



IAOHRA

ANNUAL TRAINING CONFERENCE DEC. 7-8, 2021

Virtual Gathering Presented by the International
Association of Official Human Rights Agencies

“Leading with Infinite Hope...
Charting a New Human Rights Agenda”

444 North Capitol Street, N.W. STE. 237
Washington, .D.C. 20001

iaohra.org

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Letter from the President

December 7, 2021

Dear Conference Attendees:

It my pleasure to welcome you to the International Association of Official Human Rights Agencies Annual Conference for 2021. IAOHRA recognizes that we are living, and working, in extraordinary and challenging times. It has never been more important to embrace hope: hope for recovery from the global pandemic; hope for social justice; hope for racial equity; hope for gender equity; hope for transformative change; and hope for universal human rights.

In 1959, Martin Luther King Jr. delivered a sermon called Shattered Dreams to the congregation at Dexter Avenue Baptist Church in Montgomery, AL. In his sermon, King noted that “very few, if any, of us are able to see all of our hopes fulfilled. So many of the hopes and promises of our mortal days are unrealized.” King cautioned against falling in the traps of bitterness and resentment, withdrawal, and fatalism when faced with unfulfilled dreams. Instead, he encouraged his congregation to confront those shattered dreams head on and develop “the capacity to accept finite disappointment, but never lose infinite hope.”

Our vision for 2022 is our vision for this conference: *Leading With Infinite Hope...Charting a New Rights Agenda*. In our respective roles as human and civil rights advocates, we must move beyond just hope and begin crafting our plans for a new human rights agenda. We look to learn, we look to educate, and we look to grow, to further provide the map for regions, communities, and individuals to follow and to provide the light, strength, and support necessary for that critical work.

Thank you for your wisdom, your commitment, and your drive that changes for the better, every day, our world.

Sincerely,



Robin S. Toma
IAOHRA *President*
Executive Director
Los Angeles County Human
Relations Commission



James L. Stowe
IAOHRA *Atlantic Region Representative*
Executive Director, Montgomery County,
Maryland Office of Human Rights

2021 IAOHRA

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Los Angeles County Human
Relations Commission



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JoAnn Kamuf Ward, J.D.
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Gwendolyn Wiggins, Esq.
Human Relations Official
City of Orlando Human Relations
Office

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James L. Stowe
Atlantic Region
Executive Director
Montgomery County Office
of Human Rights



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



Jeffery Lorick
Southern Region
Director of Human Rights
Pinellas County Office of Human
Rights, Clearwater, Florida



2021 Annual Training Conference

DECEMBER 7, 2021

TIME (Eastern Standard Time)	SESSION	SPEAKERS
11:30 AM - 11:40 AM	OPENING REMARKS AND WELCOME CONFERENCE OVERVIEW	Robin Toma <i>IAOHRA President and Executive Director, Los Angeles County Commission on Human Relations</i> Jim Stowe <i>IAOHRA Atlantic Region Representative and Director Montgomery County Maryland Office of Human Rights</i>
11:40 AM - 12:30 PM	LEADING WITH INFINITE HOPE: CRAFTING A NEW HUMAN RIGHTS AGENDA <i>Robin Toma, Moderator</i> <i>Civil and human rights perspectives from national and international leaders</i>	Rev. Dr. James Lawson <i>Civil Rights Legend and Tactician of Nonviolence (Taped Presentation)</i> Norma Cantú <i>Chair, U.S. Commission on Civil Rights</i> Kasari Govender <i>British Columbia's Human Rights Commissioner (Canada)</i> Marcela Celorio <i>Ambassador of Mexico to the U.S. (Los Angeles)</i> Rosario Ibarra de Piedra <i>Ombudsperson, Mexico's National--Human Rights Commission</i>
12:30 PM - 12:55 PM	BREAK	

1:00 PM - 2:00 PM	OPENING PLENARY WORTHY OF INVESTMENT: RESTORING VALUE TO BLACK COMMUNITIES <i>Dr. Alisa Warren, IAOHRA First Vice President Executive Director, Missouri Commission on Human Rights, Moderator</i> <i>Systemic devaluation of property in Black neighborhoods are robbing individuals, families and neighborhoods of the resources they need to climb economic and social ladders. Homeowners have lost \$156 billion by living in a 'black neighborhood.' Andre M. Perry, senior fellow at the Brookings Institution will present findings of the groundbreaking study on housing devaluation and offer ways to restore the value that is extracted by racism.</i>	Dr. Andre M. Perry <i>Author and Commentator Senior Fellow, Brookings Institution</i>
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<p>2:05 PM - 3:15 PM</p>	<p>GENERAL PLENARY UNPACKING CRITICAL RACE THEORY</p> <p><i>Diane Clements Boyd, IAOHRA Midwest Regional Rep. and Executive Director Evansville -Vanderburgh County Human Relations Commission, Moderator</i></p> <p><i>A discussion on how critical race theory has influenced anti-discrimination policies, disciplines and strategies to address disparities in education and in health care.</i></p>	<p>Dr. Camara Jones <i>2021-2022 USCF Presidential Chair University of California San Francisco</i></p> <p>Dr. Justin A. Coles <i>University of Massachusetts Amherst College of Education</i></p>
<p>3:20 PM - 4:50 PM</p>	<p>AFTERNOON PLENARY THE ANATOMY OF A COMMUNITY IN CRISIS: THE TALE OF THE TWIN CITIES AND GEORGE FLOYD</p> <p><i>Jim Stowe, Moderator</i></p> <p><i>A panel discussion on the extraordinary events in Minnesota.</i></p>	<p>The Honorable Keith Ellison <i>Minnesota Attorney General</i></p> <p>Booker Hodges <i>Asst. Commissioner-Law Enforcement Minnesota Department Public Safety</i></p> <p>Tyrone Terrill <i>Former Director of the St. Paul Human Rights Commission and Community Activist</i></p> <p>Spike Moss <i>Community Advocate and Activist</i></p>
<p>4:50 PM - 5:30 PM</p>	<p>NEW MEMBER GREETINGS & NETWORKING</p>	<p>Robin Toma, IAOHRA President</p>

WEDNESDAY, DECEMBER 8, 2021

TIME (Eastern Standard Time)	SESSION	SPEAKER
11:00 AM - 11:30 AM	IAOHRA REGIONAL MEETINGS Atlantic Region – <i>Jim Stowe, Regional Representative</i> Midwest Region – <i>Diane Clements Boyd, Regional Representative</i> Southern Region – <i>Jeffrey Lorick, Regional Representative</i> Western Region – <i>Robin Toma, IAOHRA President/Convener</i>	
11:35 AM - 1:00 PM	MORNING PLENARY SESSION EMPLOYMENT AND FAIR HOUSING UPDATE <i>Jean Kelleher, IAOHRA Past President and Director City of Alexandria, VA, Office of Human Rights Moderator</i> <i>Carol Johnson, IAOHRA 2nd Vice President and Director of Civil Rights & Civil Rights Officer for the City of Austin, Austin, TX Moderator</i> <i>What you need to know about anti-discrimination laws and policies.</i>	Charlotte Burrows <i>Chair, U.S. Equal Employment Opportunity Commission</i> Demetria McCain <i>Principal Deputy Assistant Secretary Fair Housing and Equal Opportunity U.S. Department of Housing and Urban Development</i> Lisa Rice <i>President & CEO, National Fair Housing Alliance</i>
1:05 PM - 2:20 PM (CONCURRENT WORKSHOPS)	BREAKOUT SESSION #1 TRANS STORIES/TRANS LIVES <i>Ken Gunn, IAOHRA Secretary and First Deputy Commissioner, Chicago Commission on Human Relations Moderator</i> <i>Panelists will discuss the importance of creating and sustaining affirming and supportive spaces for the transgender community, and the challenges of navigating discriminatory policies and practices.</i>	Mark Saint Amour <i>Trans Training Institute</i> Jae Rice <i>Brave Space Alliance</i> Chris Thoren <i>2nd Story Theatre</i>
	BREAKOUT SESSION #2 BEYOND REDLINING: THE FAIR HOUSING ACT & ACCESS TO AFFORDABLE WATER AND RELATED ENVIRONMENTAL ISSUES <i>Professor Martha Davis, Moderator</i> <i>This session will discuss how human rights agencies can gather information on this important issue, and raise greater community awareness and action on disparate racial impacts. Featured cases will include the Detroit's water shut-offs, the report by the Massachusetts State Advisory Committee to the US Commission on Civil Rights, and a report on New York City Housing.</i>	Prof. Martha Davis <i>Northeastern University Law School, Water & Human Rights Researcher</i> Jamil Dakwar <i>Director of the National American Civil Liberties Union (ACLU) Human Rights Program</i> Alice B. Jennings <i>Environmental Justice Attorney, Edwards & Jennings, P.C. (Michigan) and Co-coordinator of National Coalition for Legislation on Affordable Water</i>

<p>2:25 PM - 3:40 PM</p>	<p>AFTERNOON PLENARY SESSION</p> <p>ADVANCING LEGISLATION TO ADDRESS DISCRIMINATORY PRACTICES</p> <p><i>Chad Dion Lassiter, MSW, Executive Director Pennsylvania Human Relations Commission Moderator</i></p> <p><i>A discussion on the compelling contemporary issues of voting rights, reinventing law enforcement, and domestic terrorism.</i></p>	<p>The Honorable Robin Kelly <i>U.S. House of Representatives, 2nd District of Illinois</i></p> <p>The Honorable Jamie Raskin <i>U.S. House of Representatives, 8th District of Maryland</i></p> <p>Leon Russell <i>Chairman of the Board, NAACP (former IAOHRA President)</i></p>
<p>3:45 PM - 5:00 PM (CONCURRENT WORKSHOPS)</p>	<p>BREAKOUT SESSION #3</p> <p>ADVANCING RACIAL EQUITY: USING THE POWER & LEVERAGE OF GOVERNMENT</p> <p><i>Jeffrey Lorick, IAOHRA Southern Regional Rep. and Exec. Director, Pinellas County Office of Human Rights Moderator</i></p> <p><i>Julie Nelson, Senior Vice-President of Programs at Race Forward and Founding Director of the Government Alliance on Race and Equity and former Director of the Seattle Office for Civil Rights and IAOHRA board member, will share reflections on the role of cities, counties, states and the federal government to enforce anti-discrimination law and dismantle institutional and structural racism. Nelson will share lessons learned that are particularly relevant as more jurisdictions establish Equity Officers and Offices and at the same time, we are seeing pushback in the form of attacks on critical race theory. She will elevate the opportunities to transform the public sector, furthering us towards an inclusive, multiracial democracy. Nelson's presentation will be followed by a fishbowl conversation with government racial equity leaders from across the country.</i></p>	<p>Julie Nelson <i>Senior Vice-President, Race Forward Government Alliance on Race and Equity, Founding Director</i></p> <p>Kim Desmond <i>Chief Equity Officer of Race and Equity City of San Diego, CA</i></p> <p>Mariko Lockhart <i>Director, Seattle Office for Civil Rights</i></p> <p>Nefertiri Sickout <i>Chief Diversity, Equity and Inclusion Officer City of Philadelphia</i></p>
<p>3:45 PM - 5:00 PM (CONCURRENT WORKSHOPS)</p>	<p>BREAKOUT SESSION #4</p> <p>HOW THE GLOBAL HUMAN RIGHTS SYSTEM CAN INCREASE AUTHORITY AND RESOURCES FOR HRCs TO ADVANCE JUSTICE ON RACE, GENDER AND OTHER EQUITY</p> <p><i>JoAnn Kamuf Ward, Moderator</i></p> <p><i>This session will present an overview of the international human rights system and structure, and how state, county and city governments can engage with it to advance justice and equity on a range of issues. Presenters will share case studies from around the world to illuminate local approaches to the principles, and will also explore some of the challenges facing local human rights institutions as they seek to incorporate aspects of the international standards.</i></p>	<p>JoAnn Kamuf Ward <i>Deputy Commissioner, Policy and External Affairs, New York City Commission on Human Rights & IAOHRA Board member</i></p> <p>Jamil Dakwar <i>Director of the National American Civil Liberties Union (ACLU) Human Rights Program</i></p> <p>Robin Toma <i>IAOHRA President and Executive Director, Los Angeles County Commission on Human Relations</i></p>
<p>5:00 PM - 5:15 PM</p>	<p>THE CHARGE AND FINAL REMARKS</p>	<p>Robin Toma, IAOHRA President</p>

SPEAKERS, MODERATORS AND PRESENTERS



Mark Saint Amour
Trans Training Institute



Diane Clements Boyd, Exec. Director
Evansville-Vanderburgh County Human
Relations Commission



Charlotte Burrows, Chair
U.S. Equal Employment Opportunity
Commission



Norma V. Cantú, Chair
U.S. Commission on Civil Rights



Marcela Celorio, Lawyer, Escuela
Libre de Derecho



Dr. Justin A. Coles, University of
Massachusetts Amherst College of
Education



Jamil Dakwar, Director, ACLU Human
Rights Program



Martha F. Davis, Northern University
School of Law



Kim Desmond, Chief Equity Officer
City of San Diego



The Honorable Keith Ellison
Minnesota Attorney General



Kasari Govender, British Columbia's
Human Rights Commissioner



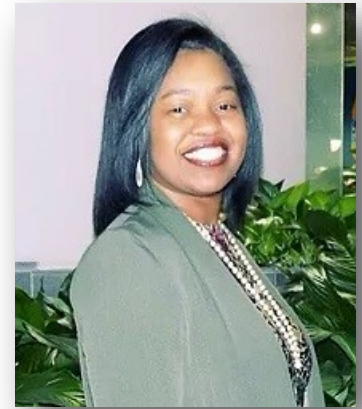
Kenn Gunn, First Deputy
Commissioner, Chicago
Commission on Human Relations



Booker Hodges, Assistant
Commissioner Minnesota Department
of Public Safety



Alice B. Jennings , Co-Founder
Edwards & Jennings, P.C.



Dr. Carol Johnson, Austin Director
of Civil Rights & Civil Rights Officer
City of Austin



Dr. Camara Jones, 2021-2022 USCF
Presidential Chair University of
California San Francisco



Jean Kelleher, Director
Office of Human Rights
City of Alexandria, VA



The Honorable Robin Kelly
U.S. House of Representatives
2nd District of Illinois



Chad Dion Lassiter, MSW, Executive Director of the Pennsylvania Human Relations Commission



Dr. James Morris Lawson Jr., Civil Legend in Tactician of Nonviolence within the Civil Rights Movement



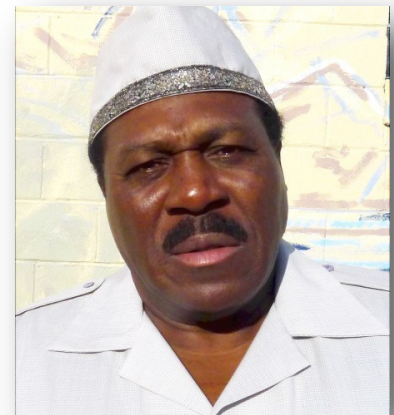
Mariko Lockhart, Director of the Seattle Office for Civil Rights



Jeffrey Lorick, Director of the Pinellas County Office of Human Rights



Demetria McCain, Principal Deputy Assistant Secretary, Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development



Spike Moss, Community Activist Minneapolis, MN



Julie Nelson, Senior Vice-President Race Forward & Government Alliance



Dr. Andre M. Perry, Senior Fellow Brookings Institution



Rosario Ibarra de Piedra Ombudsperson, Mexico's National Commission on Human Rights



The Honorable Jamie Raskin
U.S. House of Representatives
8th District Maryland



Jae Rice, Director of Communications
Brave Space Alliance, Chicago, IL



Lisa Rice, President and CEO
National Fair Housing Alliance



Leon Russell, Chairman of the
Board, NAACP



Nefertiri Sickout, Chief Diversity,
Equity and Inclusion Officer
City of Philadelphia



James Stowe, Executive Director
Office of Human Rights
Montgomery County, MD



Tyrone Terrill, President
African American Leadership
Council



Chris Thoren, 2nd Story Theatre
Chicago, IL



Robin Toma, Executive Director
Los Angeles County Commission
on Human Relations



JoAnn Kamuf Ward, Deputy Commissioner,
Policy and External Affairs, New York City
Commission on Human Rights



Dr. Alisa Warren, Executive Director
Missouri Commission on Human Rights

SPEAKER BIOS

Mark Saint Amour, Trans Training Institute

Pronouns: They/Them/Theirs

Mark Saint Amour identifies as a demi-pansexual, queer and trans (non-binary, genderfluid) person of Mexican Indigenous descent. Mark has spent over ten years in the national for-profit industry as an upper-level manager/director and business developer working both with entrepreneurs developing and opening start-ups and with established companies looking to expand into new territories always bringing a focus on Diversity, Equity, and Inclusion and using a justice framework. Mark has also been active in the non-profit field for over ten years, working with organizations through-out Chicago, IL, Grand Rapids, MI, and beyond, such as Grand Valley State University, Arbor Circle, True Colors Fund, Family Promise, Fountain Street Church, HQ, GR Trans Foundation, and Common Pantry among others. Mark has lived and worked in a wide variety of places and fields. Mark is passionate about education, animals, nature, music, film, decolonization, and anything and everything to do with cats. They live in Saugatuck, MI with their partner and blended family of three and are completing their master's degree in Criminal Justice. Mark holds a BBA in Entrepreneurship and General Management with a minor in Criminal Justice (Magna Cum Laude).

Diane Clements Boyd, Executive Director of the Evansville-Vanderburgh County Human Relations Commission

Diane was appointed Executive Director of the Evansville-Vanderburgh County Human Relations Commission in January of 2004. Prior to joining the Human Relations Commission, she served as Program Manager at the Evansville Black Coalition, Inc., from 1995 to 2004. Diane has been in the forefront of advancing social justice and advocacy efforts in the city of Evansville for over 20 years. In addition to being responsible for enforcing municipal civil rights laws, Diane is responsible for administering several advisory boards. In 2009,

Diane worked with disability advocates to create the city's first Advisory Board on Disability Services. The board provides guidance to the City of Evansville and Vanderburgh County in matters concerning individuals with disabilities and offers a public forum for members of the community to raise issues of concern. Diane also advises the Evansville Commission on the Social Status of African Males. The mission is to create practical proposals and workable remedies in the areas of employment, education, health and criminal justice to reduce problems that African American males face. Diane advised city officials on the need for civil rights protections for the LGBT community. In 2011, the Evansville City Council passed an ordinance to include protections for LGBT individuals.

Diane serves in the following capacities. Chairperson of the Indiana Advisory Committee to the U.S. Commission on Civil Rights; Immediate past president of the Indiana Consortium of State and Local Human Rights Agencies; Board of Trustees of the Vanderburgh Community Foundation and member of the Evansville Homelessness Advisory Committee. Diane received the 2011 Freedom Award from the State of Indiana Martin Luther King Commission, the 2009 Black Women's Task Force Community Service Award, and the Evansville Chapter of the NAACP Lifetime Community Advocate Award. Diane is a member of the Evansville Alumnae Chapter of Delta Sigma Theta Sorority, Inc., and serves as the Indiana Social Action Coordinator. Diane is a graduate of the University of California Los Angeles with a Bachelors of Arts Degree in Sociology.

Charlotte Burrows, Chair, U.S. Equal Employment Opportunity Commission

Charlotte A. Burrows was designated by President Biden as Chair of the EEOC on Jan. 20, 2021. She was initially nominated to serve as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC) in 2014 and then re-nominated in 2019. The U.S. Senate unanimously confirmed her to a second term ending in 2023.

Chair Burrows has advocated for strong civil rights protections and robust cooperation between the Commission, employers, and employees to advance equal opportunity in the workplace. She seeks to enhance the Commission's enforcement of all laws within its jurisdiction, focusing in particular on initiatives to combat harassment, foster pay equity, and advance diversity and inclusion. While at the Commission, she has worked to increase the agency's outreach to Native Americans, vulnerable immigrant and migrant communities, and other traditionally underserved populations. In addition, Chair Burrows is particularly interested in the impact of technology and big data on civil rights and employee privacy.

Prior to her appointment to the EEOC, Chair Burrows served as Associate Deputy Attorney General at the U.S. Department of Justice (DOJ), where she worked on a broad range of civil and criminal matters, including employment litigation, voting rights, combatting racial profiling, and implementing the Violence Against Women Act, among others.

Chair Burrows previously served as General Counsel for Civil and Constitutional Rights to Senator Edward M. Kennedy on the Senate Judiciary Committee and later on the Senate Committee on Health, Education, Labor and Pensions. During her time on Capitol Hill, she worked on a variety of legislative initiatives, including the Lilly Ledbetter Fair Pay Act of 2009 and the Americans with Disabilities Act Amendments Act of 2008.

Before working on the Hill, Chair Burrows held several roles in the Civil Rights Division's Employment Litigation Section at DOJ, including Deputy Chief of the Section. There, she represented the United States in all phases of civil litigation, including trial, to enforce Title VII of the Civil Rights Act of 1964.

Earlier in her career, she served as a judicial clerk on the U.S. Court of Appeals for the Third Circuit and was an associate at Debevoise & Plimpton, LLP.

Norma V. Cantú, Chair, U.S. Commission on Civil Rights

Norma V. Cantú, first Latina appointed to serve as Chair of the US Commission on Civil Rights, is the Ken McIntyre Professor of Excellence in Education and Professor of Law at the University of Texas at Austin, specializing in education law and the American with Disabilities Act (ADA). Ms. Cantú joins the Commission with a distinguished record of public service, including as the Assistant Secretary of Education for Civil Rights and the U.S. Representative to the Organization of American States Commission on the Child in the Clinton Administration, and most recently, as a member of the Biden-Harris Transition's Agency Review Team for the U.S. Department of Education.

Marcela Celorio, Lawyer from the Escuela Libre de Derecho

Born in Mexico City, she is a lawyer from the Escuela Libre de Derecho and a teacher in diplomatic studies from the Matías Romero Institute (IMR) and in security and defense from the National Defense College of the National Defense Secretariat (SEDENA). She continued her academic training at the Center for Mexico-United States Studies of the University of California in San Diego (UCSD) and was the first diplomat of the Mexican Foreign Service in Residence at the American University (AU), in Washington, DC. She has a Diploma in Migration and Governance from the Center for Economic Research and Teaching (CIDE) and a Diploma in Studies of History and Society of Israel from the Interdisciplinary Center Herzliya University. Also, in May 2021, earned a certificate in nonprofit administration and leadership from the Harvard Kennedy School Department of Executive Education.

She was a professor of Public International Law at the Universidad Iberoamericana (UIA) in 2000 and 2001. She has also conducted research and written on topics related to dual nationality and citizenship, national security and North American integration, and cross-border diplomacy. On March 6, 2020, she participated as a judge in the national final of the prestigious Philip C. Jessup Law Courts Competition along with the Mexican diplomat and

former judge of the International Court of Justice, Bernardo Sepúlveda.

In 1999, she joined the Mexican Foreign Service as a Diplomatic Attaché and rose in each of the corresponding categories. Later, she was appointed Director of Protection Policies, a position in which she participated in the implementation of the mechanisms for border liaison and internal consultation between Mexico and the United States. In the Ministry of Foreign Relations, she has served as Director of Nationality and Naturalization, a position from which she helped promote and promote the recognition of dual nationality. These efforts culminated in the constitutional reform of 1997 and the issuance of the new Nationality Law of 1998.

In 2000, she assumed the position of Director for the United States of America. Abroad, she was attached to the Embassy of Mexico in the United States of America as Chief of Staff from 2002 to 2006. In September 2006, she was commissioned by the Ministry of Foreign Relations, at the invitation of the Ministry of the Interior, as Director Deputy General in charge of the North American region.

From 2009 to 2012, she served as head of the Foreign Ministry in Israel and adviser for Economic, Trade and Cooperation Affairs. In 2012, she was assigned as Counselor for Political Affairs to the Embassy of Mexico to the Kingdom of Belgium and the Mission of Mexico to the European Union (EU). From 2013 to 2016, she was appointed Alternate Consul at the Consulate General of Mexico in New York.

From 2016 to 2019, she served as Consul General of Mexico in San Diego, California. In that position, she developed the concept of cross-border diplomacy.

She is the first Ambassador to graduate from the Escuela Libre de Derecho, since her promotion on April 28, 2017.

Nominated by Mexico's President Andrés Manuel López Obrador as Consul General of Mexico in Los Angeles, she was ratified by the Senate of the Mexican Republic and took office on June 24, 2019. Her diplomatic work has been characterized by her commitment to achieve a dialogue between cultures. In this sense, from Los Angeles she has fostered an intergenerational and intercultural

understanding between Mexicans, Mexican Americans and Americans of all cultures.

She is fluent in English as well as Spanish, and has knowledge of French, Italian and Hebrew.

Dr. Justin A. Coles, University of Massachusetts Amherst College of Education

Justin A. Coles, Ph.D. is an Assistant Professor of Social Justice Education in the department of Student Development at the University of Massachusetts Amherst College of Education. Within the College, Dr. Coles serves as the Director of Arts, Culture, and Political Engagement at the Center of Racial Justice and Youth Engaged Research (CRJ). At the CRJ Dr. Coles oversees the Black Healing, Joy, and Justice Research Collective. His research agenda converges at the intersections of critical race studies in education, Black studies, literacy theory, and urban (teacher) education. Central to Dr. Coles' research agenda is leveraging the stories of youth life through arts-based methods as a prime research analytic to inform the ways we develop counter structures to oppressive school and societal regimes.

Dr. Coles is published in academic journals such as Journal of Teacher Education, Urban Education, The Journal of Negro Education, Curriculum Inquiry, Race Ethnicity and Education, and International Journal of Qualitative Studies in Education. Recently, he was named a William T. Grant Theories of Blackness, Indigeneity, and Racialization in Research to Reduce Inequality in the Lives of Young People Writing Fellow.

Jamil Dakwar, Director, ACLU Human Rights Program

Jamil Dakwar is the Director of the American Civil Liberties Union (ACLU)'s Human Rights Program. He leads a team of lawyers and researchers in advising ACLU programs on international human rights law. Dakwar also oversees the ACLU's human rights documentation, advocacy, and litigation before international bodies, including the Inter-American Commission on Human Rights. Prior to joining the ACLU, he worked at Human Rights Watch, where he conducted research, engaged in advocacy, and published reports on

issues of torture and detention in Egypt, Morocco, Israel, and the occupied Palestinian territory. Before moving to the United States, Dakwar was a senior attorney with Adalah: The Legal Center for Arab Minority Rights in Israel, where he filed and argued human rights cases before Israeli courts and advocated before international fora. Dakwar is a graduate of Tel Aviv University and New York University School of Law. He is also an adjunct professor at John Jay College of Criminal Justice and Hunter College (CUNY).

Martha F. Davis, Professor, Northern University School of Law

Professor Davis is University Distinguished Professor of Law at Northeastern University Law School, and Co-Director of the Program on Human Rights and the Global Economy. She teaches Constitutional Law, US Human Rights Advocacy and Professional Responsibility. She is a faculty director for the law school's Program on Human Rights and the Global Economy and the NuLawLab. In 2015-2016, she held the Fulbright Distinguished Chair in Human Rights and Humanitarian Law at the Raoul Wallenberg Institute (RWI), Lund University, in Lund, Sweden. She continued her work with RWI in 2017-2018, when she received a Fulbright Specialist Award, and she is now an affiliated scholar of the institute. She is also a member of the expert committee for HumanRight2Water, a Geneva-based non-governmental organization that advocates for water and human rights.

Professor Davis has written widely on human rights, women's rights, and social justice issues. Most recently, she co-edited *Covid-19 and Human Rights* (Routledge, 2021) (co-editor), *Research Handbook on Poverty and Human Rights* (Edward Elgar Publishing, 2021) (co-editor) and *Global Urban Justice: The Rise of Human Rights Cities* (Cambridge, 2016), the first book-length scholarly treatment of the human rights cities movement. In addition to serving as an editor, Professor Davis contributed a chapter, "Cities, Human Rights and Accountability: The United States Experience." She is co-author of the first law school textbook focused on domestic human rights: *Human Rights Advocacy in the United States* (West, 2014), and she co-edited *Bringing Human Rights Home*, a three-volume work

chronicling the US human rights movement. In 2008, *Bringing Human Rights Home* was named one of the "best books in the field of human rights" by the US Human Rights Network. Professor Davis's book, *Brutal Need: Lawyers and the Welfare Rights Movement* (Yale University Press, 1995), received the Reginald Heber Smith Award for distinguished scholarship on the subject of equal access to justice, and was also honored by the American Bar Association in its annual Silver Gavel competition. Professor Davis' articles have appeared in the Yale Law Journal, the North Carolina Law Review, Fordham Law Review and many others. She received the American Water Resources Association (AWRA) 2021 William R. Boggess Award for her co-authored paper "*An Experiment in Making Water Affordable: Philadelphia's Tiered Assistance Program (TAP)*," which was published in the March 2020 issue of the Journal of the American Water Resources Association. Professor Davis also co-edits the Law Professors' Network *Human Rights at Home* blog.

Prior to joining the law faculty in 2002, Professor Davis was vice president and legal director for the NOW Legal Defense and Education Fund. As a women's rights practitioner, she was counsel in a number of cases before the US Supreme Court, including *Nguyen v. INS*, a challenge to sex-based citizenship laws that Professor Davis argued before the court. Professor Davis has also served as a fellow at the Bunting Institute, as the first Kate Stoneman Visiting Professor of Law and Democracy at Albany Law School, a Soros Reproductive Rights Fellow, a fellow at the Human Rights Program at Harvard Law School and fellow of the Women and Public Policy Program at Harvard's Kennedy School of Government. Professor Davis is an appointed member of the Massachusetts State Advisory Committee of the US Commission on Civil Rights Program at Harvard's Kennedy School of Government. Professor Davis is an appointed member of the Massachusetts State Advisory Committee of the US Commission on Civil Rights.

Kim Desmond, Chief Equity Officer, City of San Diego

Kim Desmond is San Diego's first chief officer of race and equity, working with city employees and

officials to bring increased equity to the city's programs, services, and budget decisions.

Keith Ellison, Minnesota Attorney General

Keith Ellison has served as Minnesota's attorney general since January 2019. He is the lead prosecutor in the matter of the May 2020 death of George Floyd in Minneapolis and led the team that successfully convicted former Minneapolis police officer Derek Chauvin on a charge of second-degree unintentional murder, which resulted in the longest sentence of any police officer for killing a civilian while on duty in Minnesota.

As the People's Lawyer, Attorney General Ellison's job is to help Minnesotans afford their lives and live with dignity, safety, and respect. His core values are equity and inclusion. Ellison leads the Attorney General's Office in an expansive body of work that includes a wide variety of consumer-protection work and litigation, contributing to public safety, and representing more than 100 State of Minnesota agencies, boards, and commissions. During the COVID-19 pandemic, his office enforced executive orders barring evictions and price-gouging, and successfully defended the constitutionality of pandemic-related executive orders in court.

Attorney General Ellison has also led substantive policy initiatives on lowering the cost of pharmaceutical drugs, reducing deadly-force encounters between law enforcement and civilians, and women's economic security. In 2021, the Minneapolis Star Tribune awarded the Minnesota Attorney General's Office a Minnesota "Top Workplace" designation for the first time in the Office's history. From 2007 to 2019, Ellison served in the U.S. House of Representatives, where he championed consumer, worker, environmental, and civil- and human-rights protections for all. Among his accomplishments are passing provisions to protect credit-card holders from abusive practices and the rights of renters and tenants. While in Congress, he founded the Congressional antitrust and consumer-justice caucuses, and served as co-chair of the Congressional Progressive Caucus, which he helped build to more than 100 members. Before entering Congress, Attorney General Ellison served in the Minnesota House of Representatives for four years and practiced law as a criminal-defense and civil-rights attorney for 16 years.

Kasari Govender, British Columbia's Human Rights Commissioner

Kasari Govender took office as B.C.'s first independent Human Rights Commissioner on September 3, 2019. Her role is to lead the promotion and protection of human rights in British Columbia through the Office of the Human Rights Commissioner. Govender has devoted her life to promoting human rights, with a focus on the rights of those most marginalized. She is passionate about using her skills as a lawyer and community builder to create a more equal and just province. She has worked closely with organizations and communities promoting gender equality, Indigenous rights, children's rights, the rights of people with disabilities and the rights of immigrant communities. From 2008 until 2019, Govender held leadership positions at West Coast LEAF and was appointed Executive Director in 2011. She has co-authored key reports and articles and speaks widely on crucial social issues such as hate speech, access to justice, gender based violence and systemic racism. Her earlier work includes a pivotal role in establishing the Rise Women's Legal Centre, a non-profit legal clinic in British Columbia.

Govender earned her law degree from the University of Victoria and her Master's degree in International Human Rights Law from the University of Oxford, UK. She has served on the board of directors for the University of Victoria, Pivot Legal Society, the Coalition for Public Legal Services, and the Society for Children and Youth. Govender has taught as an Adjunct Professor of Law at the University of British Columbia and as an instructor at Simon Fraser University. Her work was recognized by the Women Lawyer's Forum which honoured her with their Award of Excellence.

In addition to her role as Human Rights Commissioner, Govender is a mother, an aunt, a daughter and a sister.

Kenneth Gunn, First Deputy Commissioner, Chicago Commission on Human Relations

Kenneth (Ken) Gunn, is a lifetime resident of the City of Chicago. He is a graduate of the University of Illinois, Champaign-Urbana where he received his B.A. in History and his J.D.

While in law school, Ken began his legal

career with the Illinois Attorney General's Office where he investigated and assisted in the resolution of consumer fraud complaints. Upon obtaining his law license he joined the Office of the Cook County Public Guardian where he represented abused and neglected children.

In 1990, Ken's interest in civil rights law led him to the Chicago Commission on Human Relations. The Commission serves as the city's civil rights agency responsible for investigating and adjudicating complaints of discrimination, providing assistance to hate crime victims, mediating racial and ethnic tensions, and providing anti-bias training.

Ken first served as the Assistant to the Commissioner helping to develop and implement procedures and protocol for the newly revamped Commission following the passage of the new Chicago Human Rights and Fair Housing Ordinances. He is currently the department's First Deputy Commissioner where he is responsible for the day-to-day management of the agency, which includes development and oversight of fiscal, personnel, and departmental policies. In this role, he also serves as the department's Ethics Officer, Public Information Officer, and Legislative Liaison to the Mayor's Office.

Ken is also a certified court mediator and serves as a volunteer mediator for the Center for Conflict Resolution. He is on several boards and committees including the Cook County Commission on Human Rights (President), Housing Choice Partners of Illinois Inc. (Treasurer), Center for Conflict Resolution Board of Directors, United Way of Metropolitan Chicago Diversity Committee, Chicago Bar Association Judicial Evaluation Committee, Chicago Bar Association Civil Rights and Constitutional Law Committee, and the Emmanuel Baptist Church Board of Trustees (Vice-President).

Booker Hodges, Assistant Commissioner Minnesota Department of Public Safety

Hodges joined DPS after serving as the interim chief of police for the City of Prior Lake. His experience also includes time with the Minnesota State Fair Police, and Dakota and Ramsey county sheriff's offices. He has a wide range of experience working as a school resource officer, patrol deputy, narcotics detective, SWAT operator, patrol overnight

watch commander, inspector, undersheriff and acting chief deputy.

Hodges spent five years as president of the Minneapolis NAACP, becoming the first police officer to serve as branch president. Hodges is active in the community, serving on several non-profit boards of directors. He is also the president of the Minnesota Chapter of the National Association of Black Law Enforcement Executives (NOBLE). He is an adjunct professor at the University of Northwestern in St. Paul. Hodges has a doctorate in public administration from Hamline University, a master's degree from St. Mary's University, and a bachelor's degree from Florida Southern College.

Alice B. Jennings, Co-Founder Edwards & Jennings, P.C.

Alice B. Jennings attained her B.A. at Michigan State University, and Masters work in Community Social Work, and her Juris Doctorate at Wayne State University Law School in 1978. She is co-founder of the firm Edwards & Jennings, P.C., specializing in civil and human rights, employment law, and environmental justice cases, where she has been a partner since 1982. Formerly, she was an attorney and partner at the firm Philo, Atkinson, Darling, Steinberg, Harper & Edwards, P.C., specializing in workers' compensation and personal injury. She is a current member of the State Bar of Michigan and former chairperson of its Civil Liberties Committee from 1994-1995.

In 2007, Alice, in *Elezovic v Ford Motor Company*, changed the law in Michigan in the area of sexual harassment and established individual and independent liability on the part of a harasser. Alice and her partner, Carl R. Edwards, have been involved in representing thousands in several class action civil rights lawsuits; and class action environmental justice cases. In 2014, Alice became part of the leadership of a national legal team, filing a constitutional challenge to the irreparable harm occurring to Detroiters because of the humanitarian crisis. Lawyers for the Sugar Law Center, NAACP, Legal Defense and Education Fund, ACLU, National Lawyers Guild and other lawyers on the side of people involved in this legal and political case. In the face of the thousands of massive water shutoffs by the Detroit Water and Sewerage Department,

because of the *Lyda, et al v City of Detroit* case, Defendant City of Detroit DWSD changed its shutoff procedures, include due process notice procedures and established thousands of water service repayment plans.

Alice is affiliated with the National Conference of Black Lawyers, the Wolverine Bar Association, the Black Women Lawyers Association and recipient of the Harriet Tubman Trial Blazer Award in 2007, and a member of the Michigan Association for Justice. She is a recipient of the NAACP Legal Award for her work as a pro bono trial attorney with the Sugar Law Center involving a landmark environmental justice case, *NAACP et al v John Engler, Governor, et al*. Alice has recently received the National Lawyers Guild state and national legal awards, and awards from the Women's Bar Association and Arab American Bar Association.

Alice has served on numerous non-profit boards, including the Rosa and Raymond Parks Institute for Self-Development, the Grace and James Lee Boggs Center to Nurture Community Leadership, and its subcommittee of Artist & Children Creating Community Together (coordinator), and Detroiters Working for Environmental Justice (DWEJ). She was general counsel for DWEJ, Detroit Summer, and Save Our Sons and Daughters (SoSad); and served on the legal committee for the Coalition to Save the City of Detroit Human Rights Ordinance. Alice was formerly a board member of the James and Grace Lee Boggs School; and is presently the Vice-President of the James and Grace Lee Boggs Foundation. Alice has authored a number of articles and chapters addressing education, civil rights, and community activism.

Carol Johnson, Director of Civil Rights & Civil Rights Officer, City of Austin

Carol Johnson, J.D., M.A., recently was named as the first Civil Rights Director for the City of Austin's inaugural Civil Rights Office. In that role, Director Johnson will create and head the brand new agency to enforce civil, human and worker rights in Austin. Director Johnson has spent her professional career advocating for housing protections, educational equality, fair wages, safe labor standards, workers' compensation for injured

workers, police reform, and other important and necessary civil rights protections in housing, education, employment and public accommodations.

A trailblazer, Director Johnson served as the first African American Deputy Prosecuting Attorney in Garland County, Arkansas, and went on to direct the State of Arkansas' first civil rights enforcement agency – the Arkansas Fair Housing Commission. Director Johnson served for 14 years as Executive Director of the Arkansas Fair Housing Commission, the only state agency specifically charged with protecting the civil rights of Arkansans and the sole civil rights enforcement agency in the state. Director Johnson had the distinction of serving as a founding Executive Director of the Commission, a quasi-judicial, regulatory, enforcement agency which receives, investigates and otherwise resolves fair housing/fair lending complaints within the State of Arkansas' 75 counties and nearly 3 million residents. At AFHC, Director Johnson worked under the Gubernatorial leadership of the past three Arkansas Governors in a bi-partisan capacity.

Director Johnson additionally served as one of a few African American Civil Rights Directors for the State of Oregon where she was tasked with defending rights to equal opportunity in employment, housing, public accommodations, vocational career schools, whistleblower, FMLA, pay equity, health benefit protections, paid leave and other state protected laws across more than 30 protected classes and bases. Director Johnson serves on numerous boards and committees, including the National Community Reinvestment Coalition, the International Oregon Black Pioneers, the National Bar Association (Arkansas and Oregon Chapters) and is member of the Portland Chapter of The Links, Incorporated.

A licensed attorney, Director Johnson has worked in various areas of administrative, civil and criminal law. She holds a Bachelor of Science degree from Texas Christian University in Fort Worth, Texas; a Master of Arts degree from the University of Arkansas at Little Rock and a Juris Doctor from the University of Arkansas at Little Rock William H. Bowen School of Law.

**Dr. Camara Jones, 2021-2022 USCF
Presidential Chair University of California
San Francisco**

Camara Phyllis Jones, MD, MPH, PhD is a family physician, epidemiologist, and Past President of the American Public Health Association whose work focuses on naming, measuring, and addressing the impacts of racism on the health and well-being of our nation and the world.

Dr. Jones is currently the 2021-2022 UCSF Presidential Chair at the University of California, San Francisco. She recently completed her role as a 2021 Presidential Visiting Fellow at the Yale School of Medicine and as the 2019-2020 Evelyn Green Davis Fellow at the Radcliffe Institute for Advanced Study at Harvard University.

She taught six years as an Assistant Professor at the Harvard School of Public Health (1994 to 2000), served fourteen years as a Medical Officer at the Centers for Disease Control and Prevention (2000 to 2014), and continues as an Adjunct Professor at the Rollins School of Public Health at Emory University and as a Senior Fellow and Adjunct Associate Professor at the Morehouse School of Medicine.

Dr. Jones' allegories on "race" and racism illuminate topics that are otherwise difficult for many Americans to understand or discuss. Recognizing that racism saps the strength of the whole society through the waste of human resources, she aims to mobilize and engage all Americans in a sustained National Campaign Against Racism.

Jean Kelleher, Director, Office of Human Rights, City of Alexandria, VA

Ms. Kelleher has been with the Alexandria Office of Human Rights since May 2000. Before that, she was a Managing Attorney at Legal Services of Northern Virginia, the region's legal aid program. Ms. Kelleher graduated from Connecticut College, did postgraduate work at Georgetown, and received her law degree from the Washington College of Law at American University. She has been a litigator and an administrator of pro bono, lawyer referral and children's law programs. In 2007 she became a Certified Public Manager through the George

Washington University/COG (Metropolitan Washington Council of Governments) Institute for Excellence in Public Leadership. She serves on the City Manager's Management Team and on the City Council's Legislative Committee. She is a past President of the Alexandria Bar Association, served on the board of directors of the Bar Foundation, and has represented Alexandria on the Virginia State Bar Council and Executive Committee.

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

**The Honorable Robin Kelly
U.S. House of Representatives
2nd District of Illinois**

Congresswoman Robin Kelly has dedicated her career to public service as an advocate for Illinois families. Since being elected to serve the 2nd Congressional District in 2013, she has worked to expand economic opportunity, community wellness, and public safety across the state, championing numerous initiatives to generate job growth, reduce health disparities, and end gun violence.

Congresswoman Kelly is Vice Chair of the House Energy and Commerce Committee (the main policy-writing body of the House) and serves on the Health, Energy, and Consumer Protection and Commerce subcommittees. Her Energy and Commerce work is focused on expanding access to healthcare, consumer protection for American families and economic development.

Additionally, she is a Member of the House Committee on Oversight and Reform and serves on the national security and civil rights and civil liberties subcommittees. She also represents the Midwest (Region IV) on the House Democratic Steering and Policy Committee, which sets the policy direction of the Democratic Caucus, and serves as a member of the House Democracy Partnership.

A staunch champion of common sense gun reforms and responsible community policing,

Representative Kelly is a Co-Chair of the Congressional Gun Violence Prevention Taskforce and is the author of The 2014 Kelly Report on Gun Violence in America, the first-ever Congressional analysis of the nation's gun violence epidemic that offers a blueprint for ending the crisis.

Committed to improving the health and wellness of vulnerable communities across the country, the Congresswoman serves as the Vice Chair of the Energy and Commerce Committee, Chair of the Congressional Black Caucus Health Braintrust, and Co-Chairs the Congressional Caucus on Black Women and Girls. She also Co-Chairs the House Democratic Policy Group and House Tech Accountability Caucus.

Prior to her election to Congress, Kelly was a member of the Illinois House of Representatives, served as Chief Administrative Officer of Cook County (the second largest county in the United States) and was Chief of Staff to Illinois State Treasurer Alexi Giannoulias - becoming the first African American woman to serve as Chief of Staff to an elected constitutional statewide officeholder.

The daughter of a small business owner and postal worker, Congresswoman Kelly moved to Illinois to attend Bradley University in Peoria, where she earned her B.A. in psychology and an M.A. in counseling. She later received a Ph.D. in political science from Northern Illinois University. She lives in Matteson with her husband, Dr. Nathaniel Horn, and has two adult children, Kelly and Ryan.

Chad Dion Lassiter, MSW, Executive Director Pennsylvania Human Relations Commission

Chad Dion Lassiter is a National Expert in the field of American Race Relations. Mr. Lassiter has worked on race, peace, and poverty-related issues in the United States, Africa, Canada, Haiti, Israel, and Norway and is called upon frequently by media outlets to provide commentary on race relations and potential solutions. He is the current Executive Director of the Pennsylvania Human Relations Commission. Mr. Lassiter is a co-founder and current president of the University of Pennsylvania School of Social Policy and Practice's Black Men at Penn, the first Ivy League black male group of social workers. This transcendent group seeks to recruit Black males into the profession and provide anti-racism and

violence prevention training to urban and suburban schools around the country. The group also provides Diversity and Inclusion training for corporate entities and penal systems. In October 2021, the National Association of Social Workers, Pennsylvania Chapter, presented Mr. Lassiter with the 2021 Social Worker of the Year Award. He was also recognized by the Philadelphia Tribune as "The Most Influential African American Leader" from 2010-2020, and in 2019, was inducted into The University of Pennsylvania's School of Social Policy and Practice Alumni Hall of Fame.

Dr. James Morris Lawson Jr., Civil Rights Legend and Tactician of Nonviolence

Dr. James Morris Lawson Jr. (born September 22, 1928) is an American activist and university professor. He was a leading theoretician and tactician of nonviolence within the Civil Rights Movement. During the 1960s, he served as a mentor to the Nashville Student Movement and the Student Nonviolent Coordinating.

Mariko Lockhart, Director of the Seattle Office for Civil Rights

Mariko is the Director of the Seattle Office for Civil Rights which coordinates the Race and Social Justice Initiative, a citywide effort to end institutional racism in City government. Additionally, SOCR advances race and social justice through its policy work with elected officials; and supports four commissions including the LGBTQ Commission, Women's Commission, Human Rights Commission and Disability Commission. The office also enforces federal and local civil rights laws on illegal discrimination, along with Seattle's All-Gender Restroom Ordinance, the Ban on Providing Conversion Therapy to Minors, and the Fair Chance Housing Ordinance.

Prior to serving in this role, Mariko worked at the Aspen Institute's Forum for Community Solutions on a national effort to prepare young people who are out of work and out of school for employment opportunities with a focus on those provided by a corporate coalition of more than 50 U.S.-based companies. Her leadership roles have included Director of the City of Seattle's Youth

Violence Prevention Initiative and President & State Director of Communities In Schools of New Jersey where she led the state affiliate of the nation's largest organization dedicated to keeping kids in school and helping them succeed in life. Mariko identifies as Black and Japanese and uses she/her pronouns.

Jeffrey Lorick, Director of the Pinellas County Office of Human Rights

Mr. Jeffery D. Lorick serves as Director of the Pinellas County Office of Human Rights, where he has been employed since July 2016.

As a dedicated Civil Rights Leader, Mr. Lorick serves as a confidential point of contact for employees to communicate with management, identifies clarification on issues or dilemmas, reports irregularities, identifies compliance issues that require follow-up or investigation, and conducts diversity and inclusion training for Pinellas County. Mr. Lorick has demonstrated a fierce commitment to promoting diversity and inclusion.

Mr. Lorick has been the keynote speaker for national and international civil rights conferences speaking on topics such as Fair housing as well as cultural diversity. He currently provides a safeguard for the civil violation as well as the social, and economic liberties of the citizens of Pinellas County and surrounding communities.

Before joining the Office of Human Rights in Pinellas County, Jeffery served as Director of the Human Rights Commission in Terre Haute, Indiana for ten years.

Mr. Lorick is a highly respected human right leader, characterized as having strong entrepreneurial skills, leadership and team-building skills. He is a great leader who possesses a clear vision, is courageous, and has integrity, honesty, humility and a clear focus.

Demetria McCain, Principal Deputy Assistant Secretary, Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development

Demetria McCain serves as the Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity (FHEO) at the U.S. Department of

Housing and Urban Development (HUD). At FHEO, McCain assists HUD's efforts to eliminate housing discrimination, promote economic opportunity, and achieve diverse, inclusive communities.

McCain joins HUD following fifteen years of service, with five as president, at the Inclusive Communities Project (ICP), a Dallas, TX-based affordable fair housing nonprofit. Prior to becoming president, she oversaw operations, communications and ICP's Mobility Assistance Program, a housing mobility program that helps housing choice voucher holders exercise their fair housing rights. Conceived by Demetria, ICP's "Voices for Opportunity" initiative has provided advocacy training to low-income renters and neighborhood groups of color.

Before joining ICP, McCain worked on USDA Section 515 rural multifamily housing matters at the National Housing Law. She was also a staff attorney for the Neighborhood Legal Services Program of Washington, D.C., assigned to the southeast office, where her portfolio primarily included landlord-tenant matters for low-income renters in private and public housing. She has taught, as an adjunct instructor, a Fair Housing and Homelessness course to undergraduate Coppin State University students.

McCain brings dual vantage points to FHEO after having spent years assisting both housing choice voucher holders who sought low-poverty well-resourced housing options and neighborhood groups in underserved communities of color who sought more equitable distribution of resources and services. McCain has sat on several local and national nonprofit boards and is a sought-after panelist and commentator on affordable fair housing and the impacts of residential segregation. She is a graduate of Howard University School of Law, New York University and Brooklyn College and a member of the Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

Spike Moss, Community Activist

Mr. Moss is commonly referred to as the "Mayor of North Minneapolis" for his over 60 years of service to his beloved "Northside" and his love for African American people in the City of Minneapolis, State of Minnesota, United States of America and throughout the world.

Currently the president of One Love

organization working to bring the African American leadership in Minneapolis together and across Minnesota with the theme of One Love for our people. Former vice president of The City Inc. and former executive director of the legendary The Way Opportunities Unlimited (The Way) that provided academic, entertainment, sports and cultural development for African American youth and families. The Way with such legendary teachers as Elder Mahmoud El-Kati, Grammy winning Sounds of Blackness director Gary Hines and Sonny Thompson who taught Prince and many others to play the guitar at The Way.

Founder of United for Peace an organization that brought the leaders of different youth organizations together in the “name of peace” for the community. United for Peace was responsible for the first youth gang summits held in Los Angeles, Kansas City, Chicago, Cleveland, Saint Paul and other cities bring thousands of gang members together in the name of peace. These gang summits led to Minister Louis Farrakhan calling for the Historic Million Man March on October 16, 1995 when over 2,000,000 Black men came to Washington, D.C. for the Holy Day Atonement. Mr. Moss served as one of the national directors for the Million Man March. Mr. Moss is a founding member of the Men of MARCH (Men Are Responsible to Cultivate Hope) that over 2,000 men from Minnesota to the Historic Million Man March.

Former co-host of “Voices of the African American Community” on KMOJ Radio 89.9 with Brother Tyrone Terrill. Mr. Moss is a board member with National Coalition Against Racism in Sports & Media fighting against racism against our Indigenous brothers and sisters with Brother Clyde Bellecourt, Brother Tyrone Terrill and other “Drum Majors” for freedom, justice and equality.

Mr. Moss has been the recipient of hundreds of awards from across the country for his tireless work as a Freedom Fighter, Civil/Human Rights Leader, Black Nationalist and Brother to the African American community and all communities of color.

Julie Nelson, Senior Vice-President, Race Forward & Government Alliance on Race and Equity (Founding Director)

Julie Nelson is the Senior Vice President of Programs at Race Forward. She was the Founding Director of the Government Alliance on Race and Equity (GARE), a joint project of Race Forward and the Othering and Belonging Institute at the University of California, Berkeley where she serves as Senior Fellow.

Nelson is the former Director of the Seattle Office for Civil Rights where she served eight years, providing both vision and hands-on support to Seattle’s Race and Social Justice Initiative, the first initiative in local government designed to dismantle institutional and structural racism and advance racial justice. She also served in other City of Seattle positions including with the Human Services Department, Administrative Services, Seattle City Light, the Office of Housing and Seattle Public Utilities, as well as other positions, including with Housing and Urban Development in the federal government and with Pima County Community Services in Tucson, Arizona.

Nelson has a master’s degree in Economics from the University of Washington and a B.S in Economics and Finance from the University of Arizona and has served on the boards of multiple nonprofits.

Nelson is driven by her passion to realize racial equity, social justice, and inclusive multiracial democracy.

Andre M. Perry, Senior Fellow, Brookings Institution

Andre M. Perry is a Senior Fellow at Brookings Metro, a scholar-in-residence at American University, and a columnist for the Hechinger Report. Perry is the author of the new book “Know Your Price: Valuing Black Lives and Property in America’s Black Cities,” which is currently available wherever books are sold. A nationally known and respected commentator on race, structural inequality, and education, Perry is a regular contributor to MSNBC and has been published by The New York Times, The Nation, The Washington Post, TheRoot.com and CNN.com. Perry has also

made appearances on CNN, PBS, National Public Radio, NBC, and ABC. Perry's research focuses on race and structural inequality, education, and economic inclusion. Perry's recent scholarship at Brookings has analyzed Black-majority cities and institutions in America, focusing on valuable assets worthy of increased investment.

Since the COVID-19 pandemic began, Perry has documented the underlying causes for the outsized number of coronavirus-related deaths in Black communities. Perry's Brookings research has illuminated how certain forms of social distancing historically accelerated economic and social disparities between Black people and the rest of the country. Perry also mapped racial inequities in housing, income, and health to underscore how policy discrimination makes Black Americans more vulnerable to COVID-19.

Perry's research has spotlighted the struggles of Black businesses—including artists and art institutions, restaurants, and barbershops and beauty salons—as they await federal relief from COVID-19's economic impact. In education, Perry explained how college campus closings put housing-insecure students at risk during the pandemic. Perry has also written on the unrealized value of teachers' work that's been made apparent by COVID-19, and has commented on the potential loss of Black teachers as a result of an impending recession.

Prior to his work at Brookings, Perry has been a founding dean, professor, award-winning journalist, and activist in the field of education. In 2015, Perry served on Louisiana Governor-elect John Bel Edwards' K-12 education transition committee, as well as on New Orleans Mayor-elect Mitch Landrieu's transition team as its co-chair for education in 2010. In 2013, Perry founded the College of Urban Education at Davenport University in Grand Rapids, Mich. Preceding his stint in Michigan, Perry was an associate professor of educational leadership at the University of New Orleans and served as CEO of the Capital One-University of New Orleans Charter Network.

Perry's academic writings have concentrated on race, structural inequality, and urban schools. Perry co-authored the Brookings Institution report "The Devaluation of Assets in Black Neighborhoods" and has presented its findings across the country,

including to the U.S. House Financial Services Committee. A native of Pittsburgh, Pa., Perry earned his Ph.D. in education policy and leadership from the University of Maryland College Park.

Rosario Ibarra de Piedra, Ombudsperson, Mexico's National Commission on Human Rights

María del Rosario Ibarra de la Garza, better known as Rosario Ibarra de Piedra, was born in Saltillo, Coahuila in 1927. Tireless activist, founder of one of the first organizations of mothers, fathers, relatives of the disappeared, she has been a pioneer in the defense for the human rights, peace and democracy in Mexico. She was a deputy, senator and political advisor. She was the first woman candidate for the Presidency of the Republic in 1982 and 1988 by the now defunct Revolutionary Party of Workers, in 1988 before the triumph of Carlos Salinas de Gortari, she joined the claims of electoral fraud. The event that marked his life was the forced disappearance of her son Jesús Piedra Ibarra, accused of being an alleged member of the guerrilla group "Liga 23 de Septiembre", who in 1974, at only 19 years old.

It is as a result of the disappearance of her son that Rosario Ibarra began her tireless struggle as an activist, from that terrible day, the fighter began the search for her son Jesus, for truth and justice. She turned an individual struggle into a collective struggle, aware of the many mothers who are looking for their missing children or siblings, under an authoritarian and repressive government, so in 1977 she founded the Committee for the Defense of Prisoners, Persecuted, Disappeared and Political Exiles, which would be known as the Committee! Eureka!, to demand justice and an end to impunity, an organization of mothers of the disappeared during the six-year terms of Gustavo Díaz Ordaz and Luis Echeverría. Since its creation, the Committee has managed to find more than 148 missing persons alive.

Dona Rosario and also the committee held several hunger strikes in calling for amnesty for political prisoners and live presentation of the disappeared. Due to their great collective struggle, President José López Portillo in 1978 decided to

enact the Amnesty Law, which would be approved in Congress immediately. The application of this law freed 1,500 political prisoners, allowing the return of exiles to the country 57 and the withdrawal of more than 2,000 arrest warrants. Ibarra Piedra's struggle was also essential for members of the guerrilla to be tried in accordance with the law.

Rosario and the mothers of Eureka faced an authoritarian regime where there was no respect for human rights, where their struggles were framed within the sphere of terror of forced disappearances and the torture of the so-called Dirty War.

Other great achievements due to the tireless fighting activities of Mrs. Rosario Ibarra that can be mentioned is the link that Eureka achieved with international organizations in Paris, New York, Geneva, The Hague, due to the enormous experience acquired in community work. On the other hand, in 2012 and with the encouragement of the Eureka Committee and the Collective Hijos México, it opened the Casa de la Memoria Indómita Museum to claim victims of forced disappearance, and disappeared for political reasons. Likewise, Ibarra de Piedra is a tireless promoter of constitutional and legal reforms in favor of human rights and against torture and forced disappearance. Due to this great work she has been a candidate for the Nobel Peace Prize in 1986, 1987, 1989 and 2006. Also as a recognition, a documentary was made about his experience of struggle in the field of human rights in Mexico. In 2019 he was awarded the medal for civic merit "Eduardo Neri, legislators of 1913".

On October 23, 2019, 44 years after the disappearance of her son and when Mrs. Rosario Ibarra was 92 years old, the Plenary of the Senate of the Republic approved to award her the Belisario Domínguez Medal of Honor, as a fair recognition for her hard work as activist and human rights defender for more than four decades in favor of prisoners, disappeared and political exiles. The Senate of the Republic recognized in it a lifetime dedicated to fighting to give a voice to those who do not have it and to demand justice for those who can no longer do so.

The Honorable Jamie Raskin U.S. House of Representatives 8th District Maryland

Congressman Jamie Raskin proudly represents Maryland's 8th Congressional District in the U.S. House of Representatives. The district includes Montgomery, Carroll, and Frederick Counties. Congressman Raskin was sworn into his third Term at the start of the 117th Congress on January 3, 2021.

This is Rep. Raskin's third term serving on the House Judiciary Committee, the Committee on Oversight and Reform, and the Committee on House Administration. This is his second term serving on the Rules Committee and the Coronavirus Select Subcommittee. He was also renamed Chair of the Oversight Subcommittee on Civil Rights and Civil Liberties and Chair of the Rules Subcommittee on Expedited Procedures for the 117th Congress.

Prior to his time in Congress, Raskin was a three-term State Senator in Maryland, where he also served as the Senate Majority Whip. He earned a reputation for building coalitions in Annapolis to deliver a series of landmark legislative accomplishments. He was also a professor of constitutional law at American University's Washington College of Law for more than 25 years.

He authored several books, including the Washington Post best-seller *Overruling Democracy: The Supreme Court versus the American People* and the highly-acclaimed *We the Students: Supreme Court Cases For and About America's Students*, which has sold more than 50,000 copies.

Congressman Raskin is a graduate of Harvard College and Harvard Law School.

Jae Rice, Director of Communications Brave Space Alliance

Jae Rice is a trans-masculine public figure fighting for the liberation of oppressed communities on a daily basis. Jae is a DJ, cultural curator, Communications and Social Media Coordinator for Brave Space Alliance, composer, and overall practitioner of freedom and intentional justice. Their background in political science and intercultural communication combines with their dedication to the advancement of all Black LGBTQIA+ folks to

perpetuate real-time, and on the ground societal shifts, advancements, and growth. Jae has spent several years creating safe spaces in Chicago that center all Black LGBTQIA+ Womxn, Femmes, and AFABS, and is now also devoted to creating and maintaining brave spaces as well.

Lisa Rice, President and CEO National Fair Housing Alliance

In her capacity as President with the National Fair Housing Alliance (NFHA), Ms. Rice oversees the resource development, public policy, communication and enforcement divisions of the agency. NFHA works with over 200 member organizations across the country to eliminate barriers in the housing markets and expand equal housing and lending opportunities. NFHA provides a range of services to affirmatively further fair housing including community development, neighborhood stabilization, training, education, outreach, advocacy, consulting and enforcement.

Ms. Rice's fair housing and fair lending work began at the local level. Prior to joining NFHA, she was the President and CEO of the Fair Housing Center of Toledo, Ohio and the Northwest Ohio Development Agency where she created the state's only anti-predatory lending remediation program. Ms. Rice has served on the state of Ohio's Housing Trust Fund Advisory Board, State Farm Bank Consumer Advisory Council, and Federal Reserve Board's Consumer Advisory Council. She is a current member of the JPMorgan Chase Consumer Advisory Council, Mortgage Bankers Association's Consumer Advisory Council, Freddie Mac Affordable Housing Advisory Council, and America's Homeowner Alliance Advisory Board.

Leon Russell, Chairman of the Board, NAACP

Mr. Russell was elected chairman of the NAACP at its annual Board of Directors meeting in New York on February 18, 2017. Russell has served as a member of the NAACP Board of Directors for 27 years. Mr. Russell retired in January 2012, after serving as the Director of the Office of Human Rights for Pinellas County Government, Clearwater, Florida since January 1977. In this position, Mr. Russell was responsible for implementing the county's Affirmative Action and Human Rights Ordinances

which provide for the development of a racially and sexually diverse workforce reflecting the general make up of the local civilian labor force and the implementation of the county's Equal Employment Opportunity Programs. Programs involved in the implementation of this ordinance cover employees in all the departments under the County Administrator and the five Constitutional Officers.

The Pinellas County Human Rights Ordinance provides protection from illegal discrimination in housing, employment and public accommodations for the county's 923,000 residents. This ordinance has been deemed "substantially equivalent" to Title VIII of the 1968 Federal Fair Housing Act and Title VII of the 1964 Civil Rights Act. Over five hundred formal complaints of discrimination are filed under the ordinance annually.

In September 2007, Mr. Russell was elected President of the International Association of Official Human Rights Agencies (IAOHRA) during its annual meeting in Atlanta, Georgia. The IAOHRA Membership is agency based and consists of statutory human and civil rights agencies throughout the United States and Canada as well as representation from other nations. These agencies enforce state and local civil rights laws and are actively engaged in reducing and resolving intergroup tension and promoting intergroup relations. Mr. Russell concluded his second term as IAOHRA President at the conclusion of the IAOHRA Annual conference in Austin, Texas in September 2011.

Additionally, Mr. Russell served as the President of the Florida State Conference of Branches of the NAACP from January 1996 until January 2000, after serving for 15 years as the First Vice President. He has served as a member of the National Board of Directors of the NAACP since 1990. He has served the Board as the Assistant Secretary; Chair of the Convention Planning Committee; and Vice Chairman of the National Board. Mr. Russell has served as a member of several organizations: International City Management Association; National Forum for Black Public Administrators; Board of Directors of the Children's Campaign of Florida; Blueprint Commission on Juvenile Justice with responsibility for recommending reforms to improve the juvenile

justice system in the state of Florida; past board member of the Pinellas Opportunity Council; and past President and board member of the National Association of Human Rights Workers. Mr. Russell also served as the Chairman of Floridians Representing Equity and Equality (FREE).

Nefertiri Sickout, Chief Diversity, Equity and Inclusion Officer, City of Philadelphia

Mayor Jim Kenney announced Nefertiri Sickout's selection as the City of Philadelphia's Chief Diversity, Equity and Inclusion Officer on May 17, 2021. Nefertiri had been serving as Acting Chief Diversity, Equity and Inclusion Officer following the departure of Nolan Atkinson in May 2020.

In her role, Nefertiri leads the Office of Diversity, Equity and Inclusion, which includes the Office of LGBT Affairs and the Office for People with Disabilities. The Office is pushing forward a dual strategy—in partnership across City departments—to center a racial equity framework and advance equitable workforce and community outcomes. Under the City's workforce equity strategy, departments are creating annual plans to achieve greater representation of—and participation by—employees of color and other historically marginalized and under-represented groups in the City's workforce. Under the City's operational equity strategy, City departments are working to complete a racial equity assessment and action plan, setting forth more intentional efforts to produce greater racially equitable impact related to each agency's budget, core services or programs, procurement and community engagement.

Nefertiri joined the Mayor's Office in August 2016, serving initially as an Assistant Diversity and Inclusion Officer, and later as a Deputy Diversity and Inclusion Officer, before becoming Acting Chief Diversity, Equity and Inclusion Officer. Prior to joining the Mayor's Office, Nefertiri worked at Pepper Hamilton LLP from 2010 to 2016, where she practiced law for eight years as a commercial litigation associate, handling complex contract litigation matters involving business and partnership disputes.

Nefertiri began her career in community-based advocacy around issues that affect the well-being of vulnerable families and children, including

child welfare, early childhood education, adolescent health, and parenting education programs. She holds several degrees, including: a Bachelor of Arts in psychology from Clark Atlanta University; a Master of Arts in infant special education from George Washington University; Master of Arts in developmental psychology from Teachers College, Columbia University; and a law degree from Villanova University School of Law.

James Stowe, Executive Director, Office of Human Rights, Montgomery County, MD

Mr. Stowe is a native of Belmont, North Carolina. Jim and his family relocated to Montgomery County Maryland to serve as the 4th Director of the Office of Human Rights. The agency, established in 1960, provides leadership to the people of Montgomery County and works toward eliminating racism/discrimination; identifying and resolving community tensions; and educating the citizens about cultural diversity. These efforts culminate in our goal of Creating a Culture of Service and a Climate of Fairness and Inclusion.

The office has a rich legacy of human rights advocacy and professional competency and continues today as one of the premiere civil and human rights agencies in the nation. Under Jim's leadership the Office has sets it sights on even greater engagement in the community and heightening professional standards for all involved with the office.

Jim has been instrumental in developing new program initiatives and re-positioning the office for success in the 21st Century. These programs include increased emphasis in enforcement productivity and competency which led to the agency becoming fully certified with the EEOC Fair Employment Practices Agency Program, renewed emphasis in fair housing which led to fair housing continuing educational credit program for realtors, apartment managers and other housing providers as well as increased enforcements efforts through the Interagency Fair Housing Coordination Group to insure that all barriers to fair accessible housing for everyone are removed; new initiatives to combat the incident of hate violence activities through the Committee on Hate Violence and the convening of a county wide symposium on "Bullying in Schools" and a forum on

Post 911 Issues and Concerns within the Muslim and Sikh Community; the Community Friendship Picnic and an increased effort in outreach activities with the Montgomery County Human Rights Commission to convene public forums on Racial Profiling, the Criminal Justice System and The Digital Divide, a response to the Trayvon Martin shooting; and an increase in programming for youth with an expansion of the Human Rights Youth Camp for 5th Graders, Human Rights Day Observance for all school levels and the Civil Rights Educational Freedom Tour which is for the entire community.

Tyrone Terrill, President, African American Leadership Council

Executive Consultant with the firm of Franzen Moore. Founder and Managing Partner of The Terrill Group an executive management firm from 1987 to the present. Founding member and current president of the African American Leadership Council (AALC) of Saint Paul representing the African American community for twenty-three years representing 55 African American leaders and 30 organizations. Founding member and current president of the Men of M.A.R.C.H. (Men Are Responsible to Cultivate Hope) the organization that took 2,000 African American men to the Historic Million Man March on October 16, 1995. Former Director of the Saint Paul Department of Human Rights from 1996 to 2008. Former Deputy Director of the Minneapolis Department of Civil Rights from 1980 to 1987. Former Compliance Director of the Minnesota Department of Human Rights from 1976 to 1980. Former member of the International Association of Official Human Rights Agencies and National Association of Human Rights Workers. Lifetime member of the National Association for the Advancement of Color People. Member, board member and officer of the National Coalition Against Racism in Sports & Media fighting racism, prejudice and discrimination in sports and media from 1991 to present currently. Former co-host of Voices of the African American Community with his friend and brother "Spike" Moss on KMOJ 89.9 FM Radio.

Mr. Terrill is recognized locally, regionally and nationally in the areas of intervention and prevention with gang members and working with survival-based youth in the community, community

& policing issues, human resources, equal opportunity, affirmative action, contract compliance and civil/human rights laws, rules and regulations.

Mr. Terrill has been the recipient of numerous awards for his work in the areas of civil/human rights locally, regionally and nationally as a "Drum Major", "Freedom Fighter" and "Black Nationalist" for freedom, justice and equality for African American and all people.

Mr. Terrill has incorporated the teachings of Rev. Dr. Martin Luther King, Jr. in his work and life.

"In the end we will remember not the words of our friends, but the silence of our friends."

Rev. Dr. Martin Luther King, Jr.

Chris Thoren, 2nd Story Theatre

Chris Thoren (she/her/hers) has worked in storytelling, directing, and community-building since 2011. She is currently the Marketing & Community Relations Manager at Tree House Humane Society, in addition to her work as an artist with 2nd Story Theatre. She is a graduate of the 2020 Opera America Leadership Intensive, following her work as General

Robin Toma, Executive Director, Los Angeles County Commission on Human Relations

Robin S. Toma was appointed Executive Director of the Los Angeles County Commission on Human Relations in 2000. He also serves as the head of the Human Relations Branch holding the position of Assistant Director of the department of Community and Senior Services, County of Los Angeles. Under his leadership, the agency is working to transform prejudice into acceptance, inequity into justice, and hostility into peace. By building community capacity and focus in key areas, racialized gang violence has been lessened. Through demonstration projects in high schools, the power of integrating human relations strategies into school campuses have brought about greater inclusion, harmony, reduced fighting and conflict, and improved academic performance. The Commission's signature annual report on hate crime in the county has shown a long term trend downward in hate crime until recent years, while the Commission has invested in hate violence prevention community

partnerships and training peacemakers through the countywide dispute resolution program.

His published writings include *A Primer on Managing Intergroup Conflict in a Multicultural Workplace*, *Day Laborers Hiring Sites: Constructive Approaches to Community Conflict* (co-author with Jill Esbenshade), and he contributed a piece on racialized gang violence in the book *Uncommon Common Ground: Race and America's Future*.

Robin serves as President on the board of directors of the International Association of Official Human Rights Agencies (IAOHRA), and was President of and is on the Board of the California Association of Human Relations Organizations (CAHRO). He's been a Senior Fellow at the UCLA Luskin School of Public Affairs since 2009, and had the privilege to be part of the Harvard University's Kennedy School of Government's Executive Session on Human Rights Commissions and Criminal Justice (2006-2008), and the Kellogg National Fellowship/Leadership Program (1994-97). He was appointed by the U.S. Commission on Civil Rights to serve on the California State Advisory Committee (2012 to present), and helped create and serves on the L.A. Unified School District's Commission on Human Relations, Diversity and Educational Equity. He served three years on the national interim leadership team of the Within Our Lifetime Network for Racial Equity and Healing.

JoAnn Kamuf Ward, J.D.

Deputy Commissioner for Policy and External Affairs

NYC Commission on Human Rights

JoAnn Kamuf Ward is the Deputy Commissioner for Policy and External Affairs at the NYC Commission on Human Rights. Prior to joining the Commission, Kamuf Ward directed the Human Rights in the U.S. Project at the Columbia Law School Human Rights Institute, where she focused on promoting the use of a human rights framework to strengthen racial, gender, and socio-economic justice, and strengthening government accountability. She has written about U.S. human rights policy on Just Security, the Human Rights at Home Blog, and Politico, and co-authored *How the Trump Administration's Efforts to Redefine Human Rights Threaten Economic, Social, and Racial*

Justice for the Columbia Human Rights Law Review in 2019. JoAnn lives in Brooklyn, NY with her husband and two daughters.

Dr. Alisa Warren, Executive Director

Missouri Commission on Human Rights

Since January 2008, Dr. Alisa Warren has served as the Executive Director for the Missouri Commission on Human Rights, the state agency that works to prevent and eliminate discrimination in employment, housing, and public accommodations. Her dedication to fighting bias and promoting inclusion manifests itself in her extensive efforts through education and outreach initiatives. Building networks between government, business, and advocacy groups is a focus, as she believes that vibrant community partnerships are key to advancing social justice. Dr. Warren has also appeared as a subject matter expert in the field of human rights and social justice on numerous television and radio programs, trained thousands of people on human rights laws, elimination of bias, diversity and inclusion, women's rights, and as a keynote speaker at many local, state, and national events.

Dr. Warren holds a B.S. in Human Environmental Sciences, Master's in Public Administration; and a Ph.D. in Applied Social Sciences in Community Development and Social Disparities all from the University of Missouri-Columbia.

Dr. Warren serves in leadership roles with a number of organizations including: FOCUS St. Louis Board of Directors; the International Association of Official Human Rights Agencies 1st Vice President; the Consortium on Racial and Ethnic Fairness in the Courts, U.S. Equal Employment Opportunity Commission Joint Standing Committee; and the U.S. Commission on Civil Rights Missouri State Advisory Committee.

Dr. Warren received human rights recognition including: the Martin Luther King, Jr. State Celebration Commission "Women Who Dare to Dream" Distinguished Humanitarian Award; The King Center Certification for Nonviolence; and the NAACP Roy Wilkins Award.



See You Next Year in LA
for the 2022 Conference!

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