



TWENTY-FIRST CENTURY
CIVIL RIGHTS

Integrity. Integration. Innovation. Initiative.

*Location: U.S. Institute of Peace, Washington DC
November 4 & 5, 2015*

*Sponsored by: U.S. Environmental Protection Agency &
U.S. Department of Agriculture*



Greetings:

*On behalf of the members of the Executive Planning Committee, your conference co-hosts, welcome to the inaugural National Civil Rights Conference, “**21st Century Civil Rights: Integrity. Integration. Innovation. Initiative.**” Among others, our distinguished speakers include Secretary of Agriculture Thomas J. Vilsack, Environmental Protection Agency Acting Deputy Administrator Stan Meiburg, Vice-Chair of the U.S. Commission on Civil Rights Patricia Timmons-Goodson, and Principal Deputy Assistant Attorney General of the Justice Department’s Civil Rights Division Vanita Gupta. The mission of the 2015 National Civil Rights Conference is to provide a collaborative forum for federal civil rights professionals to receive training, share best practices, and explore cross-cutting issues in enforcement and compliance. The National Civil Rights Conference, the first of its kind, is co-hosted by a coalition of federal departments and agencies.*

The inter-agency Executive Planning Committee is comprised of civil rights leaders from across the federal government, including the U.S. Department of Justice; the U.S. Commission on Civil Rights; the U.S. Environmental Protection Agency; the U.S. Department of Agriculture; the U.S. Department of Health and Human Services; the U.S. Department of Transportation; the U.S. Department of Defense; the U.S. Department of Education; the U.S. Department of Labor; the U.S. Department of Housing and Urban Development; the U.S. Department of Homeland Security; the U.S. Social Security Administration; the U.S. Agency for International Development and the U.S. Equal Employment Opportunity Commission.

This interactive training event will feature voices of experience, research, discussions, and thought-provoking dialogue. Workshop, Panel and Townhall sessions will feature representatives from federal and local governments, tribes, community groups, business and industry, public interest groups, academia, and other entities. The integrative forum will provide conference participants an opportunity to network with colleagues representing a variety of interests who are from diverse organizations. Conference participants will accrue informative and productive resources that can support their individual program goals and objectives. We wish every conference participant a productive and positive experience through innovation and collaboration!

*Jennifer Kiessling, Esq.
Executive Conference Director*

Program

Wednesday, November 4, 2015

Welcome

Frederick Pfaeffle Arana

Deputy Assistant Secretary for Civil Rights, U.S. Department of
Agriculture

Velveta Golightly-Howell

Director, Office of Civil Rights, U.S. Environmental Protection Agency
Eve Hill

Deputy Assistant Attorney General, Civil Rights Division,
U.S. Department of Justice

Master of Ceremonies

Frederick Pfaeffle Arana

National Anthem

Debra A. Thomas

Equal Employment Opportunity Specialist

Office of Civil Rights, U.S. Environmental Protection Agency

Opening Remarks & Introduction of Speaker

Dr. Joe Leonard

Assistant Secretary for Civil Rights, U.S. Department of Agriculture

Plenary Keynote Speaker

Secretary of Agriculture

Thomas J. Vilsack

Lunch Keynote Speaker

Vice Chair of the U.S. Commission on Civil Rights

Patricia Timmons-Goodson

Closing Keynote Speaker*

Evening Networking (Circa at Foggy Bottom GW)

Agenda

WEDNESDAY, NOVEMBER 4, 2015	
8:00 a.m. – 8:45 a.m. Porte-Cochere Entrance	Registration
Carlucci Auditorium	PLENARY SESSION 8:45 a.m. – 10:00 a.m.
8:45 a.m. – 9:00 a.m.	Welcome and Opening – <i>Frederick Pfaeffle Arana, USDA; Velveta Golightly-Howell, EPA; Eve Hill, DOJ; Debra Thomas, National Anthem, EPA</i>
9:00 a.m. – 9:15 a.m.	Greeting – Dr. Joe Leonard, Assistant Secretary for Civil Rights, Office of Assistant Secretary for Civil Rights, U.S. Department of Agriculture
9:15 a.m. – 10:00 a.m.	Keynote Speaker – Secretary of Agriculture Thomas J. Vilsack
10:00 a.m. – 10:30 a.m.	Mid-Morning Break
	WORKSHOPS SESSION I: 10:30 a.m. – 12:00 p.m. Wednesday, November 4, 2015
Carlucci Auditorium	Title VI - What You Need To Know: Laws, Regulations, Executive Orders and Cases <i>Michael Khoury, Attorney, Civil Rights Division, U.S. Department of Justice</i> <i>Selin Cherian-Rivers, Attorney, Federal Coordination And Compliance Section, U.S. Department of Justice</i> <i>Badar Tareen, Civil Rights Analyst, Office of Civil Rights, U.S. Department of Health & Human Services</i>
Farooq Amphitheatre	Title VII - What You Need To Know: EEOC Legal/Policy Update <i>Timothy C. Bladdek, Attorney Advisor, Outreach Coordinator, Federal Training & Outreach, Office of Federal Operation, U.S. Equal Employment Opportunity Commission</i>
Peace Links Room	EEO Investigator Training: Updates and Best Practices <i>Gay Chase – Administrative Judge, U.S. Merit Systems Protection Board/ Graduate School USA Instructor</i>
Hauser Video Conference Room	Americans with Disabilities Act (ADA) – Recent Developments and What You Need to Know <i>Anne Hoogstraten, Supervisory Attorney, Disability Rights Team Office for Civil Rights, U.S. Department of Education</i> <i>Candace Groudine, Ph.D., Senior Policy and Regulatory Specialist, Office of Civil Rights, Federal Highway Administration, U.S. Department of Transportation</i>
Shultz Great Hall 12:00 p.m. – 1:30 p.m.	Lunch Keynote Speaker Vice-Chair of the U.S. Commission on Civil Rights Patricia Timmons-Goodson
	WORKSHOPS Session II: 1:30 p.m. – 3:00 p.m.
Peace Links Room	Affirmatively Furthering Fair Housing – Why it matters to your work <i>George D. Williams, Sr., Deputy Assistant Secretary, Office of Policy, Legislative</i>

	<p><i>Initiatives and Outreach, Office of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development,</i> Adam Norlander, Management and Program Analyst for HUD’s Office of Community Planning and Development, U.S. Department of Housing and Urban Development Melody Taylor-Blancher, Regional Director, Office of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development</p>
Hauser Video Conference Room	<p>Title IX Compliance Amanda Dallo, Attorney, Office for Civil Rights, Program Legal Group (Title IX), U.S. Department of Education David Roman, Management Analyst, Office for Civil Rights, U.S. Department of Health and Human Services Emily McCarthy, Educational Opportunities Section, Civil Rights Division, U.S. Department of Justice</p>
Carlucci Auditorium	<p>Accountability & Compliance David Leon King, Director, Office of Compliance, Policy, Training and Cultural Transformation, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture Carl-Martin Ruiz, Director, Office of Adjudication, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture Anna Stroman, Deputy Director, Office of Compliance, Policy, Training and Cultural Transformation & Acting Chief, Policy Division, U.S. Department of Agriculture Bobbie Moore, Chief, Compliance Division, Office of Compliance, Policy, Training and Cultural Transformation, Office of Assistant Secretary for Civil Rights, U.S. Department of Agriculture</p>
Farooq Amphitheatre	<p>Worker Protection and Civil Rights Jordan Barab, Deputy Assistant Secretary of Labor for Occupational Safety and Health Administration, U.S. Department of Labor</p>
3:00 p.m. – 3:15 p.m.	Mid-Afternoon Break
	WORKSHOPS
	SESSION III: 3:15 p.m. – 4:30 p.m.
Carlucci Auditorium	<p>Investigating Discriminatory Impact Claims Daria E. Neal, Deputy Chief, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice Peter Gray, Deputy Chief, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice Shaheena Simon, Deputy Chief, Civil Rights Division, Educational Opportunities Section U.S. Department of Justice Jon Ocana, Equal Opportunity Specialist, Federal Transit Administration, U.S. Department of Transportation Frances Burden, Consultant, Ad Hoc Analytics</p>
Farooq Amphitheatre	<p>EEOC Federal Government Report: Best Practices for Preventing Unlawful Workplace Harassment Megumi Fujita, Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission Tami Trost, Assistant General Counsel, Civil Rights, Labor & Employment Law Policy Section, Office of the General Counsel, U.S. Department of Agriculture</p>
Hauser Video Conference Room	<p>Role of Technology and Social Media in Facilitating Civil Rights Compliance Steven Brammer, Assistant General Counsel, Office of the General Counsel,</p>

	<i>Civil Rights, Labor and Employment Law Litigation Section, U.S. Department of Agriculture</i>
Peace Links Room	Religious Discrimination in the Workplace <i>Gul Chaudhry, Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission</i> <i>Emily Tasman, Attorney-Advisor, Office of the General Counsel, Civil Rights, Labor, and Employment Law Policy Section, U.S. Department of Agriculture</i>
Carlucci Auditorium 4:30 p.m. – 5:00 p.m.	Closing Keynote*
5:30 p.m. – 7:30 p.m.	Evening Networking Event @ Circa (No Host)

Glory Beckons

*Standing in the valley of life, our eyes turn upward to the mountain top.
Although strongly desiring to reach its peak, fear creates wavering.
Uncertainty engenders immobility and inertia.
Feeling alone, I suddenly look around – realizing that the journey for which I am destined is not only mine.
Others share the destiny.
Like me, they cannot journey by themselves.*

*We can move forward and upward together.
Supporting each other, we take our first step, knowing that we stand on the shoulders of those civil rights warriors who came before.
The journey is not easy.
Our path is arduous and sometimes filled with pitfalls.
At times, we stumble and almost fall.
Because we climb arm-in-arm, however, our bond sustains us comrades on this life journey.*

*Climbing up the side of the mountain, we do not lose focus.
Nor do we let go of hope, for we remember that our shared destiny awaits.
Maintaining our foothold, our eyes steady on the prize, we rise higher.
Ignoring the naysayers who would have us falter and give up our dream.
Seeing that the mountain top is in sight, we soldier onward while embracing each other even tighter.*

*Finally, unity allows us to reach the mountain peak.
At the pinnacle, we spread out to see all below.
It is only then that we realize that the journey must continue.
For still there are others in the valley who also must traverse the mountain to reach its summit.
It is not enough that we stand on the mountain top.
We must extend our hands to lift ones who follow.
Together, we are a mighty force, ready to conquer the mountain over the annals of time!*

Velveta Golightly-Howell

Program

Thursday, November 5, 2015

Welcome

Ignacia Moreno
CEO & Principal
The iMoreno Group, PLC

Plenary Keynote Speaker

Vanita Gupta
Principal Deputy Assistant Attorney General, Civil Rights Division
U.S. Department of Justice

Lunch Keynote Speaker

Stephanie Jones
Senior Counselor to the Secretary and Chief Opportunities Officer
U.S. Department of Transportation

Closing Keynote Speaker

Acting Deputy Administrator
U.S. Environmental Protection Agency
Stan Meiburg

Closing Remarks

Frederick Pfaeffle Arana
Velveta Golightly-Howell

Agenda

THURSDAY, NOVEMBER 5, 2015	
8:00 a.m. - 9:00 a.m. Porte-Cochere Entrance	Registration
Carlucci Auditorium	PLENARY SESSION 9:00 a.m. – 10:00 a.m. Thursday, November 5, 2015
9:00 a.m. - 9:15 a.m.	Welcome - Ignacia Moreno , <i>CEO & Principal, The iMoreno Group, PLC</i>
9:15 a.m. - 10:00 a.m.	Plenary Keynote Speaker – Vanita Gupta , <i>Principal Deputy Assistant Attorney General</i> <i>Civil Rights Division, U.S. Department of Justice</i>
10:00 a.m.- 10:30 a.m.	Mid-Morning Break
	WORKSHOPS SESSION IV: 10:30 a.m. - 12:00 p.m.
Farooq Amphitheatre	Data Management/IComplaints (Title VII) EEO Database Case Management <i>Dale Bird, Director, Human Capital Management Solutions, MicroPact, Inc.</i> <i>ATD – Master Trainer</i>
Carlucci Auditorium	Improving Agency Coordination: Best Practices for Enhanced Civil Rights Compliance Within and Across Departments <i>Jennifer Riess, Equal Opportunity Specialist, Office of Civil Rights, Federal Transit Administration, U.S. Department of Transportation</i> <i>Linda Ford, Associate Administrator, Federal Transit Administration, Office of Civil Rights, U.S. Department of Transportation</i> <i>David W. Knight, Trial Attorney, Civil Rights Division, Disability Rights Section, U.S. Department of Justice</i> <i>Beatrice Mahnken Bernfeld, Director, Equal Employment Opportunity Under Secretary of Defense, Manpower & Reserve Affairs Office of Diversity Management and Equal Opportunity. U.S. Department of Defense</i>
Peace Links Room	New Developments in Section 1557 of the Affordable Care Act <i>Eileen Hanrahan, Supervisory Civil Rights Analyst, Office for Civil Rights, U.S. Department of Health & Human Services</i> <i>Dylan deKervor, Attorney Advisor, Civil Rights Division, U.S. Department of Justice</i> <i>Sarah Albrecht, Civil Rights Analyst, Office for Civil Rights, U.S. Department of Health & Human Services</i>
Hauser Video Conference Room	Writing Letters of Findings and Final Agency Decisions <i>Nichole McWhorter, Division Manager, Office of Civil Rights, Coordination & Compliance, Federal Highway Administration, U.S. Department of Transportation</i>
Shultz Great Hall 12:00 p.m. – 1:30 p.m.	Lunch Keynote Speaker Stephanie Jones <i>Senior Counselor to the Secretary and Chief Opportunities Officer</i> <i>U.S. Department of Transportation</i>

CIVIL RIGHTS PANELS
SESSION V: 1:30 p.m. – 2:45 p.m.

<p align="center">Farooq Amphitheatre</p>	<p>LGBT Employment Discrimination Updates <i>Moderator:</i> Vicky Best-Morris, Training & Public Information Outreach Administrator, Civil Rights Center, U.S. Department of Labor <i>Panelists:</i> Melissa Brand, Appellate Review Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission Steven Brammer, Assistant General Counsel, Civil Rights, Labor and Employment Law Litigation Section, Office of the General Counsel, U.S. Department of Agriculture Christopher Seely, Branch Chief, Regulatory, Legislative, and Policy Development, Office of Federal Contract Compliance Programs, U.S. Department of Labor Lori B. Kisch, Special Litigation Counsel, Civil Rights Division, U.S. Department of Justice</p>
<p align="center">Carlucci Auditorium</p>	<p>Best Practices in ADR and Conflict Resolution in the Federal Sector <i>Moderator:</i> Cyrus Salazar, Director, Early Resolution and Conciliation Division, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture <i>Panelists:</i> Grande H. Lum, Director, Community Relations Service, U.S. Department of Justice Veronica Venture, Deputy Officer, Office for Civil Rights & Civil Liberties, and Director, EEO & Diversity, U.S. Department of Homeland Security Dr. Howard Gadlin, Ombudsman and Director of the Center for Cooperative Resolution, National Institutes of Health, U.S. Department of Health and Human Services Victor Voloshin, Chief Mediation Officer, U.S. Equal Employment Opportunity Commission</p>
<p align="center">Hauser Video Conference Room</p>	<p>Ensuring Access for Limited English Proficient (LEP) Populations <i>Moderator:</i> Andrea Plewes, Civil Rights Program Analyst/Contractor, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice <i>Panelists:</i> Laureen Laglagaron, Attorney- Advisor, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice Alejandro Reyes, Director, Office of Civil Rights, Program Legal Group, U.S. Department of Education Luben Montoya, Section Chief, Civil Rights Policy, Office for Civil Rights, U.S. Department of Health and Human Services Margo McDaniel, Technical Advisor, OASAM/Civil Rights Center, U.S. Department of Labor Lorette Picciano, Executive Director, Rural Coalition/Coalición Rural</p>
<p align="center">Peace Links Room</p>	<p>21st Century Policing <i>Moderator:</i> David Gruppo, Managing Partner, Indigo Capital Management & Strategy <i>Panelists:</i> Sean Goodison, Senior Research Associate, Police Executive Research Forum Kristen Mahoney, Deputy Director, Bureau of Justice Assistance, U.S. Department of Justice Elizabeth Lyons, Privacy Officer, Metropolitan Police Department of the District of Columbia</p>
<p align="center">2:45 p.m. – 3:00 p.m.</p>	<p align="center">Mid-Afternoon Break</p>

TOWNHALL DISCUSSIONS
SESSION VI: 3:00 p.m. – 4:15 p.m.

Hauser Video Conference Room	<p>Contracting and Disadvantaged Business Enterprises</p> <p><i>Moderator:</i> Albert Shen, National Deputy Director of the Minority Business Development Agency, U.S. Department of Commerce</p> <p><i>Panelists:</i> Martha Kenley, Program Manager, Disadvantaged Business Enterprise (DBE) and Workforce Development, Federal Highway Administration, U.S. Department of Transportation Seena Foster, Principal, Title VI Consulting, LLC</p>
Farooq Amphitheatre	<p>Environmental Justice</p> <p><i>Moderator:</i> Frederick Pfaeffle Arana, Deputy Assistant Secretary for Civil Rights, U.S. Department of Agriculture</p> <p><i>Panelists:</i> Daria E. Neal, Deputy Chief, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice Mustafa Ali, Senior Advisor to the Administrator on Environmental Affairs, Office of Environmental Justice, U.S. Environmental Protection Agency Patrice Simms, Associate Professor of Law, Howard University School of Law Kedric L. Payne, Deputy General Counsel for Environment and Compliance, U.S. Department of Energy</p>
Peace Links Room	<p>Tribal Justice</p> <p><i>Moderator:</i> Arthur “Butch” Blazer, Deputy Undersecretary, Natural Resources and Environment, U.S. Department of Agriculture</p> <p><i>Panelists:</i> Estelle Bowman, Assistant Director, Office of Tribal Relations, Forest Service, U.S. Department of Agriculture Bryan Rice, Director of Forest Management, Forest Service, U.S. Department of Agriculture Chris Deschene, Director, Office on Indian Energy, U.S. Department of Energy Caitlin Gregg, Attorney, Natural Resources and Environment Division, Office of General Counsel, U.S. Department of Agriculture</p>
Carlucci Auditorium	<p>LGBT Hot Topics</p> <p><i>Moderator:</i> Steven Brammer, Assistant General Counsel, Civil Rights, Labor and Employment Law Litigation Section, Office of the General Counsel, U.S. Department of Agriculture</p> <p><i>Panelists:</i> Melissa Brand, Appellate Review Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission Joseph Wheeler, Staff Attorney, Office of Civil Rights, U.S. Department of Education Sharon McGowan, Attorney, Appellate Section, Civil Rights Division, U.S. Department of Justice</p>
Carlucci Auditorium 4:15 p.m. – 5:00 p.m.	<p>Closing Keynote Speaker</p> <p>Environmental Protection Agency Acting Deputy Administrator Stan Meiburg</p> <p>Closing Remarks – Frederick Pfaeffle Arana/Velveta Golightly-Howell</p>

Executive Planning Committee

Federal Partners & Co-Sponsors:

U.S. Department of Transportation

U.S. Department of Health and Human Services

U.S. Environmental Protection Agency

U.S. Department of Agriculture

U.S. Department of Justice

U.S. Department of Education

U.S. Department of Homeland Security

U.S. Social Security Administration

U.S. Department of Defense

U.S. Department of Housing and Urban Development

U.S. Equal Employment Opportunity Commission

U.S. Department of Labor

U.S. Commission on Civil Rights

U.S. Agency for International Development

Executive Committee Leadership

Frederick Pfaeffle Arana, Deputy Assistant Secretary for Civil Rights, U.S. Department of Agriculture

Velveta Golightly-Howell, Director, Office of Civil Rights, U.S. Environmental Protection Agency

Warren Whitlock, Associate Administrator for Civil Rights, Federal Highway Administration (FHWA), U.S. Department of Transportation

Nichole McWhorter, Division Manager, Office of Civil Rights, Coordination & Compliance, Federal Highway Administration (FHWA), U.S. Department of Transportation

George D. Williams, Sr., Deputy Assistant Secretary, Office of Policy, Legislative Initiatives and Outreach, Office of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development

Jennifer Kiessling, Esq., *Accountability and Compliance Analyst*, Office of the Chief, Office of Civil Rights, Forest Service; *Special Project Assistant to the Deputy Assistant Secretary for Civil Rights*, U.S. Department of Agriculture

Cabinet Keynote Speaker



Secretary of Agriculture **Thomas J. Vilsack**

Tom Vilsack serves as the Nation's 30th Secretary of Agriculture.

As leader of the U.S. Department of Agriculture (USDA), Vilsack is working hard to strengthen the American agricultural economy, build vibrant rural communities and create new markets for the tremendous innovation of rural America. In more than six years at the Department, Vilsack has worked to implement President Obama's agenda to put Americans back to work and create an economy built to last. USDA has supported America's farmers, ranchers and growers who are driving the rural economy forward, provided food assistance to millions of Americans, carried out record conservation efforts, made record investments in our rural communities and helped provide a safe, sufficient and nutritious food supply for the American people.

The Obama Administration and USDA have made historic investments in America's rural communities, helping create ladders of opportunity for rural people and building thriving rural economies for the long term. As chair of the first-ever White House Rural Council, Secretary Vilsack and USDA are taking steps to strengthen services for rural businesses and entrepreneurs by finding new ways to make the connection between the demand for investment in rural areas and the financial community.

USDA is promoting American agriculture by conducting cutting-edge research and expanding markets at home and abroad. The years 2009-2014 represent the strongest six years in history for agricultural trade, and new trade agreements President Obama signed with Columbia, South Korea and Panama will create even more export opportunities for American farmers and ranchers. Here at home, USDA has helped increase the number of farmers markets by 180 percent since 2006, and made more than 500 investments in local food infrastructure - including food hubs, local processing facilities and distribution networks - to help connect farmers and consumers and create jobs all along the supply chain for local food.

Vilsack knows that conserving natural resources is critical to the long-term strength of our economy. That is why USDA has enrolled a record number of private working lands in conservation programs and implemented new strategies - such as landscape-scale efforts - to restore our forests and clean our water supply. This work is creating private sector jobs protecting and rehabilitating our forests and wetlands, and providing increased opportunities for outdoor recreation, which supports 6.1 million direct jobs across the country.

Under Vilsack's leadership, USDA has partnered with First Lady Michelle Obama's Let's Move! Initiative to improve the health of America's children. He helped pass and implement the Healthy, Hunger Free Kids Act, enabling USDA to help combat child hunger and obesity by making the most significant improvements to school meals in 30 years. He has led a comprehensive effort to improve the safety of the American food supply, implementing changes to food safety standards to prevent illnesses by reducing the prevalence of E. coli, salmonella and campylobacter in our meat and poultry.

He has made civil rights a top priority, reaching historic resolutions to all major past cases of discrimination brought against USDA by minority groups, and taking definitive action to move USDA into a new era as a model employer and premier service provider.

Prior to his appointment, Vilsack served two terms as the Governor of Iowa, in the Iowa State Senate and as the mayor of Mt. Pleasant, Iowa. A native of Pittsburgh, Pennsylvania, Vilsack was born into an orphanage and adopted in 1951. After graduating Hamilton College and Albany Law School in New York, he moved to Mt. Pleasant, his wife Christie's hometown, where he practiced law. The Vilsacks have two adult sons and two daughters-in-law - Doug, married to Janet; and Jess, married to Kate. They also have four grandchildren.



Vice-Chair of the United States Commission on Civil Rights Patricia Timmons-Goodson

President Barack Obama appointed Patricia Timmons-Goodson to the United States Commission on Civil Rights in July 2014.

Patricia Timmons-Goodson was most recently an Associate Justice on the Supreme Court of North Carolina from 2006 to 2012. She served as an Associate Judge on the North Carolina Court of Appeals from 1997 to 2005 and a District Court Judge of the Twelfth Judicial District of North Carolina from 1984 to 1997. The judicial selection system employed by North Carolina required her to stand before the voters in two statewide elections and three district elections during her judicial career. The twenty-eight year tenure on the bench was marked by distinguished work on each of the three courts. Her years of judicial service to the people of North Carolina have been recognized with awards such as the Order of the Long Leaf Pine, Liberty Bell, Appellate Judge of the Year, three honorary degrees, and induction into the North Carolina Women's Hall of Fame.

Justice Timmons-Goodson began her career as a District Manager of the United States Census Bureau in the Department of Commerce from 1979 to 1980. Her professional quest for justice began as an assistant prosecutor and continued as a legal services lawyer in Fayetteville, North Carolina.

Justice Timmons-Goodson is an active member of the American Bar Association, where she serves on the Editorial Board of the ABA Journal and the ABA Law School Accreditation Committee. She continues to invest her energies in North Carolina by serving on the Guilford College Board of Trustees, The Fayetteville Chapter of Links, Incorporated and the Board of Directors of the North Carolina Civil War Center. Justice Timmons-Goodson received her B.A. and J.D. from the University of North Carolina at Chapel Hill and an L.L.M. from Duke University Law School.



**Principal Deputy Assistant Attorney General, Civil Rights Division,
U.S. Department of Justice
Vanita Gupta**

Vanita Gupta currently serves as Principal Deputy Assistant Attorney General for Civil Rights at the U.S. Department of Justice. Prior to assuming that role in October 2014, she served as Deputy Legal Director of the American Civil Liberties Union and Director of its Center for Justice, which houses the organization’s criminal justice reform work. While managing a robust litigation docket, Vanita also worked with law enforcement, departments of corrections, and across the political spectrum to advance evidence-based reforms to increase public safety by promoting greater fairness and trust in our criminal justice system. Vanita also served for several years as an adjunct clinical professor at NYU School of Law, where she taught and oversaw a civil rights litigation clinic.

From 2006-2010, Vanita was a staff attorney with the American Civil Liberties Union’s Racial Justice Program, focusing on criminal justice reform, immigration, and education litigation. She won a landmark settlement on behalf of immigrant children detained in a privately-run prison in Texas that led to the end of “family detention” at the facility. Prior to joining the American Civil Liberties Union, Vanita was at the NAACP Legal Defense Fund where she successfully led the effort to overturn the wrongful drug convictions of 38 individuals in Tulia, Texas, who were ultimately pardoned by Governor Rick Perry.

Vanita has won numerous awards for her advocacy and has been quoted extensively in national and international media on civil rights issues. In 2011, the National Law Journal recognized her as a Top 40 Minority Lawyer Under 40. Vanita is a magna cum laude graduate of Yale University and received her law degree from New York University School of Law.

John Fitzgerald Kennedy:

*“There are no ‘white’ or ‘coloured’ signs on the foxholes or
graveyards of battle.”*

Message to Congress

19th June 1963



Senior Counselor to the Secretary and Chief Opportunities Officer

U.S. Department of Transportation

Stephanie Jones

Stephanie Jones was named Senior Counselor to the Secretary and Chief Opportunities Officer for the U.S. Department of Transportation in September 2015. In this role – a first for any federal agency - Stephanie advises Secretary Anthony Foxx on an array of issues and ensures that his priority “Ladders of Opportunity” initiatives are coordinated, advanced and implemented across all levels of DOT, with Department stakeholders, and the public.

Prior to her appointment as Senior Counselor, Stephanie was DOT’s Deputy Chief of Staff. In this position, she was a senior advisor to the Secretary and the Chief of Staff, helping to manage a department with more than 55,000 employees and a \$70 billion budget, and handling special projects and priority initiatives for the Secretary. Stephanie is also serving as the Acting Director of DOT’s Departmental Office of Civil Rights. Stephanie brings to Secretary Foxx’s leadership team decades of public, private and non-profit sector experience in government, law, education and journalism in a career devoted to “bridging the gaps” that separate people, communities and ideas. Her public affairs and strategic communications firm, Stephanie Jones Strategies, founded in 2010, empowered non-profits and businesses to increase productivity and profitability by improving diversity, expanding communication and engaging with external strategic partners and communities.

Before launching her small business, Stephanie served as the Executive Director of the National Urban League Policy Institute, the Urban League’s research, policy and advocacy arm. She was also Editor-in-Chief of *The State of Black America* and *Opportunity Journal* magazine. During her tenure, Stephanie reorganized and re-branded the Policy Institute into a nationally recognized and highly regarded advocacy, policy, research and publication center. She raised the profile of the National Urban League on Capitol Hill and beyond, invigorated the organization’s grassroots advocacy, developed the groundbreaking policy document, *The Opportunity Compact*, and transformed *The State of Black America* report and *Opportunity Journal* magazine into cutting-edge, nationally-distributed publications featuring esteemed authors and contributors, including then-Senator Barack Obama.

From 2002 until 2005, Stephanie served as Chief Judiciary Committee Counsel to Senator John Edwards, advising him on judicial nominations, civil rights and liberties, homeland security, labor, and other issues. She worked closely with the Senator in the development of his anti-poverty, civil rights and urban agendas and was a senior advisor during his 2004 presidential and vice presidential campaigns. Before working for Senator Edwards, Stephanie was Chief of Staff to the late Congresswoman Stephanie Tubbs Jones. From 1994 until 2000, Stephanie was an appointee in the Clinton Administration, serving as Secretary’s Regional Representative in the U.S. Department of Education, where she was the Administration’s education point person for a six-state region. During this time, she also extensively traveled with the President and First Lady, coordinating scores of events and domestic and foreign trips, including the President’s state visits to Africa, Europe, Asia, and Hillary Clinton’s Save Our Treasures Tour and numerous international trips.

Before entering government service, Stephanie was an Associate Professor of Law at Northern Kentucky University’s Salmon P. Chase College of Law, where she taught Civil and Criminal Procedure, Civil Rights Law, Entertainment Law, and Trial Advocacy. Stephanie has also served on the adjunct faculty of Northwestern University School of Law and practiced law with the firm Graydon, Head & Ritchey in Cincinnati. Prior to her legal career, Stephanie was a staff reporter at the Cincinnati Post and the personal assistant to Lionel Richie and the Commodores. Stephanie’s work as a thought-leader and policy expert has fostered diversity, public engagement and cross-cultural understanding across many segments of society. Her groundbreaking *Sunday Morning Apartheid* study which she conceived, conducted, and wrote, triggered a significant and measurable increase in the on-air racial diversity of network and cable news programming. Her essays and commentary on public policy, civil rights, and social justice have been featured in *The Washington Post*, *Salon*, and other publications. Stephanie earned her B.A. from Smith College and her J.D. from the University of Cincinnati College of Law, where she was a Fellow in the Urban Morgan Institute of Human Rights. She also attended Tuskegee University as an undergraduate exchange student.



Acting Deputy Administrator, Environmental Protection Agency, A. Stanley Meiburg

Stan Meiburg serves as the Acting Deputy Administrator of EPA, continuing a career spanning over 36 years at EPA in locations around the country. He has broad experience in the management of the agency across the spectrum of EPA's activities, and has received numerous awards, including recognition as a Distinguished Federal Executive in 2012 and as a Meritorious Federal Executive in 1997. He received EPA's Gold Medal in 1990 for his work on the Clean Air Act Amendments, and Silver Medal in 1983 for work on state-federal relations.

Meiburg spent 18 years as Deputy Regional Administrator of EPA's Region 4 office in Atlanta, Georgia, following service as Deputy Regional Administrator in EPA's Region 6 office in Dallas, Texas. He is the second person in EPA history to serve as Deputy Regional Administrator in more than one region.

From 1990 to 1995, Meiburg was Director of Region 6's Air, Pesticides and Toxics Division. From 1985 to 1990, he was Director of the Planning and Management Staff of EPA's Office of Air Quality Planning and Standards in Durham, North Carolina, leading work on the 1990 Clean Air Act Amendments as well as planning and budgeting for the air program.

Meiburg joined EPA in 1977, serving in a variety of positions in Washington, D.C., Research Triangle Park, N.C., and Dallas, Texas, before coming to Atlanta. Meiburg holds a B.A. degree from Wake Forest University and M.A. and Ph.D. degrees in political science from The Johns Hopkins University.

Hubert H. Humphrey:

***“There are those who say to you – we are rushing this issue
of civil rights. I say we are 172 years late.”***

***Speech at Democratic National Convention
14th July 1948***

21st Century Civil Rights Medley

Adapted from "Glory" John Legend (Soundtrack to SELMA) (2014)

*One day, when the glory comes
It will be ours, it will be ours
Oh, one day, when the war is won
We will be sure, we will be sure
Oh, glory, glory
Oh, glory, glory*

*Now the war isn't over
Victory ain't won
And we'll fight on to the finish
And when it's all done
We'll cry glory, oh glory
We'll cry glory, glory*

*One day, when the glory comes
It will be ours, it will be ours
Oh, one day, when the war is won
We will be sure, we will be here sure
Oh, glory, glory
I said glory, glory hey ya*

Adapted from "Hallelujah" Leonard Cohen (1984)

*Baby I've been here before
I seen this room and I walked this floor
You know I used to work alone before I knew ya*

*I've seen your flag on the marble
arch. Our love is not a victory march
It is cold. It is broken. Hallelujah
Hallelujah Glory Hallelujah Glory Hallelujah - Hallelujah*

Adapted from "A Change Is Gonna Come" – Sam Cooke (1963)

*I was born by the river in a little tent
And just like that river I've been running since*

*It's been a long, a long time coming
But I know, I know, I said that I know
I know that a change is gonna' come*

It's been too hard living, I'm afraid to die

Don't know what's up there beyond the sky

(Glory)

Now the war isn't over

Victory ain't won

And we'll fight on to the finish

And when it's all done

We'll cry glory, Oh Glory, I said Glory.....

(Hallelujah Glory Hallelujah Glory)

Adapted from "Blowin' In The Wind" Bob Dylan (1963)

How many years can some people exist

Before they're allowed to be free?

How many times can a man turn his head

Pretend that he just doesn't see?

The answer my friend, is blowin' in the wind

The answer is blowin' in the wind.

Adapted from "Strange Fruit" Billie Holiday (1939)

Southern trees bear a strange fruit,

Blood on the leaves and blood at the root,

Bruised bodies swinging in the southern breeze,

Here is fruit for crows to pluck,

Rain to gather, Wind to suck,

Sun to rot, Tees to drop,

Hallelujah

Strange Fruit is Blowing in the Wind, Strange Fruit is Blowing in the Wind

Hallelujah, I know a Change is Gonna Come.....

(Glory)

One day, when the glory comes

It will be ours, it will be ours

Oh, one day, when the war is won

We will be sure, we will be sure

Jennifer Kiessling (medley arrangement/vocals) & Mark Keenan (guitar)

October 2015

<https://www.youtube.com/watch?v=rKrH4hdOqH0>

Resources

U.S. Environmental Protection Agency, Office of Civil Rights Website Link to the National Civil Rights Conference: <http://www2.epa.gov/ocr/national-civil-rights-conference>

United States Institute of Peace: www.usip.org

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