

2008 IAOHRA-NAHRW JOINT CONFERENCE

Gateway to Freedom: Honoring the Past. Marching Towards the Future.

September 13-19, 2008 – MotorCity Casino Hotel – Detroit, Michigan

2008 CONFERENCE SCHEDULE

SPECIAL INFORMATION:

- *National Fair Housing Training Academy (NFHTA)* attendees for Weeks 2 and 4 should arrive no later than the morning of Sunday, Sept. 14; the beginning session for NFHTA begins at 1 PM on Sunday, Sept. 14. To attend NFHTA training, you must register with this conference and then register directly with NFHTA at www.nfhta.net.
- Information about transportation costs from Detroit Airport to the MotorCity Casino Hotel are available at the IAOHRA and NAHRW websites.
- Workshop descriptions are included in this publication following the calendar.
- The Conference Office will be located in the Boardroom.
- All on-site conference programming is located on the ground level of the MotorCity Casino Hotel. Additionally, there are on-site restaurants, snack centers, and food venues. Registered conference attendees will have free use of the business center, 24 hours a day.
- Please note that the schedule and its contents are subject to change. For updates please consult www.iaohra.org or www.nahrw.org.
- Note that the conference will not be providing breakfast or refreshments for breaks; the only meals that are included as part of the general conference are lunch on Monday and Tuesday, and dinner on Wednesday evening; also, lunch will be provided at the off-site program on Thursday, but not for NFHTA attendees as they will remain on-site for NFHTA training. Therefore, be sure to arrange for your own meals for breakfasts and for breaks, as well as for any other events listed as “on your own”.
- All items subject to change.

CONFERENCE SCHEDULE

FRIDAY, SEPTEMBER 12, 2008 (PRE-CONFERENCE)

- 9:00 AM – 5:00 PM: Arrival and Hotel Check-In of National Conference Planning Committee (CPC), Local Host Committee (LHC), and Conference Staff
- 5:00 PM – 6:30 PM: Pre-Conference Meeting/Tour for CPC, LHC, Hotel Staff, Conference Staff (*TBA*)
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SATURDAY, SEPTEMBER 13, 2008

- 8:00 AM – 9:00 AM Meeting of CPC, LHC, Conference Staff (breakfast on your own) (*Boardroom*)
- 9:00 AM – 11:00 AM Set up Conference Office and Registration (*Boardroom & Pre-Function Wing*)
- 9:00 AM – 12:00 PM Board Meetings
- IAOHRA Board Meeting (*MCC-1*)
 - NAHRW Board Meeting (*MCC-2*)
- 12:00 PM – 1:30 PM Lunch (for IAOHRA and NAHRW Boards, CPC, LHC, Staff) (*Salon A*)
- 1:30 PM – 5:00 PM Conference & NFHTA Registration (*Pre-Function Wing*)
- 1:30 PM – 5:00 PM Board Meetings
- IAOHRA Board Meeting (*MCC-1*)
 - NAHRW Board Meeting (*MCC-2*)
- 1:30 PM - 5:00 PM Room Set-Up for National Fair Housing Training Academy (NFHTA)
- NFHTA Week 2 Class (*MCC-4*)
 - NFHTA Week 4 Class (*Director's Room*)
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SUNDAY, SEPTEMBER 14, 2008

- 8:30 AM - 9:00 AM Buffet Breakfast (Courtesy of Kennedy School of Government) (*Salon A*)
- 8:30 AM - 12:00 PM Conference & NFHTA Registration (*Pre-Function Wing*)
- 9:00 AM - 12:00 PM Board Meetings
- IAOHRA Board Meeting (*MCC-1*)
 - NAHRW Board Meeting (*MCC-3*)
- 9:00 AM – 12:00 PM Executive Session on Human Rights Commissions and Criminal Justice, Kennedy School of Government, Harvard University (*Salon A*)
- 12:00 PM -1:00 PM Lunch (on your own)
- 1:00 PM - 5:00 PM Conference Registration (*Pre-Function Wing*)
- 1:00 PM - 2:00 PM New Member Orientation (*Salon B*)
- 1:00 PM - 5:00 PM National Fair Housing Training Academy (NFHTA) - Beginning Session
- NFHTA Week 2 Class (*MCC-4*)
 - NFHTA Week 4 Class (*Director's Room*)

- 2:00 PM - 5:00 PM IAOHRA Directors Forum (*MCC-1*)
 - 2:00 PM - 5:00 PM IAOHRA Commissioners Forum (*MCC-2*)
 - 2:00 PM - 5:00 PM NAHRW Board Meeting (*MCC-3*)
 - 6:00 PM - 7:00 PM Reception (Courtesy of MotorCity Casino Hotel) (*Salon B*)
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MONDAY, SEPTEMBER 15, 2008

- 8:00 AM – 12:00 PM Conference Registration (*Pre-Function Wing*)
- 9:00 AM - 9:15 AM Opening Ceremonies (*Theater*)
- 9:15 AM -10:00 AM Performance by Mosaic Youth Theatre of Detroit (*Theater*)
- 10:15 AM–11:45 AM Plenary Session (*Theater*)
Identifying Emerging Human and Civil Rights Issues and New Opportunities
 - Risa E. Kaufman, *Exec. Dir., Human Rights Institute, Columbia Law School*
 - Salome' Gebre-Egziabher & Andrea Bachman, *Univ. of Michigan*
 - Alvin Sykes, *President, Emmett Till Justice Campaign*
 - Anita Urvina Davis, *Chair, Minneapolis Commission on Civil Rights*
- 10:15 AM - 6:00 PM National Fair Housing Training Academy - All day training
 - NFHTA Week 2 Class (*MCC-4*)
 - NFHTA Week 4 Class (*Director's Room*)
- 12:15 PM - 1:45 PM Past Presidents' Luncheon (*Salon A*)
 - Dr. Ruben Martinez, *Director, Julian Samora Research Institute, Michigan State Univ.*
 - Bryan Greene, *Deputy Asst. Secretary for Enforcement & Programs, HUD (invited)*
- 1:45 PM – 5:00 PM Conference Registration (*Pre-Function Wing*)
- 2:00 PM - 5:00 PM Workshops
 - Workshop 1:
Strategies for Youth Participation in Civil & Human Rights (Salon B)
 - Workshop 2:
Immigration Enforcement: The New Civil Right Battleground (MCC-1)
 - Workshop 3:
Developing & Implementing a Racial Justice Initiative (MCC-2)
 - Workshop 4:
Police Community Relations (MCC-3)
 - Workshop 5:
How to Investigate Housing Discrimination Cases & Be Successful (Salon C)
- 5:15 PM - 6:15 PM IAOHRA Regional Caucus Meetings
 - Atlantic Region (*Salon A*)
 - Southern Region (*Salon B*)
 - Midwest Region (*Salon C*)
 - Western Region (*Boardroom*)
 - NAHRW Regional Caucus Meetings
 - Atlantic Region (*MCC-1*)
 - Southern Region (*MCC-2*)

- Midwest Region (*MCC-3*)
- Western Region (*Theater*)

TUESDAY, SEPTEMBER 16, 2008

- 8:00 AM - 5:00 PM Conference Registration (*Pre-Function Wing*)
- 8:45 AM - 10:00 AM Plenary Session (*Salon A*)
Health Care Disparities and Civil Rights
- Dr. Kimberlydawn Wisdom, *Surgeon General, State of Michigan*
 - Dr. Camara Jones, *Director, Research for Social Determinants of Health & Equality, Centers for Disease Control and Prevention*
 - Dr. Herbert Smitherman, Jr., *Wayne State Univ. School of Medicine*
- 9:00 AM – 5:00 PM National Fair Housing Training Academy - All day training
- NFHTA Week 2 Class (*MCC-4*)
 - NFHTA Week 4 Class (*Director's Room*)
- 10:15 AM - 12:15 PM Workshops
- Workshop 6:
Healthcare Disparities Augmented (Salon B)
 - Workshop 7:
The Housing Crisis: Understanding the Newest Issue in Human Rights (MCC-1)
 - Workshop 8:
Lesbian, Gay, Bisexual & Transgender Rights (MCC-2)
 - Workshop 9:
Creating Cultural Competence Training (MCC-3)
 - Workshop 10:
Private Sector/Public Sector Partnership: Diversity & Inclusion (Salon C)
- 12:30 PM – 1:45 PM Plenary Luncheon (*Salon A*)
- Mary Rose Oakar, *National President, American-Arab Antidiscrimination Committee*
- 2:00 PM - 3:30 PM NAHRW Corporate Meeting (*Salon B*)
- 3:30 PM - 5:00 PM IAOHRA Corporate Meeting (*Salon C*)

WEDNESDAY, SEPTEMBER 17, 2008

- 8:00 AM - 5:00 PM Conference Registration (*Pre-Function Wing*)
- 9 AM – 5 PM National Fair Housing Training Academy – All-day training
- NFHTA Week 2 Class (*MCC-4*)
 - NFHTA Week 4 Class (*Director's Room*)
- 9:00 AM – 12:00 PM Workshops
- Workshop 11:
Canadian Refugee Process and Alternatives to Detention (Salon B)
 - Workshop 12:
Combating Predatory Lending with Fair Housing & Fair Lending Laws (MCC-1)
 - Workshop 13:
Hate Crimes Laws and Human Rights Worker & Tracking & Analyzing Hate Crimes (MCC-2)

- Workshop 14:
The ADA Settlement Agreement (MCC-3)
- Workshop 15:
Effectively Investigating an EEOC Complaints (Salon C)

12:00 PM – 1:45 PM Lunch (on your own)

- 2:00 PM - 5:00 PM Workshops
- Workshop 16:
Affirmative Action: Where Do We Go From Here? (Salon B)
 - Workshop 17:
Holocaust and Genocide (MCC-1)
 - Workshop 18:
Diversity Issue of Race, Poverty & Wealth (MCC-2)
 - Workshop 19:
Human Trafficking & Human Rights Issues of Asylum Seekers & Refugees (MCC-3)
 - Workshop 20:
Building a Business Case in Support of Your Organizational Human Relations & Diversity Initiatives (Salon C)

- 7:00 PM - 9:00 PM Awards Dinner Gala (**Salon A**)
- Kim Kendrick, *Assistant Secretary, HUD (invited)*
 - Hester Wheeler, *Exec. Dir., Detroit Branch NAACP*

THURSDAY, SEPTEMBER 18, 2008

8:00 AM - 8:30 AM Meet for Bus Departure to Off-Site Sessions (**Pre-Function Wing**)

NOTE: NFHTA participants required to attend NFHTA sessions at MotorCity

8:30 AM - 8:45 AM Board Busses for Off-Site to General Motors/United Auto Workers Training Center

- 9:00 AM – 5:00 PM National Fair Housing Training Academy – All-day training at MotorCity Casino Hotel
- NFHTA Week 2 Class (**MCC-4**)
 - NFHTA Week 4 Class (**Director's Room**)

- 9:00 AM – 12 PM Plenary Session at General Motors/UAW Training Center
Civil Rights & Labor
- Owen Beiber, *Former President, United Auto Workers*
 - William Lucy, *Secretary Treasurer, AFSCME*

12:00 PM - 1:30 PM Plenary Lunch (*Off-Site*) GM/UAW Training Center

1:45 PM – 2:00 PM Board Busses for Walter P. Reuther Library at Wayne State University

2:00 PM – 3:00 PM Visit Walter P. Reuther Library

3:00 PM – 3:15 PM Board Busses for Charles H. Wright Museum of African-American History

3:45 PM – 5:15 PM Tour of Charles H. Wright Museum of African-American History

5:15 PM – 6:00 PM Plenary Session at Charles H. Wright Museum of African-American History

6:00 PM – 6:15 PM Board Busses for MotorCity Casino Hotel

FRIDAY, SEPTEMBER 19, 2008

9:00 AM – 1:00 PM National Fair Housing Training Academy: half-day training

- NFHTA Week 2 Class (**MCC-4**)
- NFHTA Week 4 Class (*Director ' s Room*)

9:30 AM –12:00 PM Board Meetings

- NAHRW Board Meeting (**MCC-1**)
- IAOHRA Board Meeting (**MCC-2**)

12:00 PM – 2:00 PM Conference Staff Closes Down Conference Office (**Boardroom**)

Departures

DESCRIPTION OF TRAINING SESSIONS/WORKSHOPS

Workshop Number	Day	Time	Title & Description	Presenters
1	M	2-5 PM	<p align="center">Strategies for Youth Participation in Civil and Human Rights</p> <p>This workshop will examine strategies for increasing youth participation in civil and human rights issues at the local level and will feature plenary presentations on best practices, small group discussions and program planning sessions.</p>	Michigan Youth and Community Program, <i>University of Michigan</i>
2	M	2-5 PM	<p align="center">Immigration Enforcement: The New Civil Rights Battleground</p> <p>Participants will engage in an interactive dialogue with expert panelists in the immigration debate as well as discuss the latest strategies by Latino civil rights groups in countering the wave of anti-Latino/anti-immigrant initiatives.</p>	<p>Jodie Perry, Moderator <i>Ft. Worth Community Rel.</i></p> <p>Viridiana Tule, <i>Civil Rights Immigrant Activist</i></p> <p>Roger Rocha, Texas <i>LULAC</i></p> <p>Pablo Martinez, <i>New Mexico LULAC State Director</i></p> <p>Rebecca Bernhardt, Esq. <i>ACLU</i></p> <p>Luis Figueroa, Esq., <i>MALDEF</i></p>
3	M	2-5 PM	<p align="center">Developing & Implementing a Racial Justice Initiative</p> <p>This session will focus on developing strategies to eliminate institutionalized racism and racial disparities within all sectors of local government. Participants will obtain tools and resources to help launch a Race and Social Justice Initiative within their own cities.</p>	Julie Nelson & Glenn Harris, <i>Seattle Office for Civil Rights</i>
4	M	2-5 PM	<p align="center">Police Community Relations</p> <p>Local, state, and federal law enforcement agencies are partners in building positive relationships within the communities they serve. This workshop will help participants better understand the importance of knowing some of the emerging communities, demographics, correct protocols, and cultural communication styles in your communities.</p>	John Golaszewski, Alberto Flores, Donna Harahuc, and Trooper Walter Crider, <i>Michigan Dpt. of Civil Rights</i>
5	M	2-5 PM	<p align="center">How to Investigate Housing Discrimination Cases and Be Successful</p> <p>A jury verdict of nearly 11 million dollars was awarded in a water discrimination case filed against the City of Zanesville, Ohio. The case was investigated by the Ohio Civil Rights Commission. Trainees should come out of this session with a firm grasp on how to investigate and litigate systemic housing discrimination cases.</p>	<p>Ronnell Tomlinson, <i>Ohio Civil Rights Commission</i></p> <p>Stefan Schmidt, <i>Ohio Attorney General's Office</i></p>

6	T	10:15-12:15	<p align="center">Healthcare Disparities Augmented</p> <p>The purposes of this workshop is prospectively changing, supporting and advancing principles and public policies of justice, equality and fairness for all, in the area of health care. It will include presentation and update on current societal concerns and their related public policies including their progress toward incorporating justice, equality and fairness for all. It will address methods to address current societal concerns and therefore strengthen communities through community partnerships and community-driven policy change.</p>	<p>Dr. Herbert Smitherman, Jr., <i>Wayne State Univ. School of Medicine</i></p> <p>Dr. Camara P. Jones, <i>Centers for Disease Control & Prevention</i></p> <p>Dr. Kimberleydawn Wisdom, <i>State of Michigan Surgeon General</i></p> <p>Dr. James Blessman, <i>medical Director, City of Detroit</i></p>
7	T	10:15-12:15	<p align="center">The Housing Crisis: Understanding the Newest Issue in Human Rights</p> <p>This workshop focuses on the housing crisis currently engulfing the United States which is having a disproportionate impact on poor and minority communities.</p>	<p>David Youngblood, <i>HUD, Detroit, MI</i></p>
8	T	10:15-12:15	<p align="center">Lesbian, Gay, Bisexual & Transgender Rights</p> <p>This two-hour session will present participants with detailed analyses of two of the most important current issues of concern to the LGBT community: 1) Same-Sex Marriage – over 1200 federal rights and responsibilities associated with marriage that are denied to same-sex couples; 2) Employment Discrimination – discussion of the highly controversial congressional bill known as the Employment Non-Discrimination Act (ENDA) recently passed by the House of Representatives.</p>	<p>Stephen Glassman, <i>Chair, Pennsylvania Human Relations Commission</i></p> <p>Robin Toma & Larry Brinklin, <i>California Association of Human Relations Organizations</i></p> <p>J. Frank Vespa-Papaleo, Esq., <i>Executive Director, New Jersey Division on Civil Rights & Chair, New Jersey Civil Union Review Commission</i></p>
9	T	10:15-12:15	<p align="center">Creating Culture Competence Training</p> <p>This is a participatory workshop to enhance understanding of five major cultural groups: African Americans, American Indian, Arab American, Asian American and Latino American. The workshop will also help participants to recognize, understand and control their personal biases and interact more effectively with colleagues and customers across cultural boundaries.</p>	<p>John Golaszewski & Alberto Flores, <i>Michigan Dpt. of Civil Rights</i></p>
10	T	10:15-12:15	<p align="center">Private Sector/Public Sector Partnership: Matters of Diversity and Inclusion</p> <p>This training extols the virtues and benefits of public sector/private sector relationships. A panel consisting of employees from the Motor City Casino & Hotel (MCCH) will share how they perceive the workplace has undergone change since the partnership began. MCCH executives will address the session on diversity and how their organization has benefited from the partnership with the Michigan Dept. of Civil Rights.</p>	<p><i>Michigan Dept. of Civil Rights Executive Team, Motor City Casino & Hotel</i></p>

11	W	9-12	<p style="text-align: center;">Canadian Refugee Process & Alternatives to Detention</p> <p>This workshop will provide a comprehensive overview of how international law defines asylum seekers and refugees. Discussion will focus on U.S. policies on claims for asylum and nationwide alternatives to detention for refugees. Testimony will be given by a refugee detention survivor.</p>	<p>Rana Kahn, <i>United Nations High Commissioner of Refugees (UNHCR)</i></p> <p>Pegg Roberts, <i>Exec. Director, Freedom House</i></p>
12	W	9-12	<p style="text-align: center;">Combating Predatory Lending with Fair Housing and Fair Lending Laws</p> <p>This skills building workshop will offer participants the tools to use federal, state, and local fair housing laws as a vehicle to challenge predatory lending practices and to seek relief for persons harmed by such actions. In particular, the session will explore investigative techniques and legal approaches to developing fair housing cases involving allegations of predatory lending and reverse redlining.</p>	<p>Homer Floyd, Charles L. Neir III, and Leon Grant, <i>Pennsylvania Human Relations Commission</i></p>
13	W	9-12	<p style="text-align: center;">Hate Crime Laws and the Human Rights Worker and Tracking and Analyzing Hate Crimes</p> <p>The first part of this session will help participants understand what makes hate crimes different from other crimes and why they are often difficult to prove, different statutory approaches to criminal hate crime law, and how to assess local laws. The second part will focus on showing the value of creating and publicizing hate crime statistical analysis reports in terms of gaining financial and political support. Participants will learn the steps to help build or strengthen hate crime tracking, analysis, and prevention in their own jurisdictions.</p>	<p>Dan Levy, <i>Michigan Dept. of Civil Rights</i></p> <p>Robin Toma & Larry Brinkin, <i>California Assoc. of Human Relations Organizations.</i></p>
14	W	9-12	<p style="text-align: center;">The ADA Settlement Agreement</p> <p>A comprehensive overview of the status of the ADA Settlement Agreements today will be the focus of this session including what necessitates a Department of Justice ADA Investigation, what is the role of the ADA Coordinator, and what is a “reasonable” accommodation, and how to avoid lawsuits. The session will also include a legal update and proposed rule making.</p>	<p>TBA, <i>US Department of Justice, Civil Rights Division</i></p>
15	W	9-12	<p style="text-align: center;">Effectively Investigating EEOC Complaints</p> <p>This workshop will focus on the basics of investigating an EEOC complaint and will provide investigators with information on analyzing evidence and understanding the theories of discrimination. Discussion will also be provided on EEOC’s five year E-RACE initiative.</p>	<p>Gail Cober, <i>EEOC</i></p>

16	W	2-5	<p>Affirmative Action: Where do we go from here?</p> <p>A comprehensive overview of Michigan's Proposal 2: Participants will have the opportunity to learn about the aftermath of the ban on Affirmative Action in Michigan and discover ways to address its strategic elimination.</p>	<p>Linda V. Parker, Esq., <i>Exec. Dir., Michigan Dept. of Civil Rights</i></p> <p>Angelique Ellison, <i>Compliance Officer, OFCCP, Detroit, MI</i></p>
17	W	2-5	<p>Holocaust and Genocide</p> <p>This workshop will provide background on Holocaust and genocide with emphasis on human and civil rights issues. Discussion of issues, such as bystander apathy, bullying and harassment, will show present-day relevance in everyday interactions in the workplace, home, and communities.</p>	<p>Dr. Joan Rivitz, <i>Chair, New Jersey Commission on Civil Rights</i></p>
18	W	2-5	<p>Diversity Issues: Race, Poverty, and Wealth</p> <p>Race, poverty, and wealth are political constraints that help to organize and label individuals and groups, including how racism hurts whites. The session will explore the creation of the race concept and how it directly relates to the attainment of wealth. It will also examine the forces that help to create "hot-spots" and strategies designed to combat them.</p>	<p>Andre Koen, <i>Office of the Cultural Coordinator, Anoka County, Anoka, Minn.</i></p>
19	W	2-5	<p>Human Trafficking & Human Rights Issues of Asylum Seekers & Refugees</p> <p>Human trafficking is a multimillion-dollar, criminally organized industry. It is both a human rights violation and an international security risk. This session will address the role of international law in combating human trafficking and distinguish human trafficking from people smuggling.</p>	<p>Bridgette Carr, <i>University of Notre Dame Law School</i></p> <p>Nick Rine, <i>Univ. of Michigan Law School</i></p>
20	W	2-6	<p>Building A Business Case For Organizational Human Relations & Diversity Initiatives</p> <p>For human relations professionals, it is critical to understand how to build a viable business case for your organizational diversity and human relations programs. This seminar will provide a framework that will enable participants to gain greater knowledge of the often unspoken realities of organizational dynamics and learn strategies to improve professional success in support of your programs and initiatives.</p>	<p>Anthony W. Wade, PhD, PHR, APM, <i>Exec. Director, City of Greensboro Human Relations</i></p>