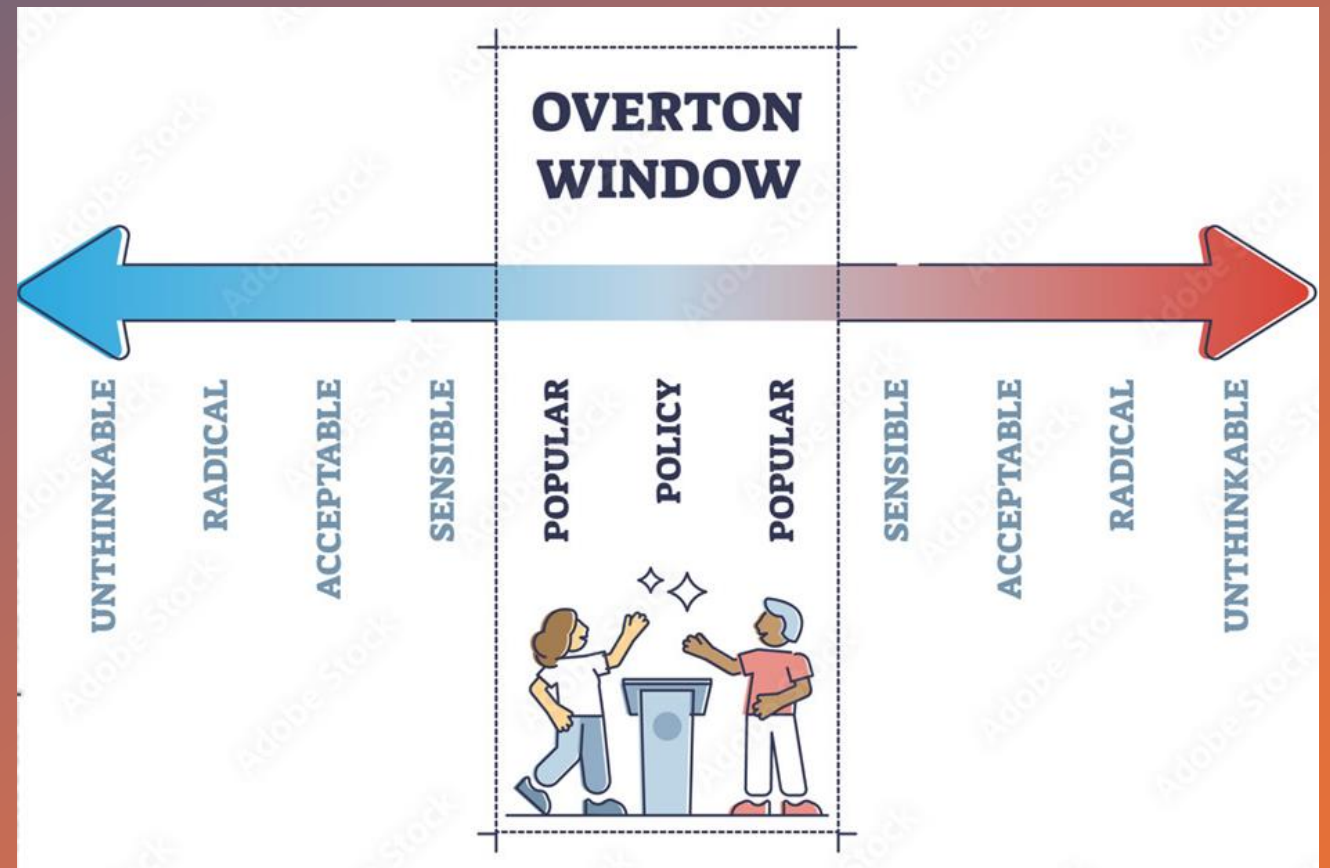
Eliminate disparate impact liability. With interracial marriages in America increasing, many Americans do not fit neatly into crude racial categories.¹ Under disparate impact theory, moreover, discriminatory motive or intent is irrelevant; the outcome is what matters. But *all* workplaces have disparities.

Eliminate disparate impact liability. With interracial marriages in America increasing, many Americans do not fit neatly into crude racial categories.¹ Under disparate impact theory, moreover, discriminatory motive or intent is irrelevant; the outcome is what matters. But *all* workplaces have disparities.

Congress should:

Eliminate disparate impact as a valid theory of discrimination for race and other bases under Title VII and other laws. Disparities do not (and should not legally) imply discrimination per se.

The Range of Ideas tolerated in Public Discourse, and based on the current climate it will exclude extreme perspectives

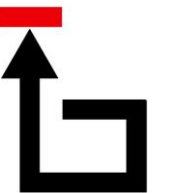


What is Culture?

“Culture is how people know what to do even when there isn’t anyone around telling them how to behave. It is our invisible guide and it is always reflective of an underlying value system.”

The way groups of people do “life” together.

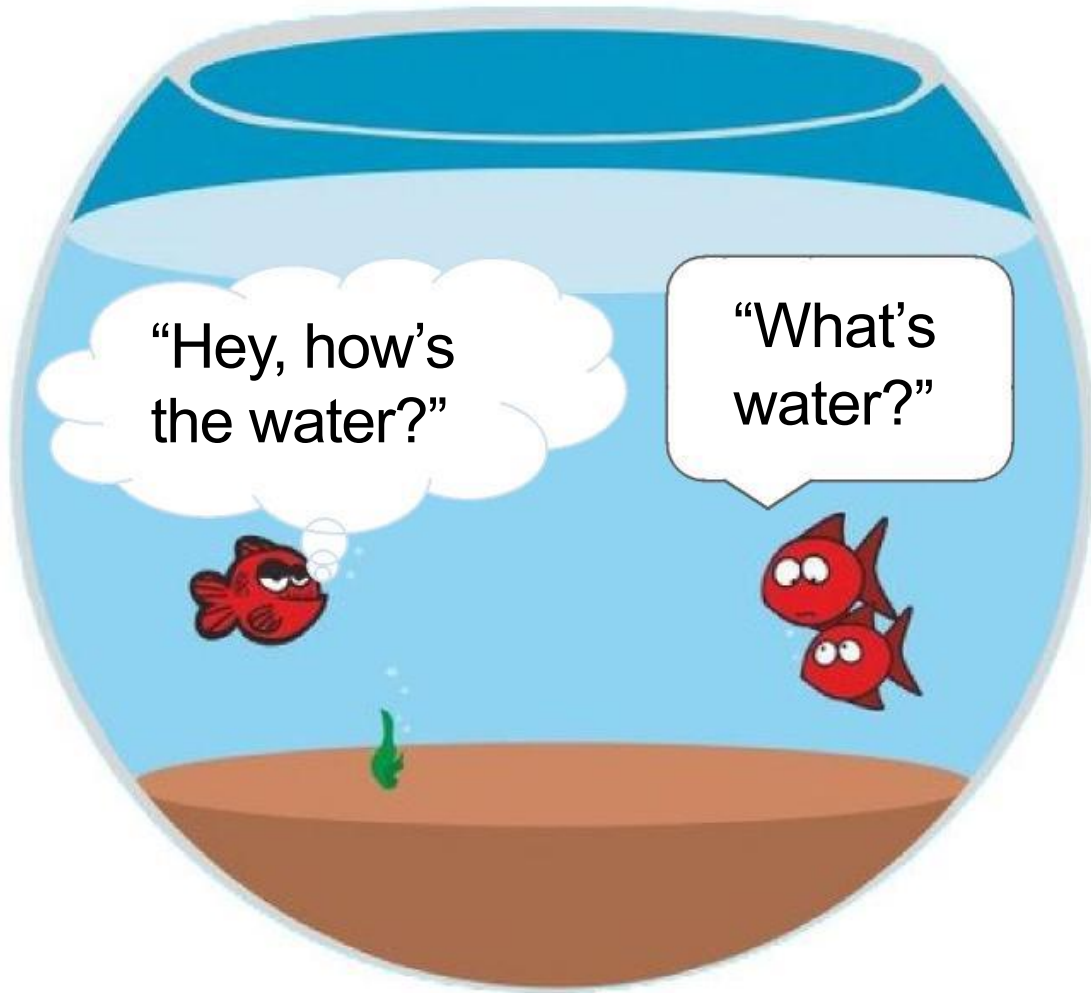
Culture although invisible never needs to be stated as it is seen through the words and, more importantly, the actions of people.



The Power of Culture

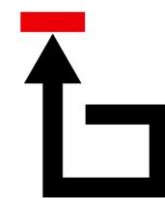
“Culture is powerful precisely because it is so present and at the same time so very difficult to name or identify.”

Kenneth Jones and Tema Okun

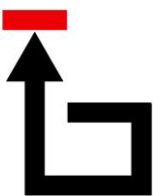
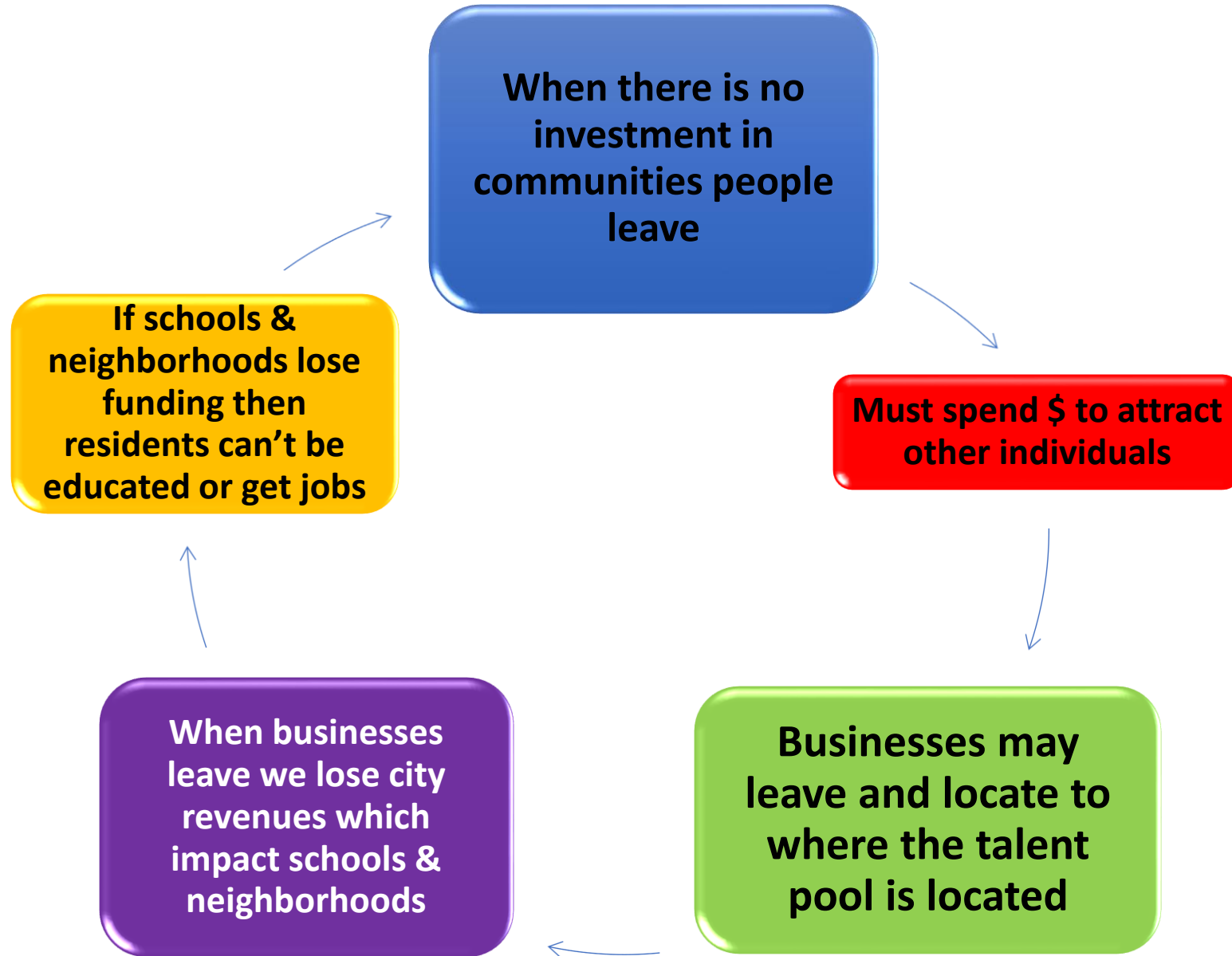


What is Future Proof

- Future-proof means that when the hard times come (and they definitely will) that we are able to resist, adjust, change and adapt to those circumstances and persevere despite the challenges incurred by those circumstances.
- You future-proof your offices by transforming the culture, making human rights and human decency the standard.



When you don't invest in ALL Communities



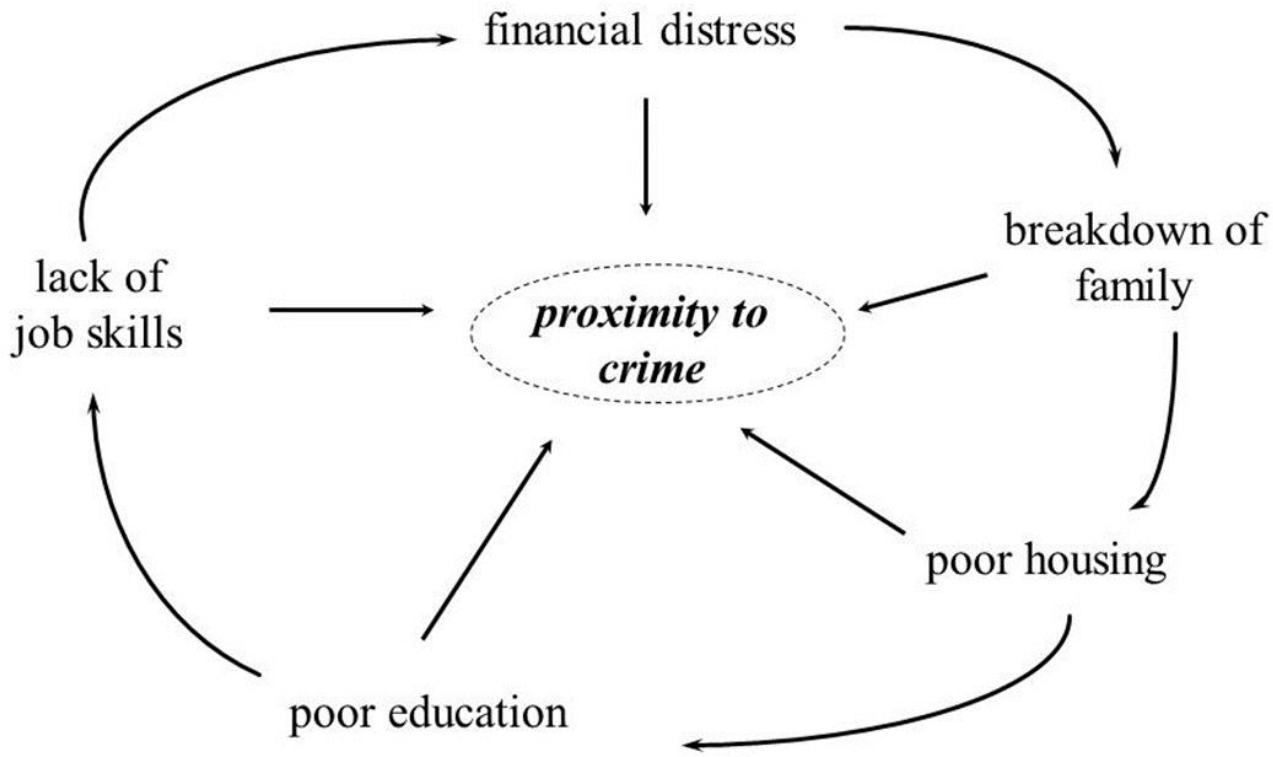
We have yet to
understand
that if I am
starving, you
are in danger.

~James Baldwin





The Cycle of Poverty

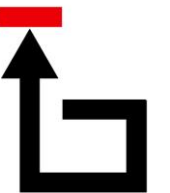


Iowa Competitive Dashboard

Demographics & Diversity



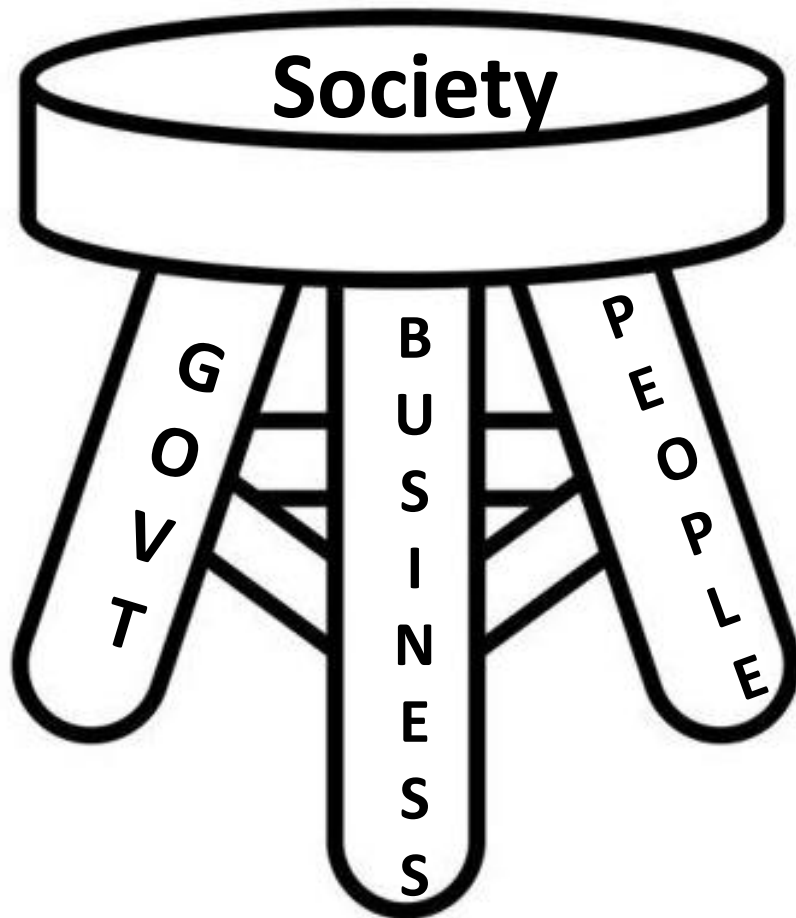
- **“In order to keep up with the workforce needs of today and the future, we must grow and diversify our population.”**
- “Growing our overall population is critical to increasing school populations, attracting a workforce, and expanding state revenues.”



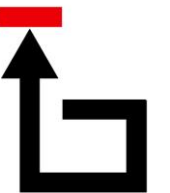
MUNICIPAL CIVIL & HUMAN RIGHTS DEPARTMENT BUDGETS

City	Population	Budget Provided from General Fund	Budgeted for Employees	Amount Dedicated to Human Rights Matters per Resident
Dubuque	57,941	\$265,767	5	\$4.59
Waterloo	67,798	\$265,978	4	\$3.92
Iowa City	76,290	\$444,725	2	\$5.83
Sioux City	82,396	\$289,525	3	\$3.51
Davenport	102,085	\$562,161	6	\$5.51
Cedar Rapids	133,174	\$549,459	5	\$4.13
Des Moines	216,853	\$486,517	5	\$2.24
Madison, WI	258,054	\$1,855,926	18	\$7.19

Three Dimensions of a Society

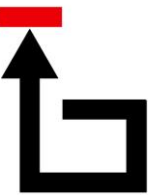


- **Government: The Body**
 - Creates the Organizational Framework. Holds everything together
- **Economy (Business): The Organs**
 - Serve particular functions that make society move
- **People: The Blood**
 - Make the organs and the body work

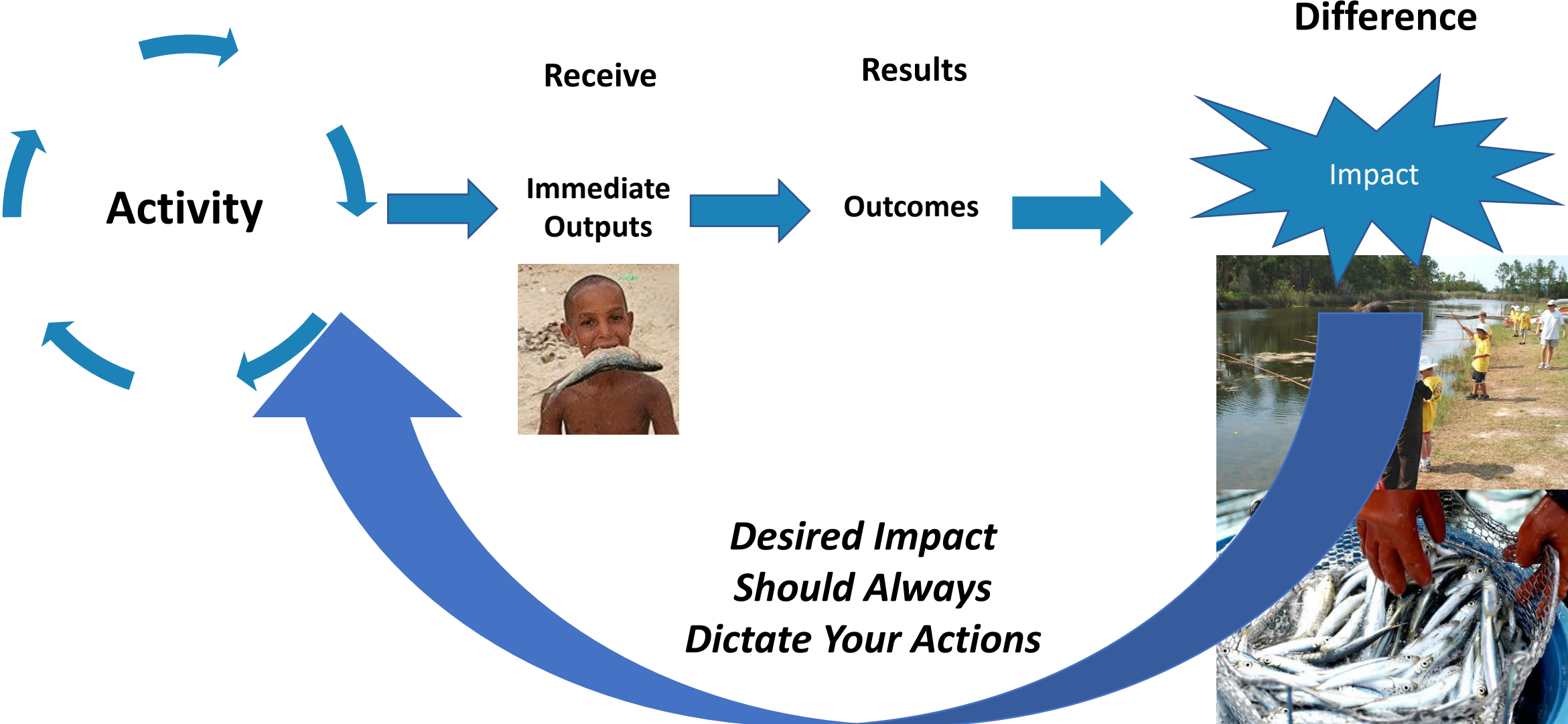




“Well, dang. At least we’re still making money.”

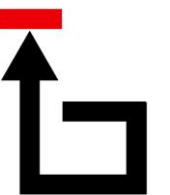


Impact Model



Cultural Transformation: Operate from Two Levels

1. Short-Run Reform: work within the existing system to make immediate, necessary changes to improve our organizational operations and the system.
2. Long-Run Transformation: focused on what transformational changes need to take place to completely overhaul inadequate systems for the betterment of our society



Equalizing Opportunity Analysis: Examine An Issue and Determine

Who is hurting or marginalized?



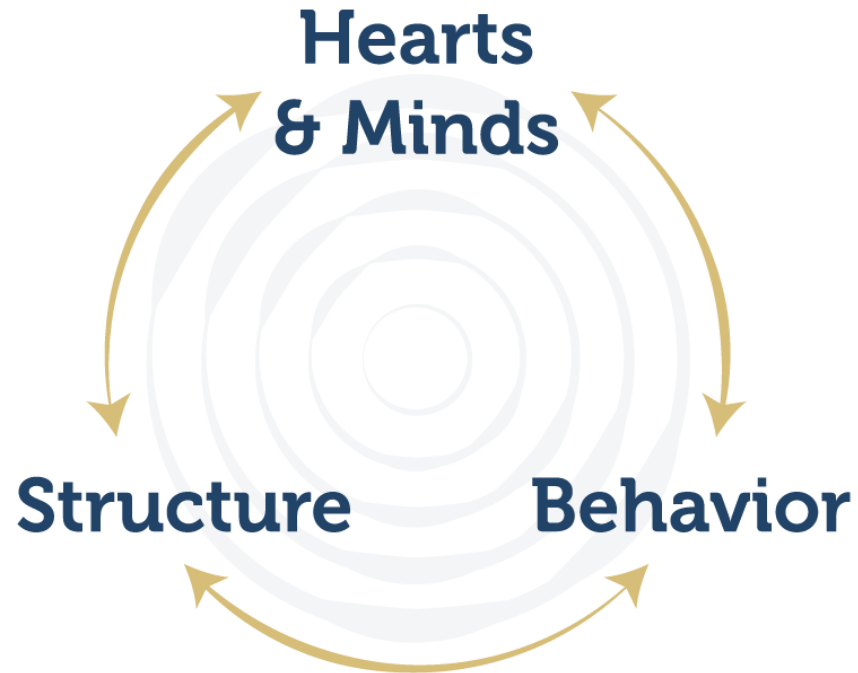
```
graph TD; A[Who is hurting or marginalized?] --> B[Who is benefiting?]; B --> C[How is our community or organization impacted by this marginalization?]; C --> D[How do we maximize benefit and decrease marginalization for the betterment of the community/organization?];
```

Who is benefiting?

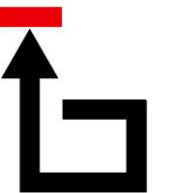
How is our community or organization impacted by this marginalization?


How do we maximize benefit and decrease marginalization for the betterment of the community/organization?

Wheel of Change: Where you place your Aim



- **Hearts and Minds**
 - All that goes on inside human beings, our motivations, beliefs, feelings, perceptions, etc.
- **Behavior**
 - What people actually do, our words and actions.
- **Structure: Policies and Practices**
 - Our external environment, the social reality and structures that affect how we operate.





Buy-in: Because
You Can't
Create Culture
Alone

PART II:
THE REVEAL

The Ideas Are Yours.
The Choice Is Too.

Eat. Mingle. Vote.

Other Duties: Helping Identify Roles

- **Conveners: Can Identify Groups People Together**
- **Strategist: Taking Ideas & Concerns and transforming it into policy**
- **Politickers: Those we can engage with leaders to encourage them to support implementing policies & practices**





Part One: Permission to Launch

The Part People Forget About in the Civil Rights Movement





The How: Community Engagement to Determine What Is Important to Them



POVERTY
AFFECTS US ALL
 2017 DES MOINES CIVIL AND
 HUMAN RIGHTS SYMPOSIUM

move

passion to progress




2019 DES MOINES
 CIVIL & HUMAN RIGHTS SYMPOSIUM



DSM

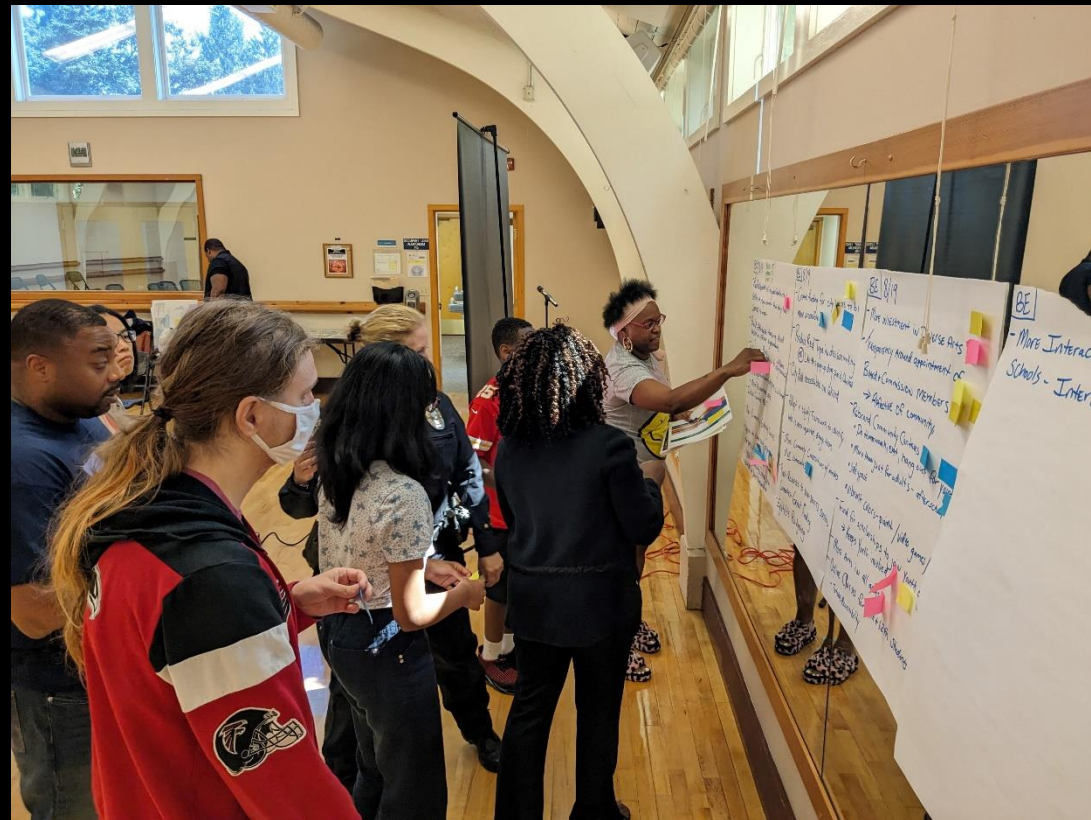
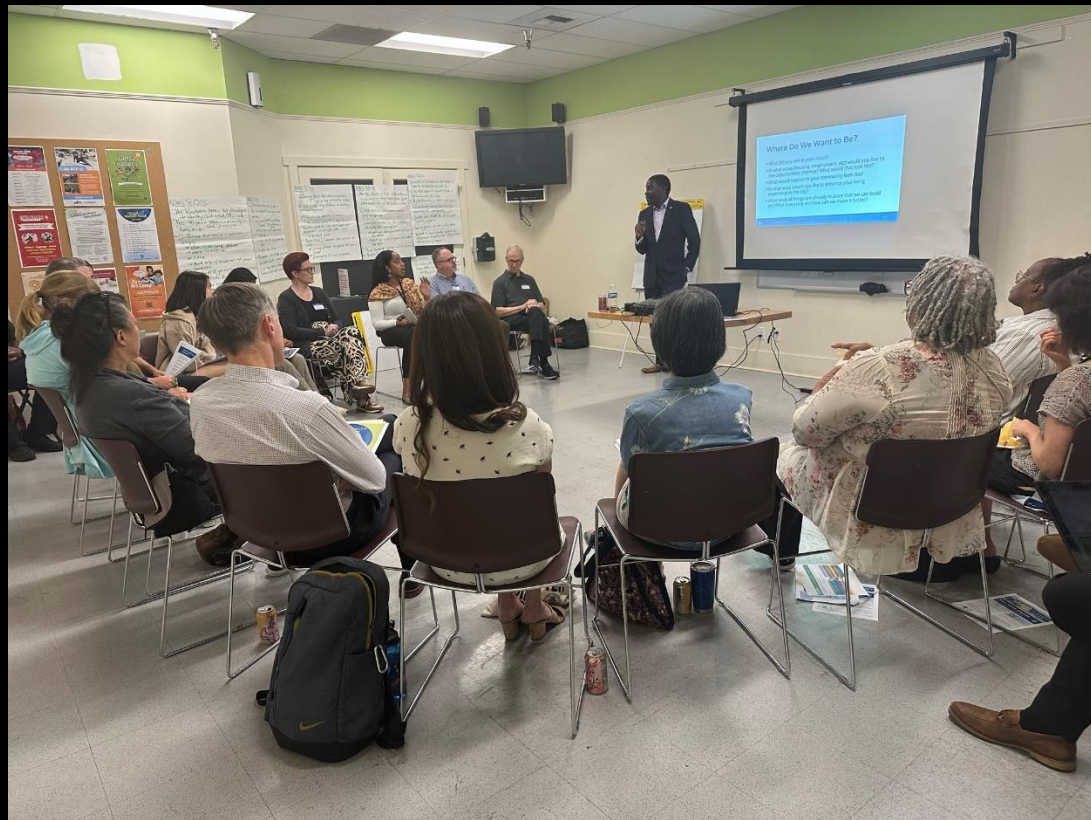
BRIDGING THE GAP
 SHIFTING PERSPECTIVES. CHANGING BEHAVIORS.

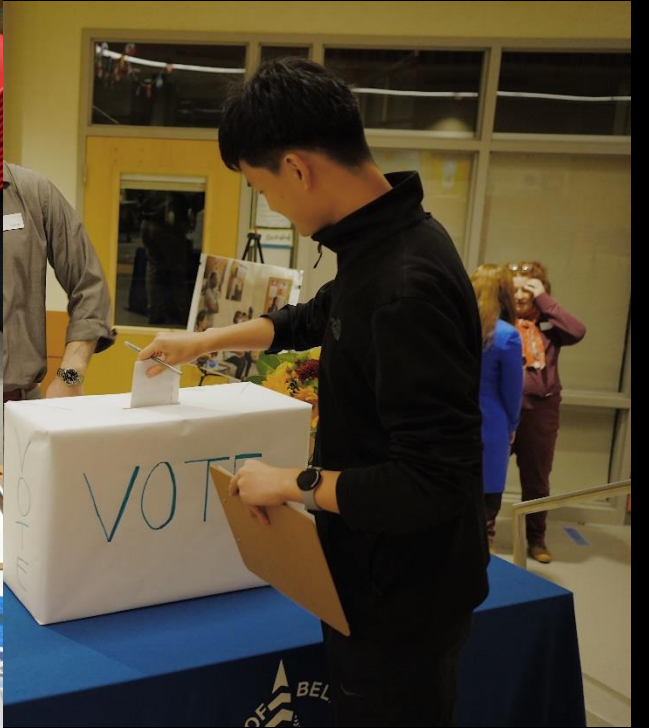


BLUEPRINT
 to building **COMMUNITY**
 2018 DES MOINES CIVIL & HUMAN RIGHTS SYMPOSIUM



strategizing for the
HARVEST
 2020 Des Moines Civil & Human Rights Symposium







Part Two: Permission to Execute

Coercive Power

High Power

CEO

High Power

Medium Power

HR Head

Kory

Medium Power

Alex

Low Power

Jamie

Low Power

Strongly Oppose

Oppose

Neutral

Support

Strongly Support



W.I.I.F.Y



What's In It For YOU?

Des Moines Passes ‘Ban the Box’ Law Prohibiting Criminal Inquiries on Job Applications

June 15, 2022

By [Gustavo A. Suárez](#), [Christine Bestor Townsend](#), and [Zachary V. Zagger](#)



UPC

On November 15, 2021, the city of Des Moines, Iowa, passed a “ban-the-box” law that will limit employer inquiries and background checks into an applicant’s criminal history until after a conditional offer of employment. Though the law was passed and has already taken effect, it has received little fanfare and media attention despite its implications for employers.



August

Incentives for Des Moines employees who move to the city aim to build community ties, tax base

[Shelby Fleig](#) Des Moines Register

Des Moines stands up against discrimination in housing

The Register's editorial Published 9:48 a.m. CT June 12, 2019 | Updated 11:55 a.m. CT June 12, 2019

A rose to the Des Moines City Council for approving a "source of income" discrimination ordinance. Because it was **unanimously** supported and there was no dissent, members waived the second and third readings so the ordinance is passed. **The measure** seeks to make it illegal for landlords and sellers to deny housing to those who receive public assistance, including rental vouchers, child support and food stamps.

Constructive Struggle

Humans will never be confronted with a problem that they cannot solve. But they may be confronted with problems they will not solve because the solutions are inconvenient.

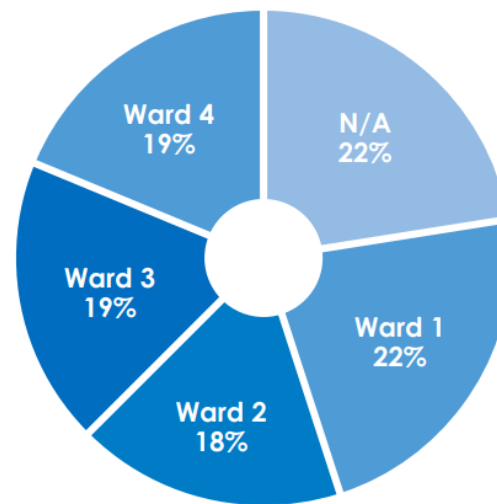
Results

- Restored the youth advisory board.
- Fair chance ordinance.
- Source of Income Protections.
- Cultural Competency training for all staff.
- Cultural Competency training for boards commission and City Council members.
- Grant for communities utilizing local option sales tax dollars.
- Better permits department engagement with community.
- Banning police from inquiring about immigration Status
- Commercial spaces as a protected class.
- Bias police reporting.
- Residents Academy.
- Gender Inclusive Forms.
- Adopting Equity framework.
- Language Access Policy.
- Housing Incentives for Employees.
- Expanded Human Rights Ordinance to include Education and Credit as part of Jurisdiction.

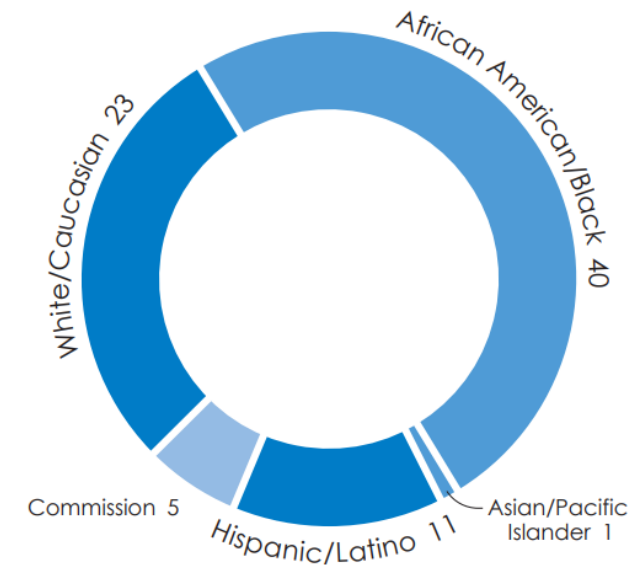
Results

- 258% Increase in Cases filed
- Nearly quadrupled the number of fair housing cases.
- Public accommodations increased by around 300%
- 85% Increase in Cases Conciliated
- 500% increase in Cause Cases

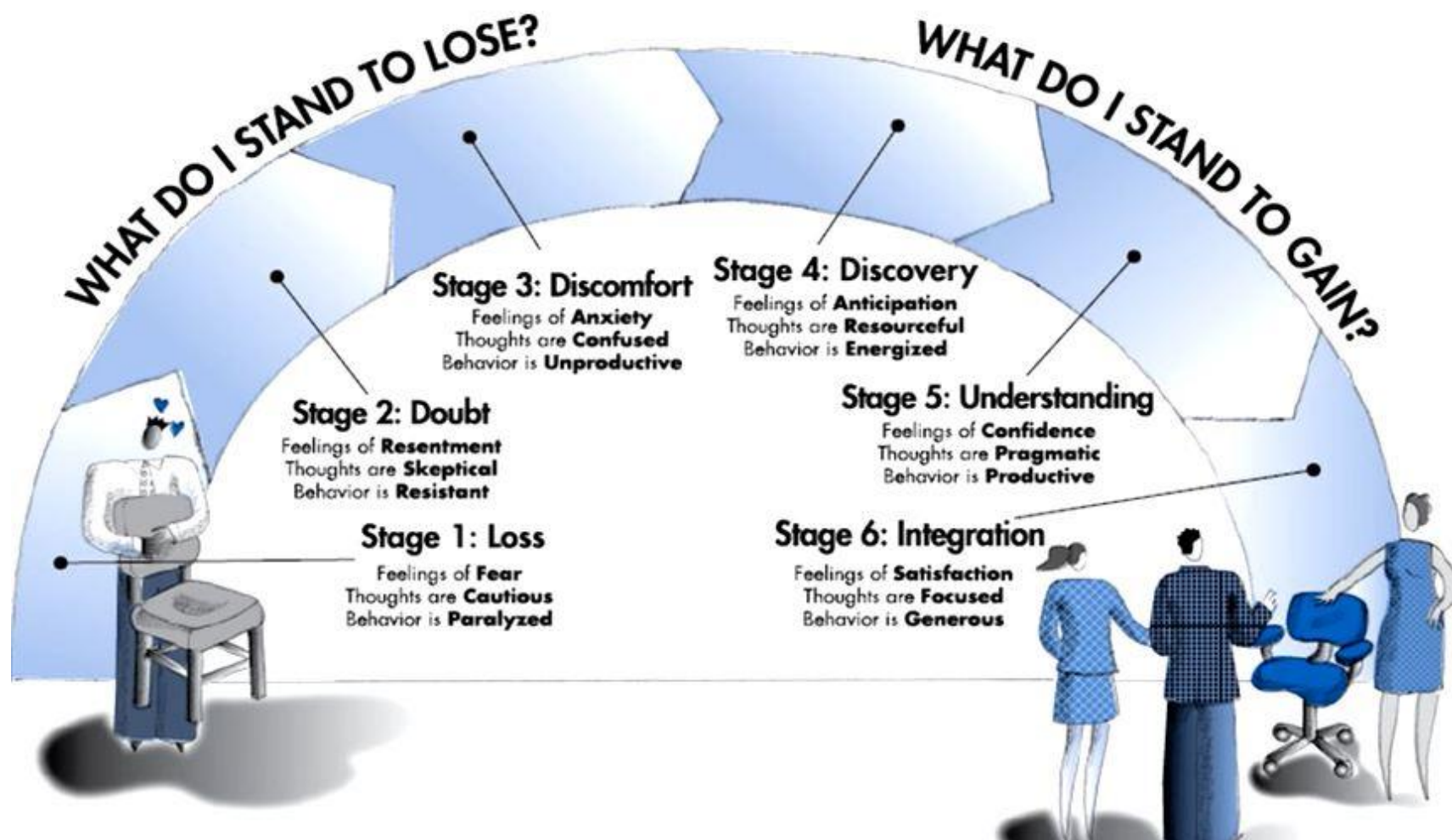
COMPLAINTS BY WARD



COMPLAINTS BY RACE



The long journey to change





August 28, 1963

Completed Projects

Bridging the GAP Phase 1	Vista Member	Brochure Translation	Edna Griffin Banquet	SOURCE OF INCOME
RIAS Phase 1	Petty Cash for office	Brochures + Posters to Community Partners	Human Rights Scavenger Hunt	Revamped Appeals Process
GARE WDM/DSM Convening	Position Description Intake Officer	Not In Our City Campaign	NEW Location for Symposium	Failure to pick up certified mail (CP)
Cultural Competency Training City Wide	Position Description Enforcement Mgr	Ex-Offender Campaign	Breaking Bread Building Bridges	Failure to NOTIFY OF Address Change
LGBTAC Phase II	Outreach Data Bank	#KnowYourRights - Brochure		Immigration Status
RIAS Revitalization	Office Cell Phone for texts/emails			SPECIAL (SOCAL) Equity Policy + Framework
Bridging the GAP - Phase II	Additional Office Space			Housing Incentives Policy
	Model of Trust Update			
	Disability Packet			
	WEBSITE			
	Commission Page			
	Community Support Bank			
	HOIC Act			
	Complaint Form			

Pledges on Obamacare

- Repeal and replace Obamacare
- Pledges on Tax Reform
- Create a 10% repatriation tax
- Lower the corporate tax
- Eliminate the estate tax
- Eliminate the
- Introduce
- Introduce

Pledges on Immigration

- Cancel all federal funding to sanctuary cities
- Suspend immigration from terror-prone regions
- Implement new extreme immigration vetting tech
- Suspend the Syrian Refugee Program
- Create support program for victims of illegal in
- Expand and revitalize the popular 287(g) partne
- Issue detainers for all illegal immigrants who are for any crime, and they will be placed into im removal proceedings
- End "Catch-and-Release"
- Hire 5,000 more Border Patrol agents
- Restore the Secure Communities Program
- Triple the number of ICE agents
- Build the border wall and eventually make Mexico
- Sunset our visa laws so that Congress is forced revise and revisit them
- Finally complete the biometric entry-exit visa tra
- Propose Passage of Davis-Oliver bill
- Immediately terminate Obama's "two illegal e
- to pass "Kate's Law"
- of ISIS/National Defense
- pay more for joint defense
- with a plan to defeat I
- to defeat ISIS,
- Iranian Refugees
- in Tel Aviv to Jerusal
- From deal
- on White House offici
- White House offi
- of a foreign gov

Projects In Progress

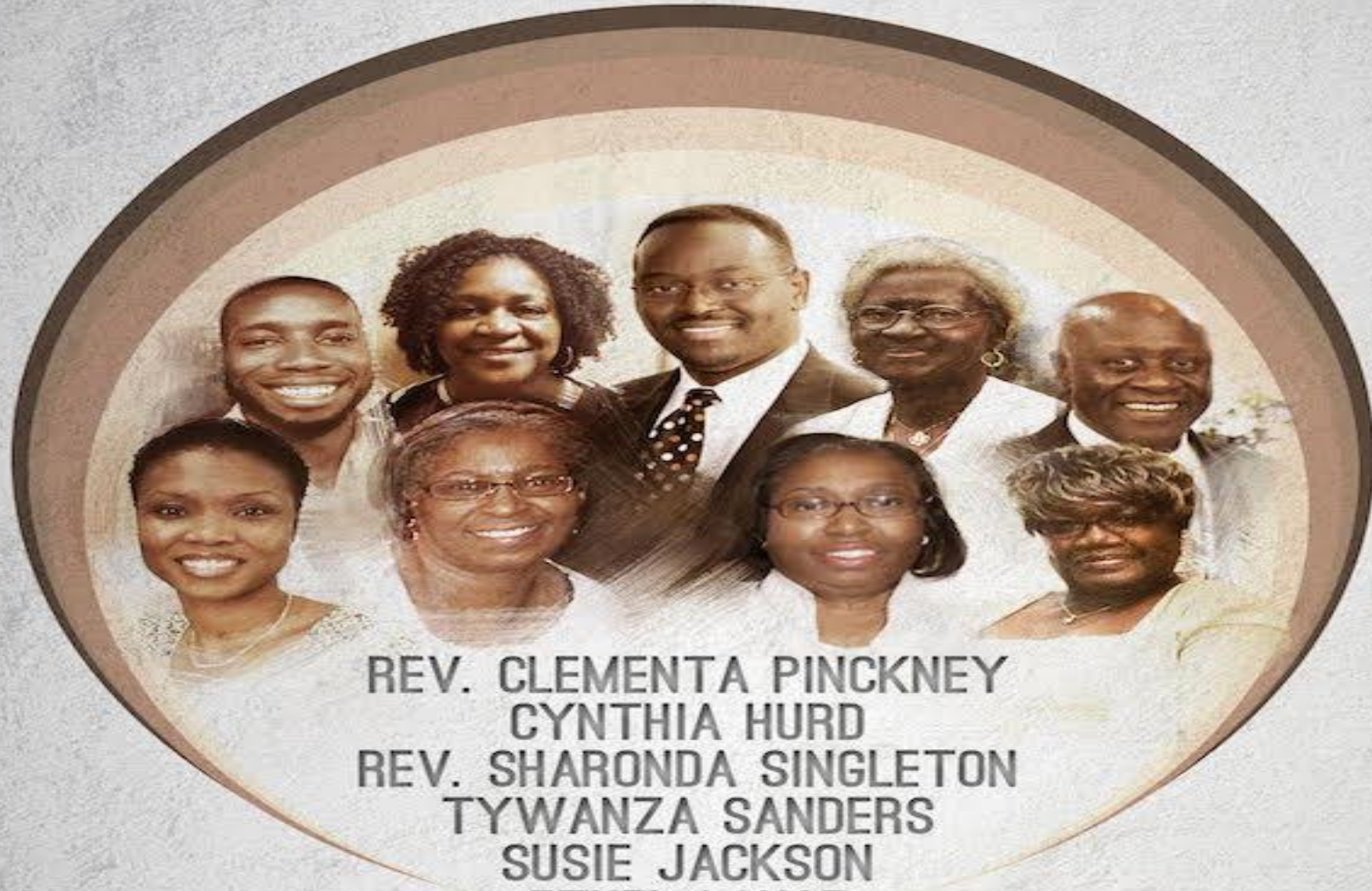
DMCHR Projects

- Gender Justice Between Policy
- Community Fundraising
- Racial Justice Campaign
- BDSS Bank Business Plan + Budget
- RACE Camp
- LGBTQ+ New York State Business
- Building Capacity

Completed Projects

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THE CHARLESTON 9



REV. CLEMENTA PINCKNEY
CYNTHIA HURD
REV. SHARONDA SINGLETON
TYWANZA SANDERS
SUSIE JACKSON
ETHEL LANCE
MYRA THOMPSON
DEPAYNE MIDDLETON-DOCTOR
REV. DANIEL SIMMONS
WE ARE ONE.

Thank You

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NEWSLETTER