

2015 IAOHRA CONFERENCE

*“50 Years of the
Voting Rights Act of 1965:
A Victory Threatened”*

**Sheraton Birmingham Hotel
Birmingham, Alabama**

September 27, 2015 through October 1, 2015





Supports & Salutes

*The International Association
of Official Human Rights
Agencies*

on its 2015 Annual
Conference



2015 IAOHRA ANNUAL CONFERENCE & MEETING TABLE OF CONTENTS

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Letter from the President and Committee Chair

September 28, 2015



Dear Conference Attendees:

We are pleased to welcome you to the 2015 International Association of Official Human Rights Agencies (IAOHRA) Conference in Birmingham, Alabama, at the Sheraton Birmingham, with a day-long bus tour to Selma and Montgomery.

This year's theme "50 Years After the Passage of the Voting Rights Act: A Victory Threatened" affords us the opportunity to honor the struggles of civil rights leaders and ordinary citizens for the right to vote, to assess current challenges and to define strategies for the future. Fifty years ago Congress made history, coming together across party lines to enact what became arguably the most effective civil rights law in history. That proud legacy is now in danger.

We are excited to provide a conference program that will focus on this important subject of voting rights, and on what needs to be done this year to restore the VRA. We will also present compelling speakers and plenary sessions on international human rights principles, fair housing and police/community relations. We want to thank the speakers and facilitators who will share their expertise with you. We want to acknowledge our sponsors too, and thank them for their ongoing support.

On behalf of the IAOHRA Board, we thank you for joining us at this important moment in history. Your participation is a tribute to IAOHRA's founders, to the leaders of the civil rights movement, to the Freedom Riders and to our members.

In the next few days we will teach, learn, share, and have fun! We hope you will return home refreshed and energized for the important work that lies ahead.

Sincerely yours,



Jean M. Kelleher, *President*
Alexandria, Virginia,
Office of Human Rights



James L. Stowe, *Chair*
2015 Conference Committee
Montgomery County, Maryland,
Office of Human Rights



IAOHRA Officers & Board of Directors Listing

2015 IAOHRA BOARD OF DIRECTORS

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Jean M. Kelleher, Executive Director
Alexandria Office of Human Rights

Treasurer

D. Michael Lyles, Esquire
Executive Director
Prince Georges County Maryland Human
Relations Commission

Immediate Past President

Shawn Martel Moore
Former Executive Director
Tompkins County Human Relations
Commission

Secretary

Paula Haley
Executive Director
Alaska State Commission for Human
Rights

1st Vice President

Robin S. Toma
Los Angeles County Human Relations
Commission

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Executive Director
Arkansas Fair Housing Commission

Dr. Alisa Warren

Executive Director
Missouri Commission on Human Rights

Rue Landau, Esquire

Executive Director
Philadelphia Commission on Human
Relations

Yolanda Francisco-Nez

Coordinator
Salt Lake City Mayor's Office of Diversity &
Human Rights

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James L. Stowe, Atlantic Region

Montgomery County Maryland Office of
Human Rights

Bobbie Wanzo, MidWest Region

Deputy Director
Illinois Department of Human Rights

Beverly Watts, Southern Region

Executive Director
Tennessee Human Rights Commission

Sharon Ortiz, Western Region

Executive Director
Washington State Human Rights
Commission

David Arnot, Canadian

Representative

Special Advisor to the Deputy Minister of
Justice for Canada

IAOHRA

Official Human Rights Agencies



Jean M. Kelleher,
President



Robin Toma
1st Vice President



Paula Haley
Secretary



D. Michael Lyles, Esquire
Treasurer

Board Members At Large



Carol Johnson, J.D.,
M.A.



Rue Landau, Esquire



Dr. Alisa Warren



Yolanda Fancisco-Nez

Regional Representatives



James L. Stowe
Atlantic Region



Bobbie Wanzo
MidWest Region



Sharon Ortiz
Western Representative



Beverly L. Watts
Southern Representative



David Arnot, Canadian Representative





OFFICE OF THE MAYOR
CITY OF BIRMINGHAM

WILLIAM A. BELL, SR.
MAYOR



September 27, 2015

2015 IAOHRA Conference
Birmingham, Alabama

Dear Members and Friends:

It is my distinct honor and pleasure to extend a warm greeting to the International Association of Official Human Rights Agencies (IAOHRA) on the occasion of your 2015 conference, as you commemorate the 50th anniversary of the Voting Rights Act of 1965. While we use this opportunity to reflect on our past, we also embrace our presence and remain positive about our future.

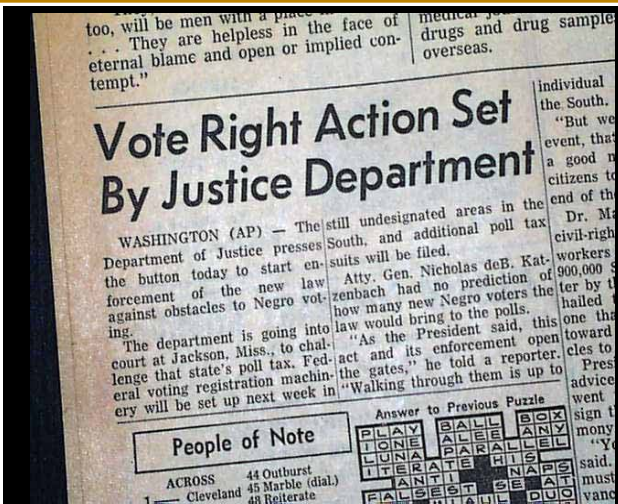
This country was once stagnated by bigotry and inequality, we now stand as a nation poised for greatness, where every man, woman and child can live up to their highest potential. As Mayor of the city that changed the world, I understand that I stand on the shoulders of the many that fought for equality and all of those who made sacrifices for me to be in such position; I do not take that for granted.

On behalf of the City of Birmingham, I commend the IAOHRA for your willingness to recognize the strength, character and integrity of all individuals. It is my sincere hope that you will continue to inspire and motivate our men, women and children to be the best leaders they can be.

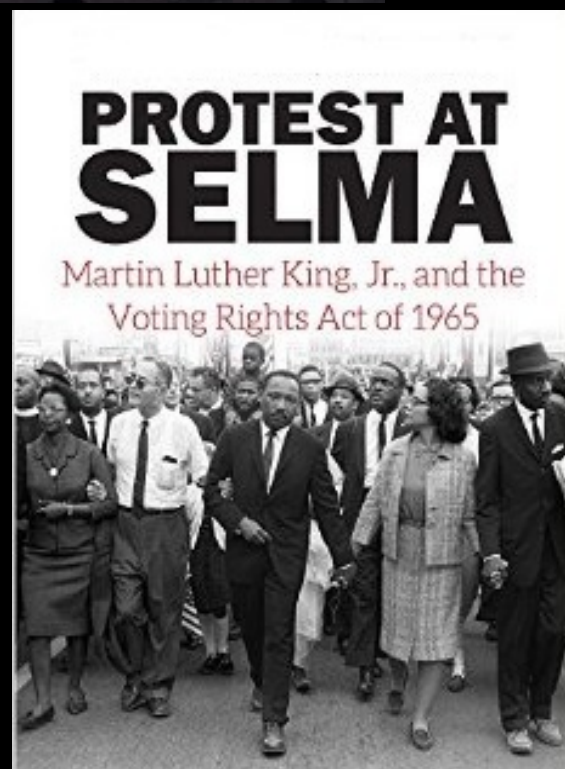
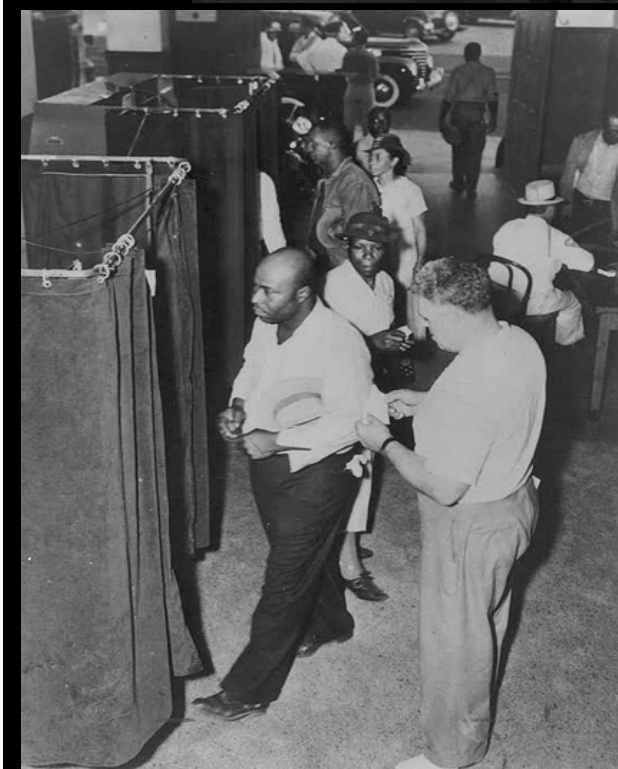
Sincerely,

A handwritten signature in black ink that reads "William A. Bell, Sr." The signature is fluid and cursive.

William A. Bell, Sr.
Mayor



The Voting Rights Act of 1965 went further to ensure all were allowed to vote by outlawing literacy tests and by providing federal surveillance of areas that had previously discriminated against voters.



2015 IAOHRA CONFERENCE SCHEDULE

Sunday, September 27

3:30 PM – 4:30 PM Conference Planning Meeting

4:30 PM – 6:00 PMConference Registration

4:30 PM – 5:30 PMIAOHRA Board Meeting

6:00 PM – 7:15 PMRegional Meetings

Atlantic Region..... Room 403

Midwest Region..... Room 412

Southern Region Room 405

Western Region..... Room 414

7:15 PM – 8:15 PM Opening Reception
Ballroom I

Light refreshments and beverages will be served. Hosted by the Sheraton Birmingham Hotel

8:15 PM – 10:15 PM The Birmingham Experience
*Conferees on their own to explore restaurants and
entertainment venues in the “Uptown Entertainment District”*

Monday, September 28

8:00 AM – 5:00 PMConference Registration
Birmingham Coat Room

8:00 AM – 9:00 AM..... Continental Breakfast
Forum B, Hosted by the National Community Reinvestment Coalition

8:30 AM – 9:00 AM Opening Ceremony, Forum B

PresidingJean Kelleher, IA OHRA President
Director of the City of Alexandria, Virginia Human Rights Commission

Greetings The Honorable Judge David M. Arnot
CASHRA President
Chief Commissioner of the Saskatchewan Human Rights Commission

Monday, September 28, continued

Greetings	The Honorable William A. Bell, Sr. Mayor of the City of Birmingham, Alabama
Conference Overview	Jim Stowe IAOHRA Conference Planning Committee Chair and Atlantic Region Representative Director, Montgomery County, Maryland Office of Human Rights
9:00 AM – 9:50 AM.....	Opening Keynote, “Why We Marched”
Introduction of Speaker	Delner Franklin Thomas Regional Director, U. S. Equal Employment Opportunity Commission Birmingham District Office
	The Honorable Judge U. W. Clemon, Retired U.S. District Court Law Firm of White, Arnold & Dowd, Birmingham, Alabama
9:50 AM – 10:05 AM	Break
10:05 AM – 12:00 PM	Plenary Session, Forum B
	Moderator: Robin Toma, First Vice President, IAOHRA Executive Director, Los Angeles County Commission on Human Relations
	Keynote Speaker: The Honorable William Bell, Mayor City of Birmingham “The International Human Rights Agenda: What Does It Mean for Local Civil Rights”
	“Understanding the Use of Treaties in a U.S. Local Context” JoAnne Kamuf Ward, Associate Director Human Rights Institute’s Human Rights in the U. S. Project Columbia Law School Human Rights Institute
	Jamil Dakwar, Director, ACLU Human Rights Program
	The Honorable Judge David M. Arnot, CASHRA President Commissioner of the Saskatchewan Human Rights Commission
12:00 PM – 1:45 PM.....	IAOHRA Civil Rights Luncheon Ballroom IX, Hosted by the UPS Foundation Commemorating the Voting Rights Act of 1965
Presiding	Paul Haley, IAOHRA Secretary Executive Director of the Alaska Human Rights Commission
Introduction of the Speaker	Beverly Watts, IAOHRA Southern Region Representative Executive Director of the Tennessee Human Rights Commission
Keynote Speaker.....	Dr. C.T. Vivian, Civil Rights Activist, Voter’s Rights Selma Campaign

Monday, September 28, continued

The President's Awards.....Jean Kelleher, IAOHRA President

2:00 PM – 3:45 PMIAOHRA Annual Corporate Meeting, Forum B

3:55 PM – 4:00 PM Load Buses for Tour and Rolling Plenary Session
Jim Stowe, Coordinator

4:15 PM – 7:15 PM The Birmingham Story
Told by Barry McNealy and Patricia Delaine, Guides

4:15 PM – 5:15 PM Sixteen Street Baptist Church

5:15 PM – 6:00 PM Kelly Ingram Park

6:15 PM – 7:15 PM Birmingham Civil Rights Institute Tour

7:20 PM – 7:25 PM Bus departs for Dinner

7:35 PM – 8:45 PM Dinner, Florentine Building
Hosted by The Honorable Mayor William A. Bell, Sr. and the City of Birmingham

8:45 PM.....Buses depart for the Birmingham Sheraton Hotel

Tuesday, September 29

6:00 AM – 7:00 AM..... Continental Breakfast, Moretti's Lounge

7:15 AM Buses depart for Selma, Alabama
Jim Stowe, Coordinator

View video on bus: "Selma: The Bridge to the Ballot", Produced by the Southern Poverty Center

9:00 AM – 5:30 PM.....Rolling Plenary Session
Jim Stowe, Coordinator
"Selma to Montgomery, Alabama"
The Selma Story, told by Joanne Bland and Kirk Carrington, Guides

9:00 AM – 9:35 AM..... "Ending Racism Within Our Lifetime: Possibility or Pipedream?"

Introduction of Speaker Robin Toma
IAOHRA First Vice President
Dr. Gail Christopher, Brown AME Church
Vice President for Policy and Senior Advisory, W. K. Kellogg Foundation

9:45 AM – 12:45 PM.....Resume Riding and Walking Tour

*Visit Brown Chapel AME Church • Walk Through Historic George Washington Carver Homes,
Visit First Baptist Church, Continue Riding Tour • Lunch with the History Makers, All In One
Restaurant, Wallace Community College • Walk Across the Edmond Pettus Bridge
Walk Through Freedom Park • Tour the National Voting Rights Museum*

Tuesday, September 29, continued

- 12:45 PM Depart for Montgomery/Afternoon Rolling Plenary Session
- 1:45 PM – 6:00 PM The Montgomery Story
Told by Anne Clemons and Jake Williams, Guides
- 1:45 PM – 2:45 PM *Bus Number 1*, Visit the Civil Rights Memorial Center
Richard Cohen & Morris Dees
Director and Co-Founder of Southern Poverty Law Center
- 3:00 PM - 4:00 PM *Bus Number 1*, Visit the Rosa Parks Museum
- 3:00 PM – 4:00 PM *Bus Number 2*, Visit the Civil Rights Memorial Center
Richard Cohen & Morris Dees
Director and Co-Founder of Southern Poverty Law Center
- 1:45 PM – 2:45 PM *Bus Number 2*, Visit the Rosa Parks Museum
- 4:15 PM – 6:00 PM *Bus Number 1 and Bus Number 2*, Dexter Avenue Baptist Church
Dexter Avenue Baptist Church Parsonage
Points of Interest
Freedom Riders Museum Historic Panels
- 6:15 PM – 7:30 PM *Bus Number 1 and Bus Number 2*
Dinner at Martha's Place
- Dr. Robert and Jeanie Graetz
Former Members of the Montgomery Improvement Association
Leaders in the Montgomery Bus Boycott
- 7:30 PM Depart for Birmingham
- 8:55 PM Arrive at Hotel

Wednesday, September 30

- 7:30 AM – 8:30 AM Continental Breakfast, Ballroom IV
- 8:30 AM – 10:30 AM Fair Housing Plenary I, Ballroom III
Moderator, Bobbie Wanzo, IAOHRA Midwest Region Representative
Deputy Director of the Illinois Department of Human Rights
- “The Case for Use of United Nations Treaties in Fair Housing Compliance”
Bryan Greene, General Deputy Assistant Secretary
Fair Housing and Equal Opportunity, Department of Housing and Urban Development
- Affirmatively Furthering Fair Housing: “A Practical Guide to Compliance”
Jeffrey May, Assistant Director, National Neighborhoods
National Community Reinvestment Coalition

Wednesday, September 30, continued

10:30 AM – 10:45 AM.....Break

10:45 AM – 12:00 PMFair Housing Plenary II, Ballroom III

Moderator: Carol Johnson, IAOHRA Board Member at Large
Executive Director of the Arkansas Fair Housing Commission

RemarksFred Underwood, Director
Diversity and Community Outreach Programs
Community and Political Affairs, National Association of Realtors

Speaker.....Gustavo Velasquez, Assistant Secretary
Fair Housing and Equal Opportunity Department of Housing and Urban Development
"Fifty Years of the Civil Rights Act Progress and the Challenge for Fair Housing in America"

12:00 PM – 1:30 PMIAOHRA Awards Luncheon
Ballroom IV, Hosted by the National Association of Realtors

Presiding Dr. Alisa Warren, IAOHRA Member at Large
Awards Committee Chair
Executive Director of the Missouri Commission on Human Rights

NFHTA Certification ProcessAmy Peters
Director, Patricia Roberts Harris National Fair Housing Academy

Introduction of Speaker Michael Lyles, IAOHRA Treasurer
Executive Director of the Prince George's County, Maryland Human Relations Commission

Odessa Woolfolk
Founding President and Chair Emerita
Birmingham Civil Rights Institute
"Human Rights: A 21st Century Call To Action"

IAOHRA Awards.....Dr. Alisa Warren

1:45 PM – 3:15 PMPlenary III, Ballroom III

Moderator, Sharon Ortiz, IAOHRA Board Member at Large
Executive Director of the Washington State Commission on Human Rights
Part I: Community and Police: "A Relationship That Must Work"

Representative from Ferguson, Missouri: Andre Anderson
Interim Police Chief, Ferguson, Missouri Police Department

Representative from Baltimore, Maryland: Alvin Gillard, Director
Maryland Civil Rights Commission, Baltimore, Maryland

Representative from U. S. Department of Justice, Community Relations Services
Marlene Sallo, Chief of Staff, Washington, D.C.

Representative from Nashville, Tennessee: Chief Steve Anderson
Chief of the City of Nashville, Tennessee Police Department
Member of the Major Cities Chiefs Association

Wednesday, September 30, continued

3:15 PM – 3:30 PM Break

3:30 PM – 5:00 PM Plenary IV, Ballroom III
Part II: Best Practices in Securing the Peace

Moderator: Rue Landau, IAOHRA Board Member at Large
Executive Director of the Philadelphia Commission on Human Relations

John Golaszewski, Director of Business and Community Affairs
Michigan Department of Civil Rights

Napoleon Bell, Executive Director, Community Relations Commission, Columbus, Ohio

Dr. Tracie Keese, Project Director
National Initiative for Building Community Trust and Justice
a Department of Justice Project, Co-Founder of the UCLA Center for Policing Equity

Jean Kelleher, IAOHRA President
Director, Office of Human Rights, Alexandria, Virginia
“Not In Our Town” “Stop Hate. Together.”

7:30 PM – 9:00 PM Evening Plenary, Ballroom IX

Presiding Jim Stowe, IAOHRA Conference Planning Committee Chair
and Atlantic Region Representative
Director of the Montgomery County, Maryland Office of Human Rights

Sing Along Freedom Summer
Music of the Mass Meetings of the Civil Rights Movement
The Carlton Reese Memorial Unity Choir

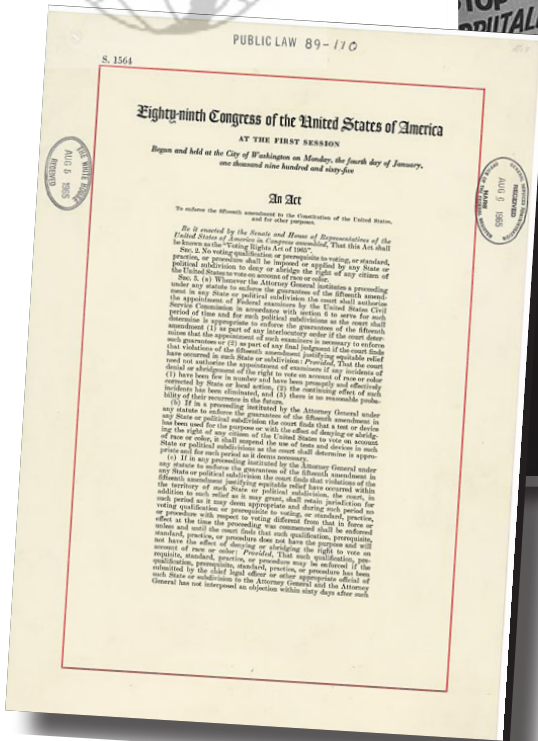
A Closer Look at the Case of Hate and Murder
at the Bombing of the Sixteen Street Baptist Church G. Douglas Jones, Esquire
Jones & Hawley Law Firm, Birmingham, Alabama

Thursday, October 1

8:30 AM – 10:00 AM IAOHRA Board Breakfast for Members
Meet the Newly Elected Board, Ballroom IV

Presiding Michael Lyles

Conference Adjournment



CLASS OF SERVICE
This is a fast message unless so deferred character is indicated by the proper symbol.

WESTERN UNION TELEGRAM

1969 JUL 15 10:40 AM '22

BUA046 (12)NSA427
NS JZA242 BD PDB JACKSON MISS 2 130P CDT
HON WILLIAM MCCULLOUGH
HOUSE OF BLDG WASHDC

THE DELEGATES TO THE 60TH ANNUAL CONVENTION OF THE NATIONAL ASSOC. FOR THE ADVANCEMENT OF COLORED PEOPLE COMEND YOU FOR STANDING FIRM IN SUPPORT OF EXTENSION OF KEY PROVISIONS OF THE VOTING RIGHTS ACT OF 1965 DESPITE STRONG PRESSURES FOR DIVERSIONARY ACTION ONCE AGAIN YOU HAVE DEMONSTRATED YOUR LONG STANDING COMMITMENT TO THE CAUSE OF EQUAL JUSTICE UNDER LAW
ROY WILKINS 1072 LYNCH ST
(155).

Judiciary

MOF032913-3/25/65-MONTGOMERY,ALA:American flag waving civil rights marchers advance on their goal -- the Alabama state capitol -- shortly before 1 p.m. CST here, climaxing their five-day-long Selma-to-Montgomery march. UNITED PRESS INTERNATIONAL TELTYPE



TABLE B-2(b).—Voting age population and registered voters classified by race in those Alabama counties in which racial voting suits have been brought under 42 U.S.C. 1971A

County	Per- cent 1	White voting age population, 1960	White registra- tion	Per- cent	Nonwhite voting age population, 1960	Nonwhite registra- tion	Per- cent
Bullock.....	38.5	2,387	2,631 (10/4)	110	4,450	1,386	31
Choctaw.....	31.7	5,192	3,097 (2/5)	71	3,982	176	4
Dallas.....	22.6	14,400	9,542 (8/4)	66	15,115	335	2.2
Elmore.....	43.7	12,510	12,022 (11/4)	96	4,808	502	12.3
Hale.....	25.5	3,600	3,624 (12/3)	100	6,000	200	3.3
Jefferson.....	37.3	256,319	134,939 (10/4)	52.6	116,160	27,013	23.2
Madison.....	32.6	2,818	2,949 (10/4)	100	8,493	4,188	49
Montgomery.....	31.6	62,911	40,234 (11/4)	64	33,056	7,250	22
Perry.....	29.6	3,441	3,300 (9/4)	94	5,200	304	7
Sumter.....	20.8	3,061	3,297 (11/4)	107	6,814	358	5.2
Wilcox.....	22.3	2,647	2,074 (5/4)	100	6,085	0	0

1 This is the percentage of those voting age who voted in the presidential election of 1964

IAOHRA AWARDS

Advocate for Social Justice and Civil Rights Award

Charlene Strong

Charlene Strong is a nationally respected advocate for social justice and civil rights issues including marriage equality and non-discrimination policies in the workplace and society. She is a widely sought after writer and speaker presenting to over 50 universities and corporations. Some of her engagements have included the CIA, National Reconnaissance Office in Washington DC, and Department of Justice. Charlene's advocacy has given her the opportunity to meet with Secretary of Health and Human Services Kathleen Sibelius, Washington State Governor Christine Gregoire and an invitation the White house to meet with President Barak Obama.

The details of Charlene's advocacy is chronicled in the award winning documentary film, "for my wife..." which tells the story of how Charlene became an advocate for equality after she was denied emergency room access to her late spouse as she lay dying following a flash flood in Seattle in 2006. It was then Charlene realized that all families must have the legal protections of marriage when they need it most. Charlene has been a champion of family recognition for same-sex couples; one month after her spouse's passing Charlene testified before the senate, and laws were changed to protect all families in Washington State.

Charlene was appointed to the Washington State Human Rights Commission in 2008 and is currently serving her second term.

Charlene lives in Seattle with her wife Courteney, and is a proud parent of her children Etta and Anders.



Bill Hale Award

Julie Fernandes, Esquire

Julie A. Fernandes is a senior policy advisor at the Open Society Foundations and the Open Society Policy Center where she works to influence public policy in support of the protection of civil and human rights in the United States, with a focus on promoting policies that enhance and strengthen our democracy. Prior to her current position, Ms. Fernandes was Deputy Assistant Attorney General for Civil Rights at the U.S. Department of Justice, where she was responsible for oversight of the Division's work in the areas of voting rights, federal compliance with Title VI of the Civil Rights Act of 1964, and the domestic application of international human rights laws. Ms. Fernandes also spent a year as the Director of the Alliance to End Slavery and Trafficking, a coalition of national organizations working together to end modern slavery in the U.S. and around the world.



For more than six years, Ms. Fernandes was Senior Counsel at the Leadership Conference on Civil and Human Rights, where in 2006 she led the civil rights community's successful effort to reauthorize the Voting Rights Act of 1965. Ms. Fernandes also served as Special Assistant to President Bill Clinton at the White House Domestic Policy Council where she was the DPC's point person on policy related to the President's Initiative on Race. She was counsel to the Assistant Attorney General for Civil Rights, Bill Lann Lee, and was a trial lawyer in the Housing and Voting Sections of the Civil Rights Division.

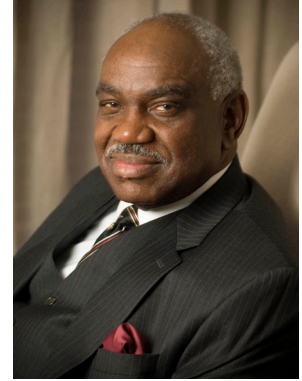
Ms. Fernandes has testified before Congress on voting rights issues and has authored several research reports and magazine pieces primarily in the area of voting rights and criminal justice reform. She has also participated in numerous interviews with television, radio, and print journalists, including national news programs such as CNN, Fox News, MSNBC, NPR, and the Tom Joyner Show. Ms. Fernandes serves on the National Board of Directors of the American Constitution Society.

Ms. Fernandes received both her J.D. and A.B. degrees from the University of Chicago. After law school, she was the Karpatkin Fellow in the National Legal Department of the ACLU, and clerked for the Honorable Diane P. Wood at the United States Court of Appeals for the Seventh Circuit. Ms. Fernandes grew up in the Washington, DC area and now lives with her husband and two sons in Chevy Chase, Maryland.

Individual Achievement Award

The Honorable Judge U. W. Clemon, (retired)

U. W. Clemon was born on April 9, 1943 in Fairfield, Alabama. At age 13, he decided to become a lawyer. While a student at Miles College in 1962, he confronted the infamous Bull Connor over Birmingham's segregation laws. He marched with Dr. Martin Luther King during the demonstrations the following year, and desegregated the Birmingham Public Library.



After graduating from New York's Columbia Law School in 1968, he returned to Birmingham and practiced civil rights law for twelve years. Clemon handled school desegregation cases throughout North Alabama. He sued Paul "Bear" Bryant in 1969 to desegregate the University of Alabama's football team. He also brought employment discrimination cases against some of the largest employers in Alabama.

In 1974, Clemon was one of the first two blacks elected to the Alabama Senate since Reconstruction. As chairman of the Rules Committee and later the Judiciary Committee, he fought against Governor George Wallace's exclusion of black citizens from state boards and agencies and the reinstatement of the death penalty.

In 1980, U.S. President Jimmy Carter appointed Clemon as Alabama's first black federal judge when he nominated him for a seat on the United States District Court for the Northern District of Alabama. He later became the chief judge of the Northern District. He was the trial judge in the Ledbetter v. Goodyear case and in several multi-district cases.

Judge Clemon retired from the judiciary on January 31, 2009. He now practices law in Birmingham. He is a member of Alpha Phi Alpha fraternity.

Individual Achievement Award

Cheryl Sharp



Ms. Sharp was appointed as the Deputy Director of the State of Connecticut, Commission on Human Rights on July 4, 2014. Prior to her appointment, she served as a litigation Attorney within the CHRO's legal department for over twenty years. She represents the state in the prosecution of complaints of discrimination before the CHRO's Office of Public Hearings and in state and federal court. She has argued before various Connecticut courts including appearances before the Connecticut Supreme Court, and has negotiated millions of dollars in settlements between parties. As a certified mediator, she represents the CHRO in the Connecticut Safe School's Coalition and the CT Racial Profiling Working Group. She is a sitting member on the legislative "Fair Housing Choice Impediments to Fair Housing" task force. Her responsibilities include organizing the agency's education and outreach programs and reporting the outreach efforts to a nine member Commission. She is a trainer for the CHRO's Business Training Institute. She authored an article "Sweet Land of Liberty: The treatment of Muslims in CT through the Lens of the Connecticut Commission on Human Rights and Opportunities" which was published in 2012, by the University of Connecticut School of Law's Public Interest Law Journal. She has sat on various panels including: "One Nation Under the Law" and "The Disparate Impact" panel at the University of CT School of Law; and the ADA panel and anti-bullying panel at the Civil Rights Conference for the U.S. Department of Justice.

CT Law Tribune recognized Ms. Sharp as one of the dozen who made a difference for her work raising public awareness about civil and human rights and as a "Lawyer of Color High Achiever". She was named as one of the Connecticut NAACP's 100 most influential black people in Connecticut. She has developed several programs to increase students' awareness about civil and human rights laws including the statewide CT Kids' Court Competition and Kid's Speak; and a documentary "Inclusion: students looking beyond the ADA". She was an adjunct professor at Quinnipiac University in the Political Science Department for six years.

Ms. Sharp received her Business degree from Rensselaer Polytechnic Institute, attended Women's Campaign School at Yale University, received her law degree from UCONN School of Law, and her Bachelor's degree from Wesleyan University.

Ms. Sharp's honors include membership to the Phi Delta Phi Honor Society, the Nutmeg Volunteerism Award, The National Sojourner Truth Award for the Advancement of Women, and The HUD's Best Practices Award for the development of Kids' Court.

President's Award

C.T. Vivian

In November 2013, Dr. Vivian was honored for his vision and leadership in the fight for justice when he was awarded this Nation's highest civilian honor—The Presidential Medal of Freedom. Among his many leadership roles, he has served on the board of the Center for Democratic Renewal and the National Voting Rights Museum. He currently serves as a and founding Board Member of Capital City Bank, a Black-owned bank in Atlanta, and is also Board Chair of BASIC Diversity, Inc., the Nation's oldest diversity consulting firm. He has provided civil rights counsel to Presidents Johnson, Carter, Reagan, Clinton, and Obama, and he continues to lecture on racial justice and democracy throughout the world.



The New School for Social Research named Dr. C.T. Vivian "... spiritual leader, apostle of social justice, strategist of the civil rights movement ... For decades he has been in the vanguard of the struggle for racial equality in America", as they presented him with one of his many honorary doctorates.

Dr. Vivian, once known as a Christian journalist, is best known for his work with Dr. Martin Luther King, Jr. as National Director of Affiliates, and strategist for every Southern Christian Leadership Conference (S.C.L.C.) organization, he truly helped change the nation. In Birmingham, his work helped to enact the Civil Rights Bill and in Selma, the Voting Rights Bill. Vivian was deeply involved in other movements such as Nashville, Tennessee; Danville, Virginia; St. Augustine, Florida; and Chicago, Illinois. Dr. Vivian had won his first non-violent direct action movement in 1947 by integrating restaurants in Peoria, Illinois. The summer following the Selma Movement, Dr. Vivian developed, organized and launched Vision, an educational program that assisted over 700 Alabama students to attend college on scholarship. Vision would later be known as Upward Bound. In 1970, Vivian authored the first book written by a member of King's staff entitled *Black Power and the American Myth*.

He is featured throughout PBS's acclaimed documentary "Eyes On The Prize" (1987 & 2006). PBS later produced a full-length presentation, "The Healing Ministry of the Rev. Dr. C.T. Vivian". He is also featured as both an activist and analyst in the series, *The People's Century* (PBS/WGBH, 1998), and in the Tom Brokaw documentary "King" (History Channel, 2008).

After leaving Dr. King's Executive Staff, Dr. Vivian trained ministers and developed the urban curriculum for seminaries throughout the nation at the Urban Training Center in Chicago. He returned to the realm of seminary education as the Dean of Divinity at Shaw University Seminary. There he originated and acquired funding for an unprecedented national level program, the basis of his doctoral work, *Seminary Without Walls*.

continued...

In 2008, Vivian founded the C.T. Vivian Leadership Institute, Inc. to create a model leadership culture for the purpose of training and educating the new generation of grass-roots leaders inspired to mobilize a constituency. The Institute is based out of Atlanta, Georgia. More recently, Dr. Vivian received an Honorary Doctorate from Morehouse College (2010), served as National President of S.C.L.C. (2012), and currently serves as Dean of The Urban Institute at The Interdenominational Theological Center in Atlanta, Georgia.

Notable accomplishments:

- Served as part of a team of religious advisors to President Barack Obama during his successful 2008 campaign.
- Advised foreign Heads of State.
- Addressed the United Nations.
- Addressed the World Baptist Alliance as a keynote speaker during their conference on racism in the world community. Shared the platform with former U.S. President Jimmy Carter.
- Was Director of what Dr. Martin Luther King, Jr. called "The best non-violent movement in the nation."
- Served on an independent UN Committee on Human Rights Education.
- In one year alone he was highlighted in three books, two of which were authored by Pulitzer Prize winners and the other by a U.S. Congressman: *The Children*, David Habersham; *Pillars of Fire*, Taylor Branch; and *Walking With The Wind*, Congressman John Lewis.
- Highly respected across the racial spectrum. His awards include: The Trumpet Award (2006), The National Jewish Labor Award, and The Martin L. King, Jr. Humanitarian Award.
- Organized street gangs in Chicago, turning gang members away from violence, and developed a program that earned them jobs.
- Served as National Deputy Director of Clergy for Jesse Jackson's 1984 Presidential bid.
- Made several human rights assistance visits to Cuba and has personally met with President Fidel Castro.

President's Award

Dr. Gail Christopher

Dr. Gail Christopher is vice president for policy and senior advisor at the W.K. Kellogg Foundation. In this role, she serves on the president's cabinet that provides overall direction and leadership for the foundation. Since joining the foundation in 2007, Gail has served as vice president for program strategy with responsibility for multiple areas of programming, including Racial Equity; Food, Health & Well-Being; Community Engagement and Leadership; as well as place-based programming in New Orleans and New Mexico.



Gail is a nationally recognized leader in health policy, with particular expertise and experience in the issues related to social determinants of health, health inequities and public policy issues of concern to our nation's future. Her distinguished career and contributions to public service were honored in 1996 when she was elected as a fellow of the National Academy of Public Administration.

In 2011 she was awarded the "Change Agent Award" by the Schott Foundation for Public Education; in 2012 she was the recipient of the Association of Maternal & Child Health Programs (AMCHP) John C. MacQueen Lecture Award for her innovation and leadership in the field of maternal and child health. Most recently in 2015 she was the recipient of the Terrance Keenan award for Grant makers in Health. She is president of the Board of the Trust for America's Health.



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SPEAKERS



Andre Anderson, Interim Chief, Ferguson Police Department, Ferguson, Missouri

Andre C. Anderson is the Interim Police Chief for the Ferguson Police Department. He was selected to serve in Ferguson because of his background in Community Policing and Leadership Development. Prior to this role, he served as a commander with the Glendale Police Department assigned as the neighborhood patrol service leader of the Gateway Division. In this capacity, Commander Anderson was

responsible for the safety and prevention of crime that affects over 110 thousand citizens within a 25 square mile area that encompasses the Arizona Cardinal's stadium, Westgate Entertainment District, Arizona Coyotes Hockey arena, the Glendale Airport, Luke Air Force Base, Neighborhood Response Unit, Downtown Neighborhood Response Unit, Community Response Unit (property crimes detectives), uniformed patrol officers that have 24/7 operational shifts, and the Community Action Team.

Commander Anderson has demonstrated 12 years of professional leadership and organizational development with over 20 years of service for the Glendale Police Department. Innovative leader, recognized at both a national and local level for directives with key initiatives in: management, employee development, strategic planning, policy writing, departmental budgeting, turn-around strategies and community engagement. Commander Anderson leverages experience with forward thinking cost-efficient ideas, organizational courage and executive decision making skill.

Commander Anderson strongly believes that "the identification of dedicated police professionals who exemplify the organization's image, while remaining committed to community policing, and the organization's values and vision are the keys to success."

A leader in excellence, with the confidence and ability to execute high impact decisions while projecting the long-term impact, Commander Anderson holds a Masters Degree in Education and Leadership from Northern Arizona University and a Bachelor of Arts Degree in Public Safety Administration from Grand Canyon University. He is a graduate of Northwestern Police and Staff Command School, Leadership in Police Organizations Command School, and has been selected to attend the FBI National Academy in October 2012. Nationally, he served as the Region Six Vice President of the National Organization of Black Law Enforcement Executives (NOBLE) where he led the activities of several chapters. He also served as a co-chair for the National Civil Rights Committee, and has been recognized both nationally and locally as an organizational mentor/change agent.

Commander Anderson is married, an avid chess player, NFL sports fan, and enjoys spending time at the barbeque grill with family and friends.

Chief Steve Anderson

Chief Steve Anderson is a 39-year veteran of the Metropolitan Nashville Police Department. His experience in the Patrol and Planning & Research Divisions served him well in his role as an Administrative Assistant to former Chiefs of Police Joe Casey, Robert Kirchner and Emmett Turner. Prior to Mayor Karl Dean appointing him Chief in 2010, Anderson headed, at separate times, the Administrative Services Bureau, the Investigative Services Bureau and, most recently, the Field Operations Bureau. In prior years he served as the law instructor at the MNPDP Training Academy and provided on site legal advice to the SWAT Team and other department components during critical incidents and mass gatherings.



Anderson is a graduate of Peabody High School in Trenton, Tennessee, Belmont University (Bachelor of Science Degree), and the Nashville School of Law (Doctor of Jurisprudence Degree). He is a member of the Nashville and Tennessee Bar Associations and is licensed to practice law in the local, state and federal courts. Prior to joining the Metropolitan Nashville Police Department, he served in the United States Air Force and was employed by the White County, Tennessee Sheriff's Office.

Chief Anderson is known to seek and carefully consider input from his staff before making decisions that impact the operations of the police department. He also empowers his deputy chiefs, precinct and component commanders to work with community leaders in the development and implementation of strategies specific to their particular areas.



David Arnot

David Arnot attended the University of Saskatchewan and received his LL.B. Degree in 1975. In 1978, he became a Senior Crown Prosecutor. He was appointed a Judge of the Provincial Court of Saskatchewan in 1981. In September of 1994, Judge Arnot was seconded to the Federal Department of Justice as Director General of the Aboriginal Justice. In May 1996, Judge Arnot was promoted to the position of Special Advisor to the Deputy Minister of Justice for Canada.

On January 1, 1997, he was seconded by the Federal Government to be the Treaty Commissioner for the Province of Saskatchewan for a 10 year period.

Judge Arnot's work on the "Teaching Treaties in the Classroom Project" was specifically cited as a model for Canada by the United Nations Special Rapporteur on Racism in his report presented in March 2004.

In October 2005, the Office of the Treaty Commission was selected by the Canadian Race Relations Foundation to receive its biennial Award of Excellence for education programs in the public and government sector.

Judge Arnot introduced the phrase "We are all Treaty people" to capture the nature of the Treaty relationship in Canada.

Judge Arnot has produced and directed a number of video education projects. He has been involved in education for the Judiciary through the National Judicial Institute, the Western Judicial Education Centre, the Canadian Association of Provincial Court Judges, and the American Judges Association.

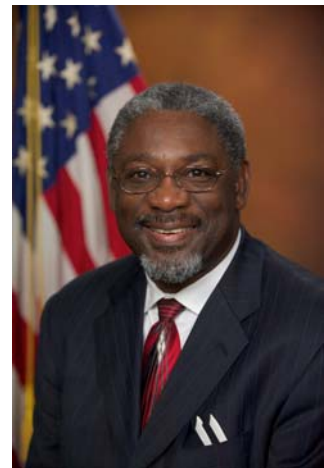
Judge Arnot was honoured by the Canadian Bar Association Saskatchewan Branch as a recipient of the “Distinguished Service Award” for 2007.

Judge Arnot was seconded from the Provincial Court of Saskatchewan to be Chief Commissioner for the Saskatchewan Human Rights Commission on January 15, 2009 for a five year term. On January 15, 2014, Judge Arnot was reappointed as Chief Commissioner for an additional five year term.

Thomas L. Battle

Thomas Battles serves as the Regional Director with The U.S. Department of Justice Community Relations Service, Southeast Regional Office in Atlanta, Georgia. The Southeast Regional Office serves the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.

The U.S. Department of Justice, Community Relations Service offers conflict resolution and mediation services to communities affected by issues of race, ethnicity and national origin. The agency also has responsibility for certain provisions of the Shepherd-Byrd Hate Crime Prevention Act. CRS is authorized to work with communities to employ strategies to prevent and respond to alleged violent hate crimes committed on the basis of actual or perceived gender, gender identity, sexual orientation, religion, or disability



Thomas Battles knows the Southeast Region very well. Through his many years of service in Florida, he is already known and highly respected by community leaders and officials throughout the Region.

Prior to his appointment as Regional Director, he served as Field Office Manager in the Miami Field Office for more than 19 years. He has assisted cities in addressing racial issues stemming from immigration conflicts, police shootings, community disturbances, riots and natural disasters.

Mr. Battles received national attention for his work in responding to the crisis involving the shooting of Trayvon Martin and the George Zimmerman Trial in Sanford, Florida. Battles was credited with bringing pastors and leaders together to help with the conciliation process after the incident caused international attention in February 2012.

Mr. Battles also offered assistance in the Ferguson and Baltimore conflicts.

Mr. Battles received a Bachelor of Science in Sociology & Corrections in 1976 and a Masters Degree in Applied Social Science from Florida A & M University in 1979. He also earned a Certificate in Theology from the Interdenominational Theological Center in Atlanta, Georgia.



Napoleon Bell II

Napoleon Bell II has dedicated over 21 years of service to the City of Columbus and currently serves as Executive Director for the Community Relations Commission. He actively oversees enforcement of the City of Columbus Civil Rights Code, The New Americans Initiative, Community Police Relations, and Internal and External Diversity and Inclusion Training. Napoleon Bell attended Ohio State University and received a Bachelor of Arts degree in Communications from Capital University. After college he worked for 6 years in sales management. Realizing his passion for community involvement, Director Bell left the management position to work as a police officer for the Columbus Department of Safety

As a police officer, Mr. Bell dedicated himself to protecting and serving the community for more than 12 years. Successful mediation skills and active community engagement contributed to his promotion with the Strategic Response Bureau where he served as a Community Liaison Officer. During his tenure, he established the Mid-East Area Collaborative and also received the Silver Cross Medal for heroism. Mr. Bell was driven by his desire to more broadly impact communities. In May 2005 he became the Deputy Director for the City of Columbus Community Relations Commission. In February 2009, Mayor Michael B. Coleman appointed Mr. Bell as Executive Director for the Community Relations Commission, where his continuous efforts are focused on improving communities throughout Columbus.

The Honorable William Bell, JD Mayor of Birmingham, Alabama

Honorable William A. Bell, Sr. was sworn in for his second term on Tuesday, October 22, 2013 as the 33rd Mayor of the City of Birmingham.

As the Mayor of the City of Birmingham, Mayor Bell has overseen more than a billion dollars in economic development for the City including a new entertainment district, new baseball stadium and the expansion of the Shuttlesworth International Airport.



He was inaugurated to the Jefferson County Commission on November 12, 2008. On that day he was also elected to serve as President Pro-tem for the County Commission. He led the County Commission in the Departments of Health and Community Services and District One. During his tenure on the Commission, he was responsible for the Department of Health and Community Services.

During September 2013, the Mayor Bell devoted himself to telling the story of Birmingham as the cradle of the Civil Rights movement by designating the entire year in Birmingham: The Movement that changed the world. Mayor Bell continues to carry the Birmingham story of resilience, reconciliation and transformation throughout the world by partnering with the United Nations Education, Science and Culture Organization (UNESCO) to have the city of Birmingham designated as a World Heritage Historic Site. This designation will not only bring great international honor to Birmingham, but will also bring millions of dollars in international tourism from visitors who want to learn more about Birmingham's rich civil and human rights history. He has also represented the United States at the United Nations Committee on Human Rights in Geneva, Switzerland to speak about Birmingham's role in bringing

dignity and honor to all people no matter their race, religious, sex, or religion. Mayor Bell co-chairs the United States Conference of Mayors Committee on Human Rights and President Obama's Initiative "My Brothers' Keeper".

Mayor Bell is a graduate of the University of Alabama at Birmingham where he received his Master's Degree in Psychology and Guidance Counseling. He also holds a Doctorate in Jurisprudence from Miles Law School. Mayor Bell has extensive professional experience in community and economic development in both the public and private sectors.



Dr. Gail Christopher

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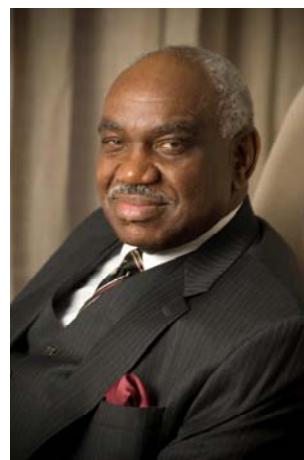
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The Honorable U W Clemon

U. W. Clemon (born April 9, 1943) is a retired federal judge.

Clemon was born in Fairfield, Alabama. At age 13, he decided to become a lawyer. While a student at Miles College in 1962, he confronted the infamous Bull Connor over Birmingham's segregation laws. He marched with Dr. Martin Luther King during the demonstrations the following year, and desegregated the Birmingham Public Library. After graduating from New York's Columbia Law School in 1968, he returned to Birmingham and practiced civil rights law for twelve years.

Clemon handled school desegregation cases throughout North Alabama. He sued Paul "Bear" Bryant in 1969 to desegregate the University of Alabama's football team. He also brought employment discrimination cases against some of the largest employers in Alabama.



In 1974, Clemon was one of the first two blacks elected to the Alabama Senate since Reconstruction. As chairman of the Rules Committee and later the Judiciary Committee, he fought against Governor George Wallace's exclusion of black citizens from state boards and agencies and the reinstatement of the death penalty.

Jimmy Carter in 1980 appointed Clemon as Alabama's first black federal judge when he nominated him for a seat on the United States District Court for the Northern District of Alabama. He later became the chief judge of the Northern District. He was the trial judge in the Ledbetter v. Goodyear case and in several multi-district cases.

Clemon retired from the judiciary on January 31, 2009. He now practices law in Birmingham. He is a member of Alpha Phi Alpha fraternity.



Jamil Dakwar

Jamil Dakwar (@jdakwar) is the director of the American Civil Liberties Union's Human Rights Program (HRP) which is dedicated to holding the U.S. government accountable to its international human rights obligations and commitments. He leads a team of lawyers and advocates who use a human rights framework to complement existing ACLU legal and legislative advocacy primarily in the areas of counter-terrorism, racial justice, immigrants' rights, women's rights, and

criminal and juvenile justice. HRP conducts human rights research, documentation and public education, as well as engages in litigation and advocacy before U.S. courts and international human rights bodies.

HRP's docket includes both domestic lawsuits and petitions before the Inter-American Commission on Human Rights on behalf of individuals sentenced to life in prison without the possibility of parole for crimes committed when they were children; victims and survivors of torture, forced disappearance, trafficking and domestic violence; disenfranchised felons; domestic workers and low-wage undocumented immigrants; as well as a challenge to the Oklahoma constitutional amendment banning the use of Sharia and international law. Jamil also serves as the ACLU main representative to the United Nations, and has testified before the Inter-American Commission on Human Rights, United Nations human rights bodies, and the Organization for Security and Co-Operation in Europe (OSCE), about human rights violations in the U.S.

Prior to joining the ACLU in 2004, Jamil worked at Human Rights Watch, where he conducted research, advocated, and published reports on issues of torture and detention in Egypt, Morocco, Israel, and the Occupied Palestinian Territories. Before coming to the United States, he was a senior attorney with Adalah, a leading human rights group in Israel, where he filed and argued human rights cases before Israeli courts and advocated before international forums. He is a graduate of Tel Aviv University and NYU School of Law.

Alvin O. Gillard, Executive Director, Maryland Commission on Civil Rights

Alvin O. Gillard is a native of Baltimore and graduate of Morgan State University where he earned his Bachelor of Arts Degree in Political Science. Mr. Gillard spent over 30 years with Baltimore City Government, primarily with the Office of Civil Rights and Wage Enforcement (formerly the Community Relations Commission). He has served as an Intergroup Relations Representative, Mediation Coordinator, and Conflict Resolution Specialist. He served as an Assistant Director of the Baltimore City Department of Social Services where his responsibilities included public relations and project management. In June, 2014 he was appointed Executive Director of the Maryland Commission on Civil Rights.



He is the recipient of numerous professional and community awards. Alvin maintains membership in many professional and civic organizations which include the Alpha-Phi-Alpha Fraternity. He also currently serves as President of the Maryland Association Human Rights Agencies (MAHRA), a professional organization consisting of civil rights enforcement agencies in Maryland.

Mr. Gillard hosted the public affairs show “XCHANGE” on local cable television for seven years, being honored as the best new local show of the year in 2004 by the National Cable Operators Group. He has been an active lecturer and presenter on issues related to race & intergroup relations, diversity, civil and human rights.

Throughout his life and career, Mr. Gillard has championed for the rights of the disenfranchised, vulnerable and others from which he has emerged humble and committed.



Bryan Greene

Bryan Greene is the General Deputy Assistant Secretary of the Office of Fair Housing and Equal Opportunity at the U.S. Department of Housing and Urban Development (HUD).

Bryan has devoted his professional career to fighting housing discrimination. From his start as a fair housing investigator in HUD's Boston Regional Office to his current position as the General Deputy Assistant Secretary, where he serves as the highest-ranking career-executive in HUD's Office of Fair Housing, Mr. Greene has always worked to promote diverse, inclusive communities. In his current position, Mr. Greene oversees the policy direction and operational management of HUD's 520-person Office of Fair Housing and Equal Opportunity. Under his leadership, HUD has pursued large-scale high-profile cases that address systemic discrimination and provide widespread relief. Mr. Greene oversees HUD's investigation of nearly 1,800 complaints annually, and the administration of the Fair Housing Assistance Program (FHAP), which provides over \$28 million to state and local agencies for the investigation of over 7,000+ complaints each year. Mr. Greene also oversees the administration of HUD's Fair Housing Initiatives Program (FHIP), which provides more than \$40 million to nonprofit organizations for private enforcement and fair housing outreach.

During his tenure at HUD, Mr. Greene has also served as a Deputy Assistant Secretary for Enforcement and Programs, as its Director of Fair Housing Policy and Legislative Initiatives, and as a Special Assistant to senior officials.

Mr. Greene was the 2007 recipient of the Presidential Rank Award, the highest federal honor bestowed upon federal senior executives for outstanding service.

Mr. Greene earned his degree in Government from Harvard University. While a student, he worked part-time at the Massachusetts Commission against Discrimination, investigating complaints of discrimination in housing, employment, and public accommodations.

John Golaszewski

John is the Director of Business and Community Affairs for the Michigan Department of Civil Rights. He is a graduate of Cody High School in Detroit, The University of Michigan, where he received his Bachelor of Arts degree and Wayne State University, where he received his Master of Arts in Dispute Resolution. John also has an adjunct faculty position with Ferris State University, where he has taught since 2002.



John served on the Farmington/Farmington Hills Commission on Children, Youth and Families as Chair, the Citizens Police Advisory Committee, and the Community Outreach Impact Committee. He has served as both Chair and Co-Chair of the Metropolitan Detroit Teen Conference, and served as Co-Chair of the Multi-Cultural Multi- Racial Community Council in Farmington Hills. He has trained nationally at conferences and seminars on matters such as Diversity and Inclusion, Sexual Harassment, Discriminatory Harassment, Investigation of Civil Rights complaints, and Police/Community Relations. John leads the Department's initiatives with the Advocates and Leaders for Police and Community Trust (ALPACT) and study on the impact of racial and ethnic disparities in education and health care in West Michigan.



Delner Franklin

Delner Franklin-Thomas is District Director of the Birmingham District of the U.S. Equal Employment Opportunity Commission with jurisdiction over Alabama, Mississippi (except 17 northern counties), and the Florida Panhandle. Prior to her appointment as Birmingham's District Director, Ms. Franklin-Thomas was Regional Attorney of the Miami District Office. During her tenure with EEOC, Ms. Franklin-Thomas has litigated and managed the litigation of numerous cases that furthered the eradication of employment discrimination as well as the development of the law under the statutes the EEOC enforces. She is a four-time recipient of the Chairman's Organizational Performance Award, the highest honor conferred within the EEOC. She is a member of the American Bar

Association Committee on Employment Rights and Responsibilities where she has served as a public subcommittee chairperson. Before joining EEOC, Ms. Franklin-Thomas worked as a Legal Consultant and Program Director for Legal Outreach, Inc., a legal education program affiliated with the Columbia

University School of Law. She served as a federal judicial law clerk to the Honorable Robert M. McRae, Jr., former Chief Judge of the U.S. District Court for the Western District of Tennessee. Ms. Franklin-Thomas is a graduate of Yale University and Columbia University School of Law.

G. Douglas Jones

Mr. Jones was the United States Attorney for the Northern District of Alabama from 1997 to 2001 and currently serves as Treasurer of the National Association of Former U. S. Attorneys. While in office, he served on the Attorney General's Advisory Sub-Committee on Health Care Fraud, White Collar Crime and Ethics. He also served as an Assistant United States Attorney for the Northern District of Alabama from 1980 to 1984. Following law school, he served as Staff Counsel to U.S. Senator Howell Heflin (D-AL), Senate Judiciary Committee (1979-1980).



Cast into a nationwide media spotlight, he coordinated the investigative task force that consisted of the FBI, ATF and the Birmingham Police Department that led to the indictment of Eric Robert Rudolph. Rudolph was also determined responsible for three bombings in the Atlanta, Georgia-area including the 1996 Atlanta Centennial Olympic Park bombing and was on the FBI's Ten Most Wanted list of fugitives until his capture on May 31, 2003. In 2005, Rudolph pleaded guilty to all bombings and is serving life in prison without parole.

Mr. Jones was again the focus of international media attention as the lead federal prosecutor in the successful prosecution of the historic "cold case" involving the 1963 bombing of the 16th Street Baptist Church in Birmingham in which two former Ku Klux Klansmen were convicted almost forty years after the crimes were committed. Four young African-American girls were killed during a Sunday morning church service in the most heinous act of the Civil Rights Movement. As a result of the efforts of Mr. Jones and his team of investigators and prosecutors two men, Tommy Blanton and Bobby Frank Cherry, were convicted of murder in those cases and each sentenced to life in prison. He has been honored for his work by the Southern Christian Leadership Conference, the NAACP, the Federal Bureau of Investigation, the SCLC/Women, Inc. and the Community Affairs Committee of Operation New Birmingham among many others. In June, 2007, he testified before the Judiciary Committee of the U.S. House of Representatives about the importance of re-examining crimes of the Civil Rights Era.

He has been profiled or appeared in a variety of national publications, including Time Magazine, NewsWeek, The Wall Street Journal, The New York Times, The National Law Journal and The American Lawyer. He has regularly appeared on national media programs including 60 Minutes, Court TV, Good Morning America, The Today Show, The CBS Morning Show, CNN, National Public Radio and FOX and was featured in the Tom Brokaw documentary "Boomers."



Jean M. Kelleher

Jean M. Kelleher has been Director of the City of Alexandria's 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 post-graduate 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 is passionate about children (and has 5!); she 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). Ms. Kelleher serves as the President of the International Association of Official Human Rights Agencies.

Paula Haley

Paula Haley has been the Executive Director of the Alaska State Commission for Human Rights (ASCHR) since 1988.

The ASCHR enforces Alaska's Human Rights Law which prohibits discrimination in employment, housing, places of public accommodation, credit and finance and government services. Prior to her work with the ASCHR, Paula was a staff attorney for the Anchorage Equal Rights Commission. She began her career in civil rights over 30 years ago in Biloxi, Mississippi.



Since 1992, Paula has served on the Board of Directors of the International Association of Official Human Rights Agencies (IAOHRA) and is currently the Association's Secretary.

A graduate of the Northeastern University School of Law, Paula is admitted to the Alaska Bar Association.



Carol Johnson, J.D., M.A.,

Ms. Johnson is the Executive Director of the Arkansas Fair Housing Commission (AFHC), the only state agency specifically charged with protecting the civil rights of Arkansans. The Commission is a quasi-judicial, regulatory, enforcement agency which with receives, investigates and otherwise resolves fair housing/fair lending complaints within the State of Arkansas.

Ms. Johnson holds a Bachelor of Science degree in Broadcast Journalism from Texas Christian University in Fort Worth, Texas; a Master of Arts degree in Journalism 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.

Her career includes work in public relations and media, including time as a reporter for the Hot Springs Sentinel-Record and work in the Public Relations/External Relations Departments of Texas Christian University and Bowen Law School, respectively.

A licensed attorney, Ms. Johnson has worked in various areas of administrative, civil and criminal law, and held a clerkship with the Arkansas Attorney General's Office. Ms. Johnson previously worked with the Arkansas Workers' Compensation Commission performing *de novo* reviews of Administrative Law Judge decisions and with the Arkansas Department of Health and Human Services litigating child dependency-neglect cases and participating in administrative hearings regarding adult protective services. Additionally, Ms. Johnson is a former Deputy Prosecuting Attorney for Garland County, Arkansas.

Tracie L. Keesee

Tracie L. Keesee, PhD, is the project director of the National Initiative for Building Community Trust and Justice, a Department of Justice project led by the National Network for Safe Communities at John Jay College and designed to improve relationships and increase trust between minority communities and the criminal justice system, as well advance the public and scholarly understandings of the issues contributing to those relationships. [TrustandJustice.org](https://trustandjustice.org)



Dr. Keesee, a retired 25 year police veteran, is also the co-founder for the Center for Policing Equity, which promotes police transparency and accountability by facilitating innovative research collaborations between law enforcement agencies and empirical social scientists, and seeks to improve issues of equity—particularly racial and gender equity—in policing both within law enforcement agencies and between agencies and the communities they serve. [Policingequity.org](https://policingequity.org)

Dr. Keesee holds a BA in Political Science from Metropolitan State College, academic certifications in Public Policy and Public Administration from the University of Colorado at Denver, an MA in Criminal Justice from the University of Colorado at Denver, and a PhD from the University of Denver in Intercultural Communications.

She is a graduate of the 203rd class of the FBI National Academy. Dr. Keesee has published several articles across a variety of collected anthologies and peer-reviewed scientific journals.



Rue Landau, Esquire

Ms. Landau is the Executive Director of the Philadelphia Commission on Human Relations (PCHR) and the Fair Housing Commission (FHC). Prior to her appointment, Rue was a senior attorney in the Housing Unit at Community Legal Services (CLS) in Philadelphia. At CLS she specialized in landlord-tenant law with a focus on public and subsidized housing. In 2002, she authored a

chapter entitled, "Criminal Records and Subsidized Housing: Families Losing the Opportunity for Decent Shelter," for *Every Door Closed*, a publication addressing the barriers facing parents with criminal records. In September 2006, she was named a Pennsylvania Lawyer on the Fast Track by American Lawyer Media. During her tenure at CLS, Rue was an active member of the Philadelphia Bar Association where she served as co-chair of the Municipal Court Committee and as a member of the Commission on Judicial Selection and Retention.

In addition to her professional accomplishments, Rue has served on the boards of Bread and Roses Community Fund, the Women's Medical Fund and Liberty City Lesbian, Gay, Bisexual and Transgender Democratic Club and the Philadelphia Housing Development Corporation (PHDC). She currently serves on the board of the International Association of Official Human Rights Agencies (IAOHRA).

D. Michael Lyles, Esquire, Treasurer

D. Michael Lyles, Esquire is Executive Director of the Prince Georges County Human Relations Commission located in Upper Marlboro, MD.



Mr. Lyles currently serves as the Executive Director for the Prince George's County Human Relations Commission in Prince George's County Maryland. In this position, he manages the staff of the Commission and brings enforcement action against violators of the County's laws prohibiting unlawful discrimination in the areas of Housing, Law Enforcement, Education, Employment, Real Estate Transactions, Financial Lending, and Public Accommodations. Since taking the helm as Executive Director in June of 2011, he has rebranded the agency, improved access to a large Latino population and reconstituted investigations from top to bottom, and developed a Civil Rights Fellowship Program to leverage talent from across the D.C. region interested in working in the civil rights arena. He also leads the agency's outreach efforts developing and presenting seminars on the agency's mission, civil rights and human relations. In July 2013, the County Council established a Task Force focused on combatting Human Trafficking locally, naming Lyles as its Co-Chair.

From 2006 to 2011 he served as a trial attorney with the Department of Defense, representing the interests of the Department in Industrial Security Clearance cases. Prior to that he served in the Prince George's County Office of Law as a Senior Associate County Attorney in the major litigation section and from 1996 to 1998 and served a stint as Deputy General Counsel for the District of Columbia Child and Family Services Agency. In private law practice, Michael has advised a variety of high value commercial

clients on business issues and in business litigation. As a Community champion, Lyles sits on numerous boards and community advisory groups, including currently serving as Chairman of the Bowie State University Board of Visitors, legal advisor to the Prince George's African American Museum Transition Board, and member of the Ernest Everett Just Foundation, promoting science careers for minority youth. In 2010, he completed a one-year stint as Chairman of the Economic Development Committee of the Prince George's County Chamber of Commerce, while simultaneously serving as its General Counsel. He was twice overwhelmingly elected to serve his community as a City Councilman representing District 4 in the City of Bowie, Maryland from 2004 through 2007 where, along with his colleagues, he oversaw the City's 30 Million dollar budget. Lyles is also an in-demand public speaker and commentator on law, civil rights, race, politics, and business development regionally and nationally.

Michael attended Iowa State University and the University of the District of Columbia, where he received his Bachelors in Business. He received his J.D. from the Columbus School of Law at the Catholic University of America and is licensed to practice in all courts of the District of Columbia and Maryland and before the Supreme Court of the United States. In his spare time he is a talented jazz guitarist.



Jeffrey Paul May

Jeffrey Paul May is a national expert on fair housing planning and affordable housing. He currently serves as the Assistant Director of National Neighbors (NN), a program of the National Community Reinvestment Coalition. His responsibilities are to provide oversight of all NN's education, planning, compliance and enforcement activities occurring across the United States of America. In his previous post, He was the Project Director of the Fair Housing Program for DB Consulting Group, Inc. DB Consulting Group, Inc. is a minority-owned firm that provides support and technical assistance to federal agencies. Mr. May managed the firm's fair housing investigation, research, planning, enforcement, and education

activities throughout the country.

Prior to joining DB Consulting Group, Inc., he was the Municipal Services Consultant at Iconographx, Inc. His responsibilities were to provide clients with technical assistance, census data mapping and analysis services on affordable housing, fair housing, and urban and regional planning projects. Before joining Iconographx, Inc. he served as the Executive Director of the Greater New Orleans Fair Housing Action Center (GNOFHAC), a private non-profit organization established to address and eradicate housing discrimination throughout the state of Louisiana.

Mr. May previously was the Member Services Director at the National Fair Housing Alliance (NFHA), an umbrella national civil rights organization made up of over eighty fair housing organizations across the country. His responsibilities were to provide technical assistance and support for investigation, education and administrative activities to all member organizations. Before NFHA, he was the Coordinator of Investigations at the Greater New Orleans Fair Housing Action Center (GNOFHAC). At GNOFHAC, he conducted investigations and education trainings. Prior to working in fair housing, he was a case manager for Jefferson Parish Human Services Authority's Supportive Housing program that targeted homeless individuals with substance abuse and mental health diagnoses.

In the past fourteen years of employment, Mr. May has received extensive training as a testing coordinator from the National Fair Housing Alliance and the U. S. Department of Housing and Urban

Development in rental, sales, insurance and lending investigations. He holds a B.A. in Sociology and a Master's in Urban and Regional Planning. He was a member of the Fannie Mae Housing Impact Advisory Council, and the National Fair Housing Alliance's Board of Directors. He is a member of the national, community development division and state of Louisiana American Planning Associations.

Sharon Ortiz, Western Regional Representative, was appointed Executive Director of The Washington State Human Rights Commission on May 15, 2009. Sharon has worked for the Commission for eight years. She started her career with the agency as an investigator in our Yakima Office and prior to her appointment was the manager of operations in eastern Washington. Sharon has been very involved with the urban Indian Community in Spokane. Sharon began her civil rights career at Northwest Fair Housing Alliance as first a testing coordinator and then assistant director. She has worked in civil rights for almost two decades, has great passion for the work and believes in equity for all. Sharon is an alumni of Whitworth College in Spokane.



Amy V. Peters

Director, Patricia Roberts Harris National Fair Housing Training Academy

Ms. Amy V. Peters has served as the Director, National Fair Housing Training Academy (NFHTA), since September 2012. NFHTA's core mission is to train fair housing professionals on investigating and enforcing fair housing and civil rights laws. Prior

to NFHTA she was the President of a product manufacturing company, which distributed products throughout the U.S. and abroad.

She served 32 years in the Federal Government at the Departments of Transportation, Energy and Housing & Urban Development. Her entire government career was in the Training & Education arena. She spent the last 24 of those 32 years at the U.S. Department of Housing & Urban Development (HUD) where she administered training programs for all of HUD's program areas, including Fair Housing, Single & Multifamily Housing, Community Planning & Development, Public & Indian Housing, the Real Estate Assessment Center & others. Ms. Peters retired from HUD in 2004 as the Administrator of the HUD Training Academy, which provided oversight and administration of all HUD training programs in program technical, leadership & management and general skills training areas.

She is a Faculty Member at the Germanna Community College in Fredericksburg, Virginia and holds a Masters' Degree in Administration and a Bachelor's Degree in Technology & Management, both from Maryland University, University College.

The Carlton Reese Memorial Unity Choir

The Carlton Reese Memorial Unity Choir is the current embodiment of the Alabama Christian Movement for Human Rights Choir, formed in 1959 at the direction of Rev. Fred Shuttlesworth to offer music and inspiration at the mass meetings of the Birmingham Civil Rights Movement. Several original members remain active in the choir today, including Mamie Brown Mason, who helped organize the choir in 1959. Carlton Reese, then a talented

teenager, joined as Musician in 1960. Today CRMUC endeavors to keep alive the songs, stories and spirit of the Movement to encourage and inspire a new generation in the struggle against old injustices and new challenges as well. The choir has presented to school groups from elementary to the college and graduate levels, teacher, church, community and civil rights groups, and has awarded over \$30,000 in scholarships to music majors from the Birmingham area.



James L. Stowe

(Jim) serves as the Executive Director of the Montgomery County Office of Human Rights. 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 right 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. Mr. Stowe is a member of a number of community organizations and works with these programs and activities throughout Montgomery County. The agency continues to evolve as the needs and demands of a growing diverse county shift and change. The agency remains however committed to the long held principles of fairness and equal justice under the law.

Robin Toma

Robin S. Toma, the Executive Director of the Los Angeles County Human Relations Commission, has broad experience in the field of human relations. He was appointed by the Los Angeles County Board of Supervisors in 2000 after working five years with the Commission. He was invited to be a member of the US Delegation to the 2001 UN World Conference against Racism, held in South Africa, Japanese American Leadership Delegation to Japan in 2003, and the Climate of Trust Delegation to Russia in 2005. He is co-author of the manual: Day Laborer Hiring Sites: Constructive Approaches to Community Conflict, and authored A Primer on Managing Intergroup Conflict in a Multicultural Workplace."



Mr. Toma was lead attorney in seeking redress for over 2,200 Japanese Latin Americans who were forcibly brought to the U.S. and imprisoned by the US government during World War II. He is also part of an ongoing gathering of leaders known as the Executive Session on Criminal Justice and Human Rights organized by Harvard University's Kennedy School of Government. Previously, he served as staff attorney with the American Civil Liberties Union (ACLU) of Southern California for nearly 7 years, promoting human rights and building multi-ethnic coalitions to bring about institutional change. A native of Los Angeles, Toma received his Bachelor's Degree in Sociology and Economics at the University of California, Santa Cruz, and his Master's degree in Urban Planning and his Juris Doctorate from UCLA. He completed a three-year Kellogg National Fellowship/Leadership Program studying how genuine democracies can be built in culturally diverse societies around the globe. Toma lived two years in Barcelona, Spain and is fully fluent in Spanish.



Gustavo Velasquez

Gustavo Velasquez is the Assistant Secretary for Fair Housing and Equal Opportunity at the U.S. Department of Housing and Urban Development, where he leads the President's efforts to combat housing discrimination and to affirmatively further fair housing. Prior to his nomination, Velasquez was Executive Director of the Latino Economic Development Center (LEDC), a non-for-profit organization based in Washington, DC dedicated to serve thousands of Latinos and other immigrants and underserved populations gain the necessary skills and capital to start and maintain their own businesses. LEDC also advocates for and supports communities to secure affordable and accessible housing. Prior to his tenure at LEDC, he served for seven (7) years as Director of the District of Columbia Office of Human Rights, where he led the enforcement provisions of the DC Human Right

Act, considered one of the most comprehensive non-discrimination laws in the country. He also served between 2003 and 2007 as DC's Director of the Office of Latino Affairs. During his District government career, Velasquez ensured that the very comprehensive civil rights of residents, workers and visitors to the Nation's capital were protected and upheld according to the rule of law. Before his mayoral

appointments in the District of Columbia government, Velasquez was Director of Operations and Director of the Division of Families and Neighborhood Development at Congreso de Latinos Unidos, the leading social service provider to Latinos in Philadelphia. In this capacity, he managed large-scale programs in the areas of housing counseling, workforce development, and financial capability for the most vulnerable communities of Philadelphia and its surrounding area. He has served in numerous boards and advisory groups at local and national levels, with an emphasis on civil rights and educational organizations, as well as issues for the advancement of Latinos in the United States. He attended the University of Pennsylvania where he graduated with a master's degree in government administration. He lives in the District of Columbia with his wife, Emily, and his two children.

C.T. Vivian

In November 2013, Dr. Vivian was honored for his vision and leadership in the fight for justice when he was awarded this Nation's highest civilian honor—The Presidential Medal of Freedom. Among his many leadership roles, he has served on the board of the Center for Democratic Renewal and the National Voting Rights Museum. He currently serves as a and founding Board Member of Capital City Bank, a Black-owned bank in Atlanta, and is also Board Chair of BASIC Diversity, Inc., the Nation's oldest diversity consulting firm. He has provided civil rights counsel to Presidents Johnson, Carter, Reagan, Clinton, and Obama, and he continues to lecture on racial justice and democracy throughout the world.



The New School for Social Research named Dr. C.T. Vivian "... spiritual leader, apostle of social justice, strategist of the civil rights movement ... For decades he has been in the vanguard of the struggle for racial equality in America", as they presented him with one of his many honorary doctorates.

Dr. Vivian, once known as a Christian journalist, is best known for his work with Dr. Martin Luther King, Jr. As National Director of Affiliates, and strategist for every Southern Christian Leadership Conference (S.C.L.C.) organization, he truly helped change the nation. In Birmingham, his work helped to enact the Civil Rights Bill and in Selma, the Voting Rights Bill. Vivian was deeply involved in other movements such as Nashville, TN; Danville, VA; St. Augustine, FL; and Chicago, IL. Dr. Vivian had won his first non-violent direct action movement in 1947 by integrating restaurants in Peoria, IL. The summer following the Selma Movement, Dr. Vivian developed, organized and launched Vision, an educational program that assisted over 700 Alabama students to attend college on scholarship. Vision would later be known as Upward Bound. In 1970 Vivian authored the first book written by a member of King's staff entitled Black Power and the American Myth.

He is featured throughout PBS's acclaimed documentary "Eyes On The Prize" (1987 & 2006). PBS later produced a full-length presentation, "The Healing Ministry of the Rev. Dr. C.T. Vivian". He is also featured as both an activist and analyst in the series, The People's Century (PBS/WGBH, 1998), and in the Tom Brokaw documentary "King" (History Channel, 2008).

After leaving Dr. King's Executive Staff, Dr. Vivian trained ministers and developed the urban curriculum for seminaries throughout the nation at the Urban Training Center in Chicago. He returned to the realm of seminary education as the Dean of Divinity at Shaw University Seminary. There he originated and acquired funding for an unprecedented national level program, the basis of his doctoral work, Seminary Without Walls.

In 2008, Vivian founded the C.T. Vivian Leadership Institute, Inc. to create a model leadership culture for the purpose of training and educating the new generation of grass-roots leaders inspired to mobilize a constituency. The Institute is based out of Atlanta, Georgia. More recently, Dr. Vivian received an Honorary Doctorate from Morehouse College (2010), served as National President of S.C.L.C. (2012), and currently serves as Dean of The Urban Institute at The Interdenominational Theological Center in Atlanta, GA.



Fred Underwood

Fred Underwood is Director of Diversity and Community Outreach Programs at the NATIONAL ASSOCIATION OF REALTORS® and manages the Association's diversity and fair housing program. Since 1990, Fred has staffed NAR's Diversity Committee, and leads the development of NAR's policy on fair housing. Fred initiated a comprehensive program on diversity in the housing market and developed precedent setting partnerships with the U.S. Department of Housing and Urban Development to jointly address diversity, fair housing and outreach to the community. He maintains liaison with and promotes cooperation between the housing industry and fair housing organizations. Fred provides staff support for the NAR Multicultural Real

Estate Leadership Advisory Group which includes the leadership of NAR, the National Association of Real Estate Brokers, the National Association of Hispanic Real Estate Professionals and the Asian Real Estate Association of America.

Fred has a 30-year career in promoting fair housing and inclusive communities. Prior to coming to the NATIONAL ASSOCIATION OF REALTORS® in July 1990, Fred was an Equal Opportunity Specialist in HUD's Chicago Regional Office. He previously coordinated the Fair Housing Program for the City of Evanston, Illinois, and was a tester and testing supervisor with the Leadership Council for Metropolitan Open Communities in Chicago. In the early 1980's, Fred was Director of the Southwest Community Congress, an interracial coalition of grassroots organizations on Chicago's southwest side.

Fred grew up in Seoul, Korea, where his parents, grandparents and great-grandparents were missionaries for the Presbyterian Church. Fred has a Masters Degree in Urban Planning and Policy from the University of Illinois at Chicago, and holds the RCE, REALTOR® Certified Executive, designation.

Wanzo, Mid West Region Representative is the Deputy Director for the Illinois Department of Human Rights and oversees the Charge Processing and Fair Housing divisions. Since beginning her career in state government, she has served in a number of positions and considers it an honor and a privilege to have the opportunity to continue to serve the residents of Illinois.

In addition serving as the Midwest Regional Representative for IAOHRA she is the First Vice-President of the Illinois Municipal Human Relations Association (IMHRA).





JoAnn Kamuf Ward

JoAnn Kamuf Ward is the Associate Director of the Human Rights in the U.S. project at Columbia Law School's Human Rights Institute and a teacher in the Law School's Human Rights Clinic. Ms. Ward focuses on promoting the use of international human rights standards and strategies to address inequality and social injustice within US borders. Her work aims to strengthen awareness of human rights and to build domestic mechanisms to monitor, promote, and implement human rights. This includes research and writing, as well as advocacy at United Nations and across the US, to improve access to basic rights at the federal, state and level, working in coalition with a broad range of advocates.

Ms. Ward also engages in strategic litigation in domestic courts and at the Inter-American Commission on Human Rights (IACHR). She is currently co-counsel in an IACHR case challenging juvenile life without parole and previously worked to implement the landmark Jessica Lenahan (Gonzalez) decision, focused on U.S. government obligations to protect women and girls from domestic violence.

At the Institute, Ms. Ward leads efforts to create resources on state and local human rights implementation and raise awareness of the value added of human rights in local governance. Her forthcoming book chapter is entitled *From Principles to Practice: The Role of US Mayors in Advancing Human Rights*, will be published in 2016. Prior to joining the Human Rights Institute, JoAnn worked in the general litigation group at Cleary Gottlieb Steen & Hamilton LLP, as well as an attorney at MFY Legal Services, Inc. Ms. Ward graduated from Fordham University School of Law in 2006. She was born and raised in Brooklyn, where she now lives with her husband and two daughters.

Dr. Alisa Warren

Dr. Alisa Warren of the Missouri Commission on Human Rights was appointed Executive Director in 2008. Prior to joining the Missouri Commission on Human Rights, Warren worked for the University of Missouri as Director of Diversity Initiatives. Her previous Missouri state service included employment with the Office of Administration as Director of the Office of Equal Opportunity. She also was employed by the Department of Economic Development as Interim Executive Director of the Missouri Community Service Commission.

Warren holds a bachelor's degree in Environmental Design, a master's in Public Administration, and a doctorate in Community Development with an emphasis in Social Disparity, all from the University of Missouri.





Beverly L. Watts

Ms. Watts was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. Prior to her current appointment she served as Special Advisor to the Chair at the U S Equal Employment Opportunity Commission responsible for state and local relations. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. She served as the first Executive Director of the National Fair Housing Training Academy in Washington DC.

Beverly has served as the Executive Director of the Kentucky Commission on Human Rights; Director of Management Advisory Services for the Ralph G. Moore and Associates; Regional Director of Civil Rights, U.S. Department of Agriculture; and Executive Director, Illinois Minority and Female Business Enterprise Council and as one of the first Title IX coordinators in the country during her tenure at the US Office for Civil Rights. She was an adjunct faculty member at Spalding University. She has made presentations to numerous organizations on civil rights, diversity, and leadership at the national and international level.

Beverly is a Past President of the International Association of Official Human Rights Agencies (IAOHRA) where she represented IAOHRA throughout the US, Canada and at the UN World Conference on Racism in Durban, South Africa. She currently serves as the IAOHRA Southern Region Representative and Annual Conference Planning Chair. She has served as Chair of Women Executives in State Government and currently serves as the Mission Advisor to the Cable Board and on the board of the YWCA of Middle Tennessee and is a life member of the NAACP.

Beverly is the recipient of numerous awards including the 2014 NAACP Frances Dancy Hooks Award, 2014 ECHO Dreamers Award, 2014 YWCA Carrie Hull Award, the City of Louisville Martin Luther King award and induction into the KY Civil Rights Hall of Fame.

She is a graduate of Tennessee State University, Southern Illinois University, and has completed Executive leadership programs at Duke University and the Harvard University John F. Kennedy School of Government.

Odessa Woolfolk

Odessa Woolfolk is known for her work as an educator, public administrator and civic activist. Her professional experience includes: Birmingham High School teacher, and senior level administrative positions with the Jefferson County Committee for Economic Opportunity (JCCEO). The YWCA of Utica, New York, The Arbor Hill Interracial Council of Albany, New York, The New York State Urban Development Corporation, New York City, New York and the Urban Reinvestment Task Force of Washington D.C.



During her extensive career with the University of Alabama in Birmingham (UAB) Woolfolk directed the Center for Urban Affairs, taught urban history and served as Assistant to the President for Community relations. Her expertise was applying academic research to urban problem solving. At her retirement

from UAB in 1993 the University established the Odessa Woolfolk Presidential Community Service Award to be given annually to a member of the faculty.

Woolfolk was frequently cited in local newspapers as one of the region's most influential citizens because of her service in the fields of housing, education, community development and public welfare. She continues to be known as one who crossed racial, ethnic, geographic and socio-economic boundaries to promote civic engagement, community leadership and race relations.

She was State Chair of the National Conference of Christian and Jews, first African American President of Operation New Birmingham's Board of Directors and founding member of Leadership Birmingham. She was the 'driving force' behind the establishment of the Birmingham Civil Rights Institute and is its Emerita President and Board Chair. The Institute named a gallery in her honor.

A Birmingham native she graduated from the A. H. Parker High School. She earned a B.A. Degree from Talladega College (Alabama) and a Masters from Occidental College (California). She pursued additional studies in political science at the University of Chicago, and as a National Urban Fellow at Yale University.

Woolfolk has received scores of honors including the Humanitarian Award from the Alabama Humanities Foundation and the Pioneer Award by the Alabama Shakespeare Theatre. She was inducted in the Birmingham Gallery of Distinguished Citizens and the Alabama Academy of Honor. She was awarded honorary doctorates by Talladega College, The University of the South at Sewanee and Birmingham-Southern College. Her personal credo is – Only enlightened intelligent personal concern for the world in which we live can solve the problems of our day.



Working Together for Safe, Inclusive Communities: Not In Our Town & The COPS Office

Hate crimes send the message that "people like you" are not welcome here and are not safe here. Even acts of vandalism or crimes against a person that involve only threats or minimal violence can send powerful shockwaves of fear through the targeted group and increase community tensions. It's not just a criminal justice issue – hate crimes pose an urgent challenge to the entire community.

For these reasons, Not In Our Town and the U.S. Department of Justice Office of Community Oriented Policing Services (COPS Office) have partnered to develop new resources to help law enforcement and community stakeholders work together to prevent and respond to hate crimes, improve hate crime reporting, and strengthen relationships between different groups in the community – and between law enforcement and the community. Through the Working Together for Safe, Inclusive Communities initiative, films, guides, and case studies illustrating real-life challenges and promising practices have been designed to support a wide range of activities, including: internal law enforcement agency trainings; community screenings and discussions; planning workshops; and anti-bias campaigns within schools.

This presentation offers an overview of key strategies and features a preview of film resources. Select films and guides will be distributed to attendees following the program. All project resources are available free of charge at www.niot.org/cops.

Thank You
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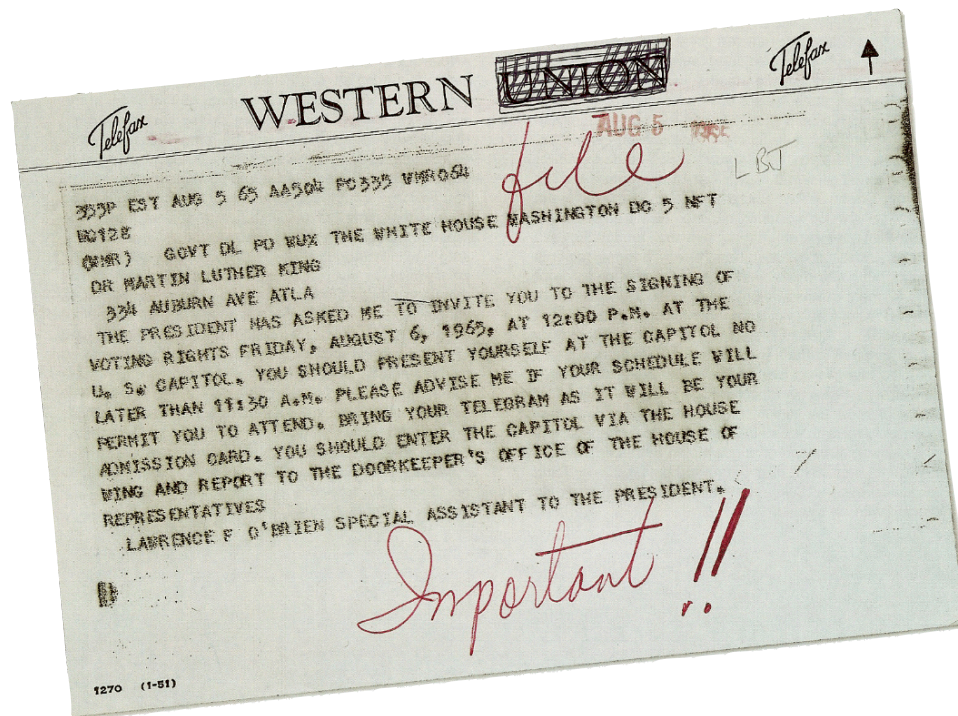
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Special Appreciation to William A. Bell, Sr., Mayor, City of Birmingham, Alabama



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"So long as I do not firmly and irrevocably possess the right to vote I do not possess myself. I cannot make up my mind – it is made up for me. I cannot live as a democratic citizen, observing the laws I have helped to enact – I can only submit to the edict of others."

~ Dr. Martin Luther King, Jr.

