

**11<sup>th</sup> Annual  
Fair Housing + Civil Rights  
Conference**

**Sheraton Monarch Place Hotel  
Springfield, MA  
April 5 – 7, 2017**



# **Breakout Session Workshops**

**Session A  
Thursday, April 6  
10:45 AM – 12:15 PM**

**A1. Fair Housing 101**

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 Meris Bergquist & John Fisher

**A2. Transcending Prejudice: A Look at Gender Identity Discrimination in the Housing Market**

This workshop will talk about gender identity testing and how the study reveals that transgender and/or gender non-conforming housing seekers are experiencing discrimination in the rental housing market. The session will outline how testing was conducted. The presenters will also give an overview of the laws related to gender identity discrimination.

Presented by William Berman & Michelle Dumas Kueler

**A3. MA New Pay Equity Law**

This workshop will cover the history of pay equity legislation and practice, what led to the new legislation, and how the new legislation will change the landscape of pay equity going forward. Attendees will learn the history of pay equity legislation, both federally and locally, and why

disparity continues to occur despite the existence of pay equity and anti-discrimination laws. Attendees will also learn about the specific rights and obligations of employees and employers under the new law.

Presented by Kimberly Klimczuk

#### **A4. Hot Topics in Employment for Employees with Disabilities**

This session will cover employer obligations with a focus on emerging and “hot-button” issues. This session is best for attendees with knowledge of the general obligations under ADA Title I and MGL Ch. 151B. Topics covered will include: Use of medical marijuana, interplay of leave laws and leave as a reasonable accommodation, attendance issues, requests for an animal to accompany an employee with a disability, obligations to accommodate employees with alcoholism or drug addiction, addressing performance and conduct issues, telecommuting as an accommodation, and more. This session is useful to supervisors, hiring managers, employees with disabilities, and human resource professionals.

Presented by Rita DiNunzio & Evan Bjorklund

#### **A5. Challenges in Cultural Diversity & Caregiving**

This session will focus on the cultural/diversity challenges caregivers face in the Home Health Care Setting. The workshop will discuss how socioeconomic factors and ethnic differences affect caregivers and their loved one's quality of care. Participants will learn different ways to provide great family caregiving with the knowledge of multicultural community resources, contacts, and support groups.

Presented by Sina Holloman

#### **A6. ATLAS: Developing Professional Development Programs for Diversity and Inclusion**

This workshop will explore the creation of a diversity and inclusion training certification program implemented on a college campus as a form of professional development for all employees. Participants will explore course development, program assessment, and marketing strategies for a course based professional development program. Discussion around program expenses and leadership buy in will also be included.

Presented by Ameerah McBride

#### **A7. Mental Illness & Incarceration**

This workshop will discuss the over-incarceration of persons with mental illness and/or intellectual disabilities who fall into the criminal justice cesspool because of the lack of adequate community resources and public sentiment to support this sizeable segment of the prison population. Studies estimate that between a quarter to more than a third of all inmates have significant diagnoses.

Presented by Robert Appel

#### **A8. Mobilizing Resistance: Women, Immigrants, People of Faith, and People of Color**

This workshop is intended to be a venue for attendees to gather more information about the effective ways to fight injustice and social inequality as part of a grassroots movement or national campaign. The panel will discuss ways in which people contribute to social movements

that help fight the -isms and phobias that are pervasive today. Panelists will discuss effective ways to motivate people who want to organize a group or movement as well as bring awareness to the social injustices that plague women of color and LGBT people of color. The panel will also address ways individuals might engage with state and local governments and elected officials to help fight for civil liberties.

Presented by The Civil Rights Coalition

#### **A9. LGBTQ Students' Civil Rights & Title IX Panel**

This session will discuss the civil rights of LGBTQ students under federal and state law. It will address the potential impact of an anticipated Supreme Court ruling in *G.G. v. Gloucester County School Board*. It will also examine the effects of a new presidential administration on Title IX policy and enforcement, and the increasingly relevant role of state and local law in securing LGBTQ students' civil rights. Attendees will understand the significant role that state and local civil rights laws are likely to have if federal protections for LGBTQ students are diminished as a result of the new federal administration. Panelists will include practitioners, from the private and public sector, and academics.

Presented by Barbara Curatolo

**Session B**  
**Thursday, April 6**  
**3:30 PM – 5 PM**

**B1. Response After Flint: Options for Action**

This workshop will begin with short presentations from parties who have worked on the problem of the persistence of lead in our environment, and they will introduce a number of options for reducing or eliminating the problem. Participants will then be given ground rules for a constructive interaction, and be invited to comment on the proposed actions. Participants will then be led in an attempt to reach a consensus concerning how we can move forward.

Presented by Richard Reibstein

**B2. Reframing Risk: Hiring & CORI in a Community College Setting**

Using a case study approach, this workshop will examine how one department successfully handled CORI and criminal history during the hiring process. Presenters will argue that by reframing risk the department was better able to realize their core mission. Attendees will examine the data regarding barriers to reentry and employment for formerly incarcerated individuals. Attendees will also examine the social construction of risk around hiring formerly incarcerated people and learn to re-envision the human capital that exists in this population.

Presented by Nicole Hendricks

**B3. Diversity & Inclusion: Why does it matter? & Management**

This workshop will foster a workforce environment which is able to support and value all employees with their many different attributes and help ensure success in the workplace. Participants will gain knowledge and understanding of the differences of employees which will help them learn about their own lenses and filters and how they impact business decisions, work styles and personal relationships that ultimately affect the success of an agency or organization. After attending the workshop, participants will be aware of the need for an awareness of Cultural Competence and Cross Cultural Communication Skills.

Presented by Lorraine Woodson

**B4. Social Media in Civil Rights Advocacy**

This workshop will cover the history of portable video recorders and how video changed the discussion of civil rights. Participants will learn how to use the tools and public exposure in order to share larger projects as community social and broadcast resources. Video and Social media has become the primary means of communication for many Americans and technology has brought us to the point where smaller investments in tools can bring powerful results. Participants will learn how they can now reach many more potential supporters and allies than imagined twenty years ago.

Presented by Gregory Bascomb

**B5. Future of Civil Rights**

The panel will discuss civil rights Hot Topics: The Moderator of the panel will be Bob Terrell, Executive Director of the Fair Housing Center of Greater Boston, Rahsaan Hall, Director of ACLU's Racial Justice Project, Dion Irish, Director of the City of Boston Election Dept, David Harris, Director of the Charles Hamilton Houston Institute for Racial Justice and one other person to be named.

Presented by Robert Terrell

**B6. Legal Updates on Discrimination Laws**

This workshop will cover legal updates in discrimination laws in the Commonwealth and surrounding region.

Presented by Connie McGrane & Eugenia Guastaferrri

**B7. Housing Rights for Domestic Violence Survivors**

This workshop will cover the current law and new developments in housing rights for domestic violence victims to help end the cycle of abuse and keep survivors safe. The panel will also discuss the future of housing rights for domestic violence survivors and what policy changes are necessary to provide greater protections. Attendees will leave the workshop knowing how to effectively advocate on behalf of survivors of domestic violence and how to comply with the laws that protect domestic violence survivors.

Presented by Ashley Grant

**B8. Cultural Competence for the Aging Population**

This workshop serves to explore this topic and its importance to providing care or other relevant services to the aging population, as well as provides techniques and tools to identify and eliminate barriers to communication with seniors. Participants will walk away with these tools that can be integrated into orientation or training modules for staff or used in support group settings for family caregivers or other aging services professionals.

Presented by Catherine Williamson

**B9. Protecting the Rights of LEP/ELLs & Non-papered Children Attending American Public Schools**

This workshop will discuss how advocates can protect English Language Learners (documented and undocumented) in American Public Schools, with a focus on the Commonwealth of Massachusetts. The interactive workshop will help participants empathize with differences in the language, and how to best help and serve Limited English Proficient populations to increase their literacy, cultural transition, and offer resources to protect their rights. Information and Resources will be disseminated.

Presented by Christine Canning

**Session C**  
**Friday, April 7**  
**10:45 AM – 12:15 PM**

**C1. Seven Key Social Skills & Seven Key Cultural Competence Skills for the Global Workforce**

This workshop will present, based on years of experience in research, seven critical social skills and certain key cultural competence skills needed in today's workplace. Participants will be aware of how women and people of color often bear the burden of having to spend a lifetime making others feel comfortable with them in the workplace and in public life. The panel will discuss how this is evident in the workplace where the lack of cultural familiarity and the presence of cultural dissonance creates barriers to employment and promotion.

Presented by William Howe

**C2. Student Debt: A Civil Rights Issue**

This workshop will explore how the student debt bubble is larger than the mortgage bubble and is growing. Student debt is preventing an entire generation from upward mobility.

Presented by Adam Minsky

**C3. Life After Prison: The Challenges Former Prisoners Face in Acquiring Housing and/or Employment Upon Release**

This panel will feature former prisoners and their re-entry experiences, and attorneys who are engaged in advocating for the rights of former prisoners, specifically in regard to housing and employment. Attendees will learn about various forms of discrimination former prisoners face and re-entry programs and legal work conducted on behalf of former prisoners. They will also identify various aspects of society that disparately affect former prisoners upon reentering society.

Presented by Michelle Dumas Keuler & Claudia Quintero

**C4. Developing a Language Access Plan**

The LAP panelists will discuss best practices for implementing Language Access Plans.

Presented by John Fisher

**C5. Black Lives Matter: The Intersection of Civil Rights & African-American Health**

This workshop, through facilitated discussion and activities, will have participants consider the impact of disadvantage and racism in their communities and process solutions for healing. The workshop will discuss educational, economic, housing, and healthcare disadvantages and their impact on the health of African-Americans. Participants will leave the workshop being able to determine solutions to address social disadvantage and opportunities for African-American health and healing.

Presented by Raja Staggers-hakim

**C6. You Don't Know Who You Know: An Exercise in Community Building**

This workshop will teach a creative, proven, and highly effective method for purposeful networking. Through a series of lively engaging activities, each participant's quest will be to gather as many talents, skills, and experiences from their fellow participants as they can for their proposed community project. Attendees can expect to be able to write a first draft statement of purpose for any chosen project or program, listen effectively and target Contact Points when the goal is networking, and develop mutually beneficial collaborations among their immediate colleagues in the class.

Presented by Aisha Gabriel

**C7. Affordable Housing, Disparate Impact & Building Local Capacity**

This seminar will use Massachusetts as a case study to explore tools this state has employed, along with the concentrated efforts of agencies and consultants to build leadership on the local level, to help move affordable housing forward. The panel will also highlight a few examples of local successes, reflecting different tools and strategies. Attendees will gain three specific examples of how towns in Massachusetts are using local resources and policies to increase their supply of affordable housing and they will learn strategies for building local leadership to support affordable housing initiatives.

Presented by Shelly Goehring

**C8. EEOC: Advancing Diversity in Law Enforcement**

The issues on community-police relations and ways in which law enforcement agencies engage with communities have been brought to the forefront of conversation. This workshop will explore initiatives to recruit, hire, retain and promote officers that reflect the diversity of the communities they serve. With the assistance of local law enforcement and the Department of Justice Community Relations Service, we will facilitate working-group discussions about how to address the barriers and implement the promising practices in law enforcement.

Presented by Michael Rojas

**C9. Back to Work: Assisting Low Income Individuals in the Workplace**

This workshop will examine best practices for assisting low income individuals in the workplace by providing positive programming so low-income people can succeed at work.

Presented by Civil Rights Coalition

**Register online at [www.fhcrconference.com/register/](http://www.fhcrconference.com/register/)**