



*10<sup>th</sup> Anniversary*  
**FAIR HOUSING *and* CIVIL RIGHTS**  

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**CONFERENCE**

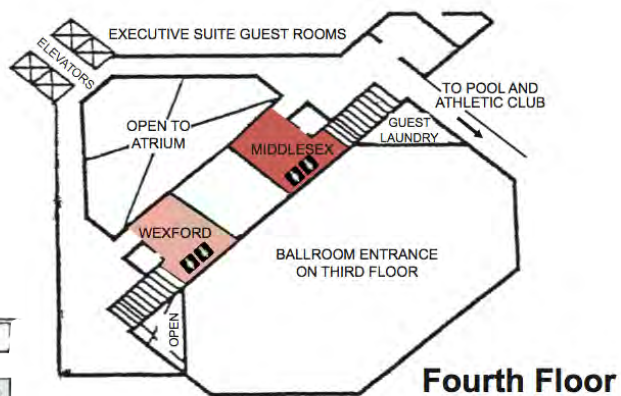
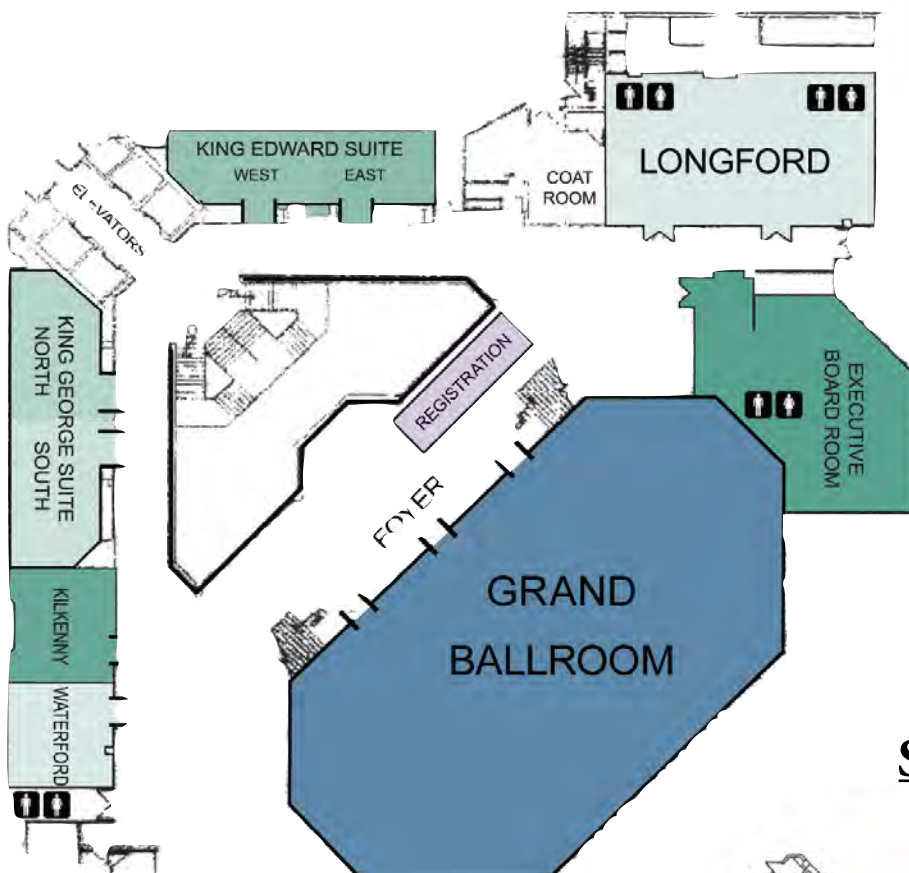
April 7 — April 8 | Sheraton Hotel | Springfield, MA

**PRESENTED BY**

**Massachusetts Commission Against Discrimination  
HAPHousing  
Massachusetts Fair Housing Center**

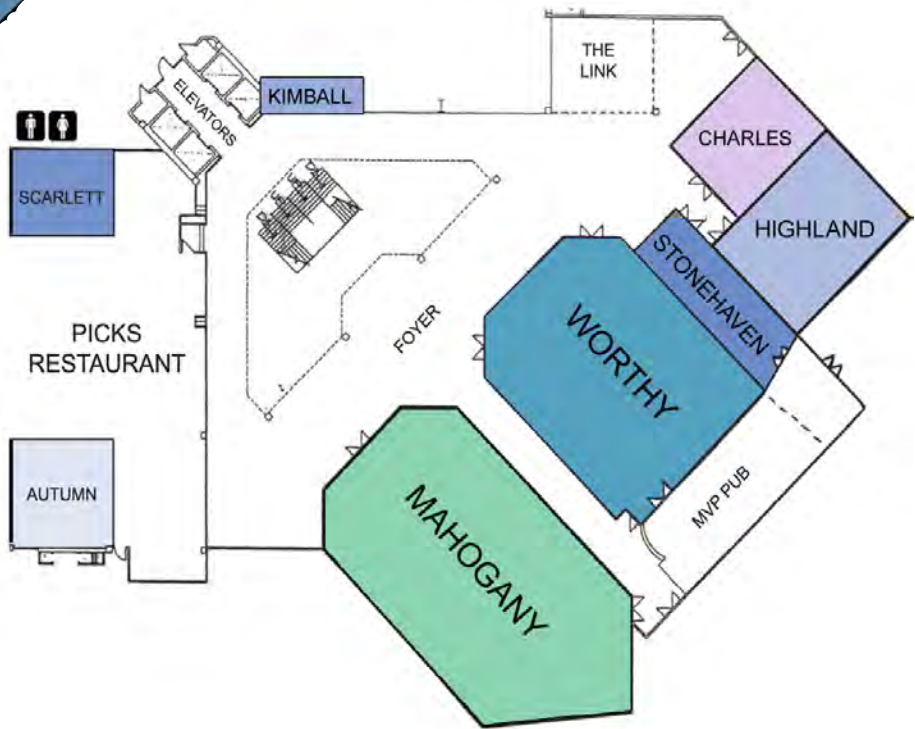
# Hotel Maps

## Third Floor



## Fourth Floor

## Second Floor





April 7 - 8, 2016  
Springfield, MA

**FEATURED SPEAKERS**

**Ernest Green**  
Little Rock Nine

**Jonathan Kozol**  
Author & Activist

**Gustavo Velasquez**  
HUD

**P. David Lopez**  
EEOC

**Carmen Ortiz**  
U.S. Attorney

**IN PARTNERSHIP WITH**

U.S. Equal Employment  
Opportunities Commission

U.S. Department of  
Housing and Urban  
Development

Cambridge Fair  
Housing Center

MA Office of the Attorney  
General

Suffolk School of Law  
Housing Testing Program

City of Boston Office of  
Fair Housing and Equity  
South Coast Fair Housing

The Fair Housing Center  
of Greater Boston

Cambridge Human  
Rights Commission

U.S. Department of Justice  
Community Legal Aid

Connecticut Commission  
on Human Rights and  
Opportunities

South Cost Fair Housing

# Conference Overview

Continue the  
Conversation Online!  
#2016FHCR

## Thursday

- 8:00 Registration & Networking**  
▶ Atrium — 3rd floor
- 9:00 Welcome Address**  
▶ Grand Ballroom — 3rd floor  
Conference Conveners  
Hon. Dominic Sarno  
Mayor of Springfield
- Opening Plenary**  
Ernest Green  
Little Rock Nine
- 10:45 Workshop Series I**  
▶ Breakout Rooms — floors 2, 3, & 4
- 12:15 Dr. Joseph McNeil Luncheon**  
▶ Grand Ballroom — 3rd floor  
Gustavo Velasquez  
Assistant Secretary, HUD  
Luncheon Plenary:  
“THE STATE *of* CIVIL RIGHTS”
- 3:00 Workshop Series II**  
▶ Breakout Rooms — floors 2, 3, & 4
- 5:00 Reception**  
▶ Grand Ballroom — 3rd floor
- 7:30 Film Screening**  
▶ Worthy — 2nd floor  
“THE ERNEST GREEN STORY”

## Friday

- 8:00 Registration & Networking**  
▶ Atrium — 3rd floor
- 9:00 Welcome Address**  
▶ Grand Ballroom — 3rd floor  
Carmen Ortiz  
U.S. Attorney  
P. David Lopez  
General Counsel, EEOC
- 9:30 Opening Plenary**  
▶ Grand Ballroom — 3rd floor  
Jonathan Kozol  
Author, Educator
- 10:45 Workshop Series III**  
▶ Breakout Rooms - floors 2, 3, & 4
- 12:15 Luncheon Plenary**  
▶ Grand Ballroom — 3rd floor  
Drum Major Award  
Luncheon Plenary:  
“THE PURSUIT *of* RACIAL  
EQUALITY *and* HEALING”
- 2:30 Closing Remarks.**

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- Event Locations
- Conference Map
- Online Evaluation Form
- Full bios of presenters

### THE STATE *of* CIVIL RIGHTS

The panelists will discuss the major trends and issues of Civil Rights today, in the areas of housing, employment, healthcare, economic development, immigration, education, and LGBTQ rights.

Stella Adams  
Chris Brancart  
Mason Dunn  
Ivan Espinoza-Madrigal  
William Howe  
Malcolm Medley  
Frank Robinson

Moderated by  
Jamie R. Williamson

### THE PURSUIT *of* RACIAL EQUALITY *and* HEALING

Our panelists will discuss their participation in the dismantling of structural and institutional discrimination, providing education, creating opportunities for understanding, and promoting civil and political discourse in our communities, on the local, state, and national levels.

Gail Christopher  
Julia Cowley  
Brendan Kiely  
Laurie Norton Moffatt  
Waleska Lugo-DeJesus

Moderated by  
Charlotte Golar Richie

# Breakout Workshop Sessions

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THURSDAY, APRIL 7

BREAKOUT WORKSHOP SESSION I

10:45 AM

## A1) Fair Housing 101

### > Highland — 2nd Floor

This workshop offers a comprehensive introduction to fair housing laws (federal and New England states). The session is recommended for lawyers, advocates, housing counseling staff, community based-agencies, and housing providers. **Presented by John Fisher and Meris Bergquist.**

the > symbol indicates  
room name & floor

## A2) Gentrification, Displacement, and Fair Housing

### > Charles — 2nd Floor

The purpose of this workshop is to help people understand how the current wave of gentrification and displacement is leading to the re-segregation of our region. Attendees will learn how to use fair housing tools to prevent gentrification and displacement, in particular HUD's new AFFH policy. Attendees will learn: How to identify gentrification/displacement trends; Prevention policies; The use of HUD's new AFFH policy. **Presented by Kalila Barnett, Kathy Brown, Martin Marvin, Lisa Owens Pinto, and Grace Ross. Moderated by Robert Terrell.**

## A3) Nuts and Bolts of Practicing Before the MCAD

### > Stonehaven — 2nd Floor

As the number of cases filed at the MCAD increases while staff and budget resources remain limited, it is more important than ever to understand the MCAD process. Whether you are the employee/tenant OR the employer/landlord, it is essential to recognize the unique rules and regulations that form the basis of practice before the MCAD. You will hear from experienced, senior level, MCAD employees who will share their insight and tips on practice from attending Investigative Conferences to preparing for a Public Hearing. **Presented by Geri Fasnacht, Eugenia Guastaferrri, and Connie McGrane. Moderated by Sunila Thomas George.**

## A4) Seniors, Housing, and Exploitation

### > Longford — 3rd Floor

As America's aging population grows and life expectancy increases, older people are faced with a growing array of housing opportunities and risks. As people age, vulnerability to exploitation increases; this presentation will explore the issues of family care to Wall Street care. Topics will include a variety of situations including predatory mortgage lending, exploitative relatives, senior living facilities and discrimination in housing for older persons. Presenters will cover policy considerations, legal protections and other resources. **Presented by Christine Wellington and Catherine Williamson.**

## A5) Employee Engagement & Discretionary Effort

### > Worthy — 2nd Floor

"How to get employees to do what you need them to do." This session will describe two programs that engaged employees so that they demonstrated their best performance in the workplace. Success stories—built on principles that govern the way people learn, interact and perform—will be shared, including the metrics that documented the success of the engagement efforts. Tools you can use to jump start your efforts, including strategic planning, involving employees, and measuring results, will be provided. Attendees will be able to: Link employee roles and responsibilities to the goals of your organization; Discuss principles that encourage and support quality performance; Identify strategies that engage and involve employees. **Presented by Rosalynne V. Price, Ph.D.**

## A6) Affirmative Furthering Fair Housing Part I > King George — 3rd Floor

In this two-part series, attendees will gain technical guidance on utilizing Community Development resources and recently released HUD AFFH resource materials and data to adequately complete the Assessment of Fair Housing and implement the AFFH final rule. This workshop will include: An overview of the history of civil rights and fair housing in the United States of America; An understanding of the planning guiding documents, tools and approaches that should be consulted and considered to effectively implement the AFFH final rule; Exposure to the recently released HUD AFFH resources (the Assessment tool, AFFH manual and the online Data Analysis and Mapping tool) that are needed to produce the Assessment of Fair Housing. **Presented by Jeffrey May**

## A7) A Conversation about Religious Accommodation

### > Middlesex — 4th Floor

The attacks in San Bernardino and Paris, and vitriolic rhetoric expressed by leading presidential candidates, have dramatically increased anti-Muslim sentiment here in the U.S. The American-Muslim community is therefore subject to increasing levels of prejudice and intolerance and hate-crimes against them have surged over the past couple of months. Mehlaqa Samdani, Executive Director of Critical Connections, will talk about the American-Muslim experience in the current climate and how communities across Western Massachusetts are responding to growing Islamophobia. **Joining this conversation are Sonya Raul, and Kenneth An.**

## A8) Dismantling Barriers to Women's Equality in the Workplace

### > King Edward — 3rd Floor

This workshop will address various barriers to women's equality in the workplace – including conscious and unconscious bias and stereotyping, job segregation, harassment, caregiver discrimination, pregnancy discrimination, and domestic violence – and various state and federal laws that address these obstacles. The panel will seek to address these issues through the lenses of race, class, and immigrant status. Designed as an opportunity for sharing information and an interactive discussion between panelists and attendees, this program will provide participants with a better understanding of the current landscape for women in the workforce, of the applicable law, and of practical strategies for creating equal opportunities and working conditions for all women. This program is targeted toward employment lawyers and HR professionals. **Presented by Andrea Kramer and Dawn Creighton.**

## A9) Fair Housing Testing Training Part I

### > Waterford — 3rd Floor

**This two-part workshop series is only open to test coordinators or other enforcement professionals working in public or private fair housing enforcement organizations.** Part I will cover the preliminary steps to a testing investigation including common investigative techniques, test structures, and various approaches to investigating discriminatory housing practices. Part I will underscore the value and importance of gathering and examining specific information prior to conducting a testing investigation and will identify sources and methods for obtaining this information. **Presented by Fred Freiberg and Ashley Hanke.**

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# Breakout Workshop Sessions

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THURSDAY, APRIL 7

BREAKOUT WORKSHOP SESSION II

3:30 PM

## B1) Legal Updates in Employment

> Longford — 3rd Floor

This workshop addresses priority issues in Employment law on the federal and state levels, including recent developments in the areas of women's rights, domestic workers, parental leave, disability, LGBT protections, and pregnancy discrimination. **Presented by Eugenia Guastaferrri, and Connie McGrane.**

## B2) Criminal Record, Disparate Impact, Race & National Origin

> Charles — 2nd Floor

This workshop will explore the disparate impact of incarcerations in the U.S. **Presented by Cheryl Sharp and Michelle Dumaskeuler.**

## B3) Disability and Fair Housing

> Highland — 2nd Floor

This workshop will focus on the housing rights of people with disabilities under the state and federal fair housing laws, including Section 504 of the Rehabilitation Act. This workshop will also review who is protected under the law, who is entitled to a reasonable accommodation or modification, and how to make a complaint of housing discrimination. **Presented by Meris Bergquist.**

## B4) Affirmatively Furthering Fair Housing Part II

> King George — 3rd Floor

In part two of this two-part workshop series, the conversation will continue with technical guidance on utilizing Community Development resources and recently released HUD AFFH resource materials and data to adequately complete the Assessment of Fair Housing and implement the AFFH final rule. This workshop will include: An overview of the history of civil rights and fair housing in the United States of America; An understanding of the planning guiding documents, tools and approaches that should be consulted and considered to effectively implement the AFFH final rule; Exposure to the recently released HUD AFFH resources (the Assessment tool, AFFH manual and the online Data Analysis and Mapping tool) that are needed to produce the Assessment of Fair Housing. **Presented by Jeffrey May.**

## B5) Investigating & Litigating LGBTQ Issues in Employment

> Stonehaven — 2nd Floor

This workshop will highlight what you should know about enforcement efforts and legal issues that transgender people face in employment under federal, state, and local employment-discrimination laws. **Presented by Jennifer L. Levi and Judy Keenan. Moderated by Ken An.**

## B6) How to Build a Culturally Competent and Inclusive Team

> Worthy — 2nd Floor

Reimagine the tools to achieve success. Learn techniques for engaging your workforce and building a vibrant and inclusive team. Practice culturally competent approaches to creating value in individual and organizational communications. **Presented by Alexandria de Aranzeta.**

## B7) Building Evidence and Narrowing Areas of Dispute in a Title VIII Case

> Middlesex — 4th Floor

When investigating a fair housing case it is important to reduce the areas of potential dispute between the parties. This panel will look at strategies to dig deeper in investigations and make sure that allegations are confirmed or refuted using attainable facts, thereby limiting the need for wide-ranging credibility determinations. **Presented by Carlos Torres, Karim Wahid, Mark Butler, and Lauren Hurst.**

## B8) Continuity, Innovation & Diversity: Building A Business Case for Mentoring

> King Edward — 3rd Floor

This session will highlight success stories of mentees in a structured program, describe how their experiences enriched their careers and quantify how the organization benefitted—both in diversity and business outcomes. High level tools for looking at your organization's readiness, an overview of the entire process and a sample of the interactive processes provided for participants will be provided. Attendees will be able to: Craft a rationale for a mentoring program including desired business outcomes; Provide an overview of a mentoring program citing three critical components for success and pitfalls to avoid; Experience instruments used to build mentoring relationships **Presented by Rosalynne V. Price, Ph.D.**

## B9) Fair Housing Testing Training Part II

> Waterford — 3rd Floor

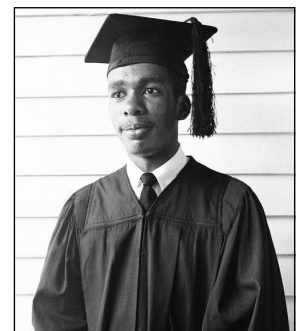
**This two-part workshop series is only open to test coordinators or other enforcement professionals working in public or private fair housing enforcement organizations.** Part II will provide examples of innovative and cutting-edge testing techniques and approaches to be used by testing coordinators and also cover guidance on conducting preliminary analysis of test results after a testing investigation has been completed. Finally, this workshop will also explore new directions for the use of testing in investigations. **Presented by Fred Freiberg and Ashley Hanke.**

### THE DR. JOSEPH MCNEIL LUNCHEON

On February 1st, 1960, in Greensboro, NC, Dr. Joseph McNeil, along with three other freshmen at North Carolina A&T University began a sit-in at an F. W. Woolworth's lunch counter, refusing to leave until they were served. This simple act of protest became the catalyst for a major social movement challenging racial segregation across the South. The four students became known as "The Greensboro Four," and their non-violent act of civil disobedience became the cornerstone for major civil rights legislation. To honor Dr. McNeil's inspirational achievements, the Conference Committee named the thursday lunch program the "Dr. Joseph McNeil Luncheon," after his inspirational remarks as the keynote speaker in 2015.

### "THE ERNEST GREEN STORY"

In 1957, three years after the court-ordered integration of America's schools, Ernest Green enrolled with eight other African-American students in all-white Little Rock Central High School. The National Guard initially prevents them from entering, but soon the students begin class. Physics teacher Mr. Loomis is determined to prevent Ernest from passing, but with diligent study and the support of his family, Ernest perseveres.



# Breakout Workshop Sessions

FRIDAY, APRIL 8

BREAKOUT WORKSHOP SESSION III

10:45 AM

## C1) Future of Civil Rights

> **Worthy — 2nd Floor**

The focus of the workshop will be an examination of the major trends and issues in civil rights today. Participants will not only learn the importance of these issues but why they are strategic for the future of democracy in the United States. This workshop is designed to be informative to any and all participants at the conference but will have significant impact even on those with little civil rights background. **Presented by Nadine Cohen, Rahsaan Hall, and Dion Irish. Moderated Robert Terrell.**

## C2) Building Evidence and Calculating Damages in Fair Housing Cases

> **King Edward — 3rd Floor**

This workshop is designed to help advocates and attorneys identify, collect, analyze, and present evidence of damages in a fair housing case. It will start with a focus on sources of evidence for building a claim for damages, and then turn to practical approaches for obtaining, preserving and presenting that evidence. It concludes with a discussion and demonstration of several frameworks for estimating and explaining a fair housing complainant's claim for damages. **Presented by Chris Brancart**

## C3) Communicating: How Great Leaders Do It

> **Longford — 3rd Floor**

Launch your new leadership language here. Identify and practice the core values for effective and influential leadership. Learn fresh strategies to grow your communication toolbox, multiply your leadership quotient, and leverage your most powerful skills. **Presented by Alexandria de Aranzeta.**

## C4) School to Prison Pipeline in a Second Chance Society

> **Charles — 2nd Floor**

The School to Prison Pipeline panel will focus on the policies and practices that push our nation's schoolchildren, especially our most at-risk children, out of classrooms and into the juvenile and criminal justice systems. We will explore the racial disparities in discipline, the case law that has developed as a result of the school to prison pipeline and the movements to end discrimination in the disciplinary and educational process as it relates to our youth. **Presented by Tanya Hughes and Cheryl Sharp (CHRO).**

## C5) Van Der Zee to Rockwell and Beyond: Arts & Civil Rights

> **Waterford — 3rd Floor**

Do the arts help to advance Civil Rights, or do they merely reflect the ongoing changes in society? MCAD Artists in Residence, Pops Peterson, explores the societal role of art and the artist in this intriguing anecdotal presentation, with music, images and video. **Presented by Pops Peterson**

## C6) Inclusive Communities: The Supreme Court on Disparate Impact and HUD's Final Rule

> **King George — 3rd Floor**

This workshop will discuss the impact that the Supreme Court's ruling in *Texas Department of Housing and Community Affairs v. The Inclusive Communities Project, Inc.*, (issued 6/25/16) and HUD's final rule on Affirmatively Furthering Fair Housing (issued 7/8/2015), has on promoting fair housing in Massachusetts and beyond. The workshop will look at the use of "disparate impact" theory of housing discrimination and the streamlined Assessment of Fair Housing planning process outlined by HUD to help facilitate local decision-making on fair housing priorities and goals for affordable housing and community development. **Moderated by Charlotte Golar Richie.**

## C7) Environmental & Health Inequalities in Housing

> **Middlesex — 4th Floor**

This workshop will discuss the importance of strengthening state laws to address housing discrimination and improve the health outcomes in various communities and the secondary consequences of gaps in the law as they disproportionately affect families with children and individuals living in subsidized housing. It will also cover the importance of Fair Housing agencies developing cross-sectoral partnerships for policy change and the use of discrimination testing and data to support policy change. **Presented by Janine Anzalota and William Berman**

## C8) Reasonable Accommodations for People with Disabilities: Why it's easy . . . and hard.

> **Highland — 2nd Floor**

As legal, technological, and medical advances make it possible for increasing numbers of people with disabilities to participate fully in the workforce and have access to more residences, the number of cases filed based on the failure to provide a reasonable accommodation is also rising. This panel of experts will discuss the laws that oblige employers and landlords to participate in an interactive dialogue with people with disabilities and will look at the different types of accommodations that allow people with disabilities to successfully work, live and visit in Massachusetts. **Presented by Evan Bjorklund, Rita DiNunzio, and Joe Edwards. Moderated by Sunila Thomas George**

## C9) The Student Loan Debt Crisis: A Civil Rights Issue

> **Stonehaven — 2nd Floor**

This session will examine the student loan debt crisis in a civil rights context and explore the lasting impact of student debt on graduates and their families. The presentation will include an overview of student loan law and ways that advocates can provide assistance to borrowers. **Presented by Adam S. Minsky, Esq.**

### ARTIST IN RESIDENCE

As MCAD's Artist in Residence, Pops Peterson has taken his body of work "Reinventing Rockwell" across the state, speaking and presenting at events for the Norman Rockwell Museum, as well as the City of Boston's 15th Anniversary Partnership Event with the MCAD. Pops is presenting Friday's breakout session "Van Der Zee to Rockwell and Beyond: Arts & Civil Rights" where he will preview his upcoming show "The Seven Freedoms."



### DRUM MAJOR AWARD

Jacqueline Berrien is the posthumous recipient of this year's Drum Major Award. Mrs. Berrien was the former Chairwoman of the Equal Employment Opportunity Commission (EEOC). Berrien also worked previously as a civil rights attorney and advocate for the NAACP and the Lawyer's Committee on Civil Rights. Under Chair Berrien's leadership, the EEOC issued several guidelines addressing Pregnancy Discrimination, Genetic Information and Age Discrimination which has helped give guidance on both the federal and state level. While at Harvard, Berrien served as an intern at the MCAD.

# Featured Speakers

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**Ernest Green** Mr. Green was the oldest of the nine African American students (the Little Rock Nine) that integrated Central High School in Little Rock, Arkansas in 1957. Governor Orval Faubus had summoned the Arkansas National Guardsmen to block the students from entering the school in direct defiance of the federal government. President Dwight D. Eisenhower, sent in federal troops to escort the students through the schoolhouse door. Mr. Green is the first African American to graduate from Central High School and served in the Carter administration as Assistant Secretary of Labor for Training and Employment. Mr. Green was appointed Chairman of the African Development Foundation by President William J. Clinton and also served as Chairman of the Historically Black Colleges and Universities Capital Financing Advisory Board. In 1999, he and the other members of the Little Rock Nine were awarded the Congressional Gold Medal by President Clinton. Mr. Green graduated from Michigan State University with a B.S. in Social Science and a M.S. in Sociology. He has received numerous awards and honors for his work, including the NAACP Spingarn Award, the Rockefeller Public Service Award, and honorary doctorates from Tougaloo College, Michigan State University, and Central State University.

**Jonathan Kozol** is a New York Times Bestselling author, educator, and activist, best known for his books on public education in the United States. Mr. Kozol has devoted nearly his entire life to the challenge of providing equal opportunity to every child in our public schools. *Death at an Early Age*, Kozol's first non-fiction book, which describes his first year as a teacher, received the 1968 National Book Award in Science, Philosophy, and Religion. Among his other major works are *Rachel and Her Children*, a study of homeless mothers and their children, which received the Robert F. Kennedy Book Award, and *Savage Inequalities*, which was a finalist for the National Book Critics Circle Award in 1992. His 1995 best-seller, *Amazing Grace: The Lives of Children and the Conscience of a Nation*, received the Anisfield-Wolf Book Award in 1996, an honor previously granted to the works of Langston Hughes and Dr. Martin Luther King. His recent work, *Fire in the Ashes*, is a redemptive story of children who prevail against all odds.

**P. David Lopez** was sworn in as General Counsel of the U.S. Equal Employment Opportunity Commission (EEOC) on April 8, 2010. He was nominated by President Barack Obama and was confirmed by the Senate on December 22, 2010. He was confirmed a second time by the Senate in 2014. Mr. Lopez is the first EEOC field trial attorney to be appointed as the agency's General Counsel. He has served at the Commission in various capacities for the past 20 years, including as Supervisory Trial Attorney in the Phoenix District Office and Special Assistant to then-Chairman Gilbert F. Casellas. Before becoming General Counsel, Lopez spent 12 years serving as a litigator in the EEOC's Phoenix District Office, where he successfully tried several novel and noteworthy cases. He won significant jury verdicts against Alamo Rent-a-Car (the first "post-9/11 backlash" religious accommodation case brought by the EEOC), and *Go Daddy* (a national origin, religion, and retaliation case), to name a few. From 1991 to 1994, Mr. Lopez was a Senior Trial Attorney with the Civil Rights Division, Employment Litigation Section, of the U.S. Department of Justice in Washington, D.C. Between 1988 and 1991, Mr. Lopez was an Associate with Spiegel and McDiarmid in Washington, D.C. Mr. Lopez graduated from Harvard Law School in 1988 and graduated magna cum laude from Arizona State University in 1985, with a B.S. in Political Science.

**Carmen M. Ortiz** was nominated by President Barack Obama as the United States Attorney for the District of Massachusetts and confirmed by the U.S. Senate in 2009. She is the first Hispanic and the first woman to represent Massachusetts as U.S. Attorney. She oversees the work of more than 200 attorneys and support staff in Boston, Worcester and Springfield. In 2010, she implemented the District's first civil rights initiative, aimed at reinvigorating enforcement efforts of federal civil rights laws and increasing visibility among affected communities through extensive community outreach efforts. During her tenure as U.S. Attorney, Ms. Ortiz has overseen the criminal prosecution of corrupt Massachusetts Speaker of the House Sal DiMasi, infamous gangster James "Whitey" Bulger, and currently the prosecution in the Boston Marathon bombing. Additionally, she has led the District of Massachusetts to some of the largest civil settlements in U.S. history, including that of health care giant, GlaxoSmithKline. Ms. Ortiz serves on Attorney General Eric Holder's Advisory Committee (AGAC). She is the Chair of AGAC's Healthcare Fraud Working Group and a member of the AGAC's sub-committee on Civil Rights and White Collar Crime.

**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. Prior to his tenure at LEDC, he served for seven 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.

# Presenter List

Read full biographies online:  
[www.fhcrconference.com/app](http://www.fhcrconference.com/app)

**Stella Adams** Chief of Civil Rights at National Community Reinvestment Coalition (NCRC)

**Kenneth An** Director of the Boston Area Office of the United States Equal Employment Opportunity Commission (EEOC)

**Janine Anzalota** Executive Director of the City of Boston's Office of Fair Housing and Equity

**Vanessa Roberts Avery** Assistant United States Attorney, Civil Division, United States Attorney's Office, District of Connecticut.

**Kalila Barnett** Executive Director of Alternatives for Community & Environment

**Meris Bergquist** Executive Director of the Massachusetts Fair Housing Center

**William Berman** Clinical Professor of Law at Suffolk University School of Law

**Evan C. Bjorklund** General Counsel of the Massachusetts Office on Disability (MOD)

**Christopher Brancart** Partner at Brancart & Brancart

**Kathy Brown** Executive Director of the Boston Tenants Coalition.

**Mark Butler** Author and US Navy Veteran who served as the Command Master Chief of five commands including USS WASP (LHD 1)

**Dr. Gail Christopher** senior advisor and vice president at the W.K. Kellogg Foundation and leader of Kellogg's Truth, Racial Healing and Transformation (TRHT) enterprise.

**Nadine Cohen** Director of the Consumer Unit at Greater Boston Legal Services.

**Julia Cowley** Supervisory Special Agent (SSA) for the FBI

**Dawn Creighton** Western Massachusetts Regional Director for the Associated Industries of Massachusetts (AIM).

**Neil Dryfe** Chief of Police for the Cheshire Police Department in Connecticut.

**Alexandria de Aranzeta** Interim Director of Training and Language Access Coordinator at the MCAD.

**Rita DiNunzio** Americans with Disabilities Act (ADA) Training Manager at the Massachusetts Office on Disability (MOD).

**Mason Dunn** Executive Director of the Massachusetts Transgender Political Coalition

**Joseph L. Edwards, Jr.** a partner at Prince Lobel

**Iván Espinoza-Madrigal** Executive Director of the Lawyers' Committee for Civil Rights and Economic Justice

**Geraldine Fasnacht** Enforcement Advisor for the Massachusetts Commission Against Discrimination (MCAD).

**H. John Fisher** Fair Housing Coordinator for HAPHousing in Springfield, MA

**Fred Freiberg** Co-founder of the Fair Housing Justice Center

**Sunila Thomas George** Commissioner for the Massachusetts Commission Against Discrimination (MCAD).

**Deborah Goddard** (formerly) Managing Director for Policy & Program Development at MassHousing

**Eugenia Guastaferrri** Senior Hearing Officer at the Massachusetts Commission Against Discrimination (MCAD).

**Rahsaan Hall** Director of the Racial Justice Program for the American Civil Liberties Union (ACLU) of Massachusetts

**Ashley Hanke** Deputy Director, Fair Housing Justice Center

**David Harris** Managing Director of the Charles Hamilton Houston Institute for Race and Justice

**Dr. William Howe** President of Multicultural Dimensions

**Tanya Hughes** Executive Director of the Connecticut Commission on Human Rights and Opportunities

**Lauren Hurst** Equal Opportunity Specialist in the Office of Fair Housing and Equal Opportunity for the United States Department of Housing and Urban Development (HUD)

**Dion Irish** City of Boston's Election Commissioner

**Judy Keenan** District Deputy Director of the U.S. Equal Employment Opportunity Commission, New York District (EEOC)

**Michelle Dumas Keuler** Human Rights Attorney with the State of Connecticut Commission on Human Rights and Opportunities ("CHRO")

**Brendan Kiely** Author and Educator

**Andrea Kramer** Chief of the Civil Rights Division, Mass. Attorney General's Office

**Joe Kriesberg** President and CEO of the Massachusetts Association of Community Development Corporations (MACDC)

**Jennifer L. Levi** Director of GLAD's Transgender Rights Project

**Waleska Lugo-DeJesús** Director of the Healing Racism Institute of Pioneer Valley

**Martin Marvin** Executive Director of Greater Four Corners Action Coalition

**Jeffrey Paul May** Urban and Regional Planner and Principal of International Development and Planning, L.L.C.

**Constance McGrane** General Counsel of the Massachusetts Commission Against Discrimination.

**Malcolm S. Medley** Director of Field Coordination Program, United States Equal Opportunity Commission (EEOC).

**Adam S. Minsky, Esq.** Law Office of Adam S. Minsky Esq.

**Laurie Norton Moffatt** Director and CEO of Norman Rockwell Museum in Stockbridge, MA.

**Pops Peterson** Artist and owner of SEVEN salon.spa, and MCAD's Artist in Residence 2015-2016.

**Lisa Owens Pinto** Executive Director at City Life Vida Urbana

**Rosalynne V. Price, PhD.** Consultant

**Frank Robinson, Ph.D.,** Vice President of Public Health & Community Relations for Baystate Health

**Grace Ross** the Executive Director of Mass. Alliance Against Predatory Lending (MAAPL).

**Mehlaqa Samdani** Founder and Director at Critical Connections

**Cheryl A. Sharp** Deputy Director of the Connecticut Commission on Human Rights and Opportunities (CHRO)

**Charlotte Golar Richie** Commissioner for the Massachusetts Commission Against Discrimination (MCAD).

**Robert Terrell** Executive Director of the Fair Housing Center of Greater Boston

**Carlos Torres** Presidential Management Fellow with HUD in FHEO

**Karim Wahid** H.U.D. as a Presidential Management Fellow

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