



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 co-hosts to this conference, welcome to the inaugural National Civil Rights Conference, “**21st Century Civil Rights: Integrity. Integration. Innovation. Initiative.**”, November 4 and 5, 2015, at the United States Institute of Peace in Washington, D.C. Notable speakers attending this event include Secretary of Agriculture, Thomas J. Vilsack, Secretary of Transportation, Anthony Foxx, and Environmental Protection Agency Administrator, Gina McCarthy.*

*The mission of the 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 2015 National Civil Rights Conference is being hosted by a coalition of Federal departments and agencies and is the first of its kind.*

*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. Workshops, panels and townhalls will feature representatives from federal and local governments, tribes, community groups, business and industry, public interest groups, academia, and other entities. This integrative forum will give conference participants the opportunity to network with a variety of interests from diverse quarters. All conference participants will realize 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!*

*Jenniffer Kiessling, Esq.  
Executive Conference Director*

## **Program**

Wednesday, November 4, 2015

### **Welcome**

Frederick Pfaeffle Arana  
Deputy Assistant Secretary for Civil Rights, USDA  
Velveta Golightly-Howell  
Director of the Office of Civil Rights, EPA  
Eve Hill  
Deputy Assistant Attorney General, DOJ

### **Master of Ceremonies**

Frederick Pfaeffle Arana

### **National Anthem**

Debra A. Thomas  
Equal Employment Opportunity Specialist  
Office of Civil Rights, EPA

### **Opening Remarks & Introduction of Speaker**

Dr. Joe Leonard  
Assistant Secretary for Civil Rights, USDA

### **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 AM-8:45AM Porte-Cochere Entrance	Registration
Carlucci Auditorium	PLENARY SESSION 8:45AM – 10:00 AM
8:45AM – 9:00AM	Welcome and Opening – Frederick Pfaeffle Arana, USDA; Velveta Golightly-Howell, EPA; Eve Hill, DOJ; Debra Thomas, National Anthem, EPA
9:00 AM-9:15AM	<b>Greeting – Dr. Joe Leonard</b> , Assistant Secretary for Civil Rights, Office of Assistant Secretary for Civil Rights, U.S. Department of Agriculture
9:15 AM-10:00AM	<b>Keynote Speaker – Secretary of Agriculture Thomas J. Vilsack</b>
10:00AM-10:30AM	Mid-Morning Break
	<b>WORKSHOPS</b> <b>SESSION I :10:30AM – 12:00PM</b> <b>Wednesday, November 4, 2015</b>
Carlucci Auditorium	Title VI - What You Need To Know: Laws, Regulations, Executive Orders and Cases <i>Michael Khoury, Trial Attorney, Civil Rights Division, U.S. Department of Justice</i>
Farooq Amphitheatre	Title VII - What You Need To Know: EEOC Legal/Policy Update <i>Tim Bladek, Attorney Advisor, Outreach Coordinator, Federal Training &amp; 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 PM – 1:30PM	<b>Lunch Keynote Speaker</b> <b>Vice Chair of the U.S. Commission on Civil Rights</b> <b>Patricia Timmons-Goodson</b>
	<b>WORKSHOPS</b> <b>Session II: 1:30PM – 3:00PM</b>



<b>Peace Links Room</b>	Affirmatively Furthering Fair Housing – Why it matters to your work. <i>George D. Williams, Sr.</i> , Deputy Assistant Secretary for the Office of Policy, Legislative Initiatives and Outreach, U.S. Department of Housing and Urban Development, Office of Fair Housing and Equal; <i>Adam Norlander</i> , U.S. Department of Housing and Urban Development <i>Melody Taylor-Blancher</i> , U.S. Department of Housing and Urban Development
<b>Hauser Video Conference Room</b>	Title IX Compliance <i>Amanda Dallo</i> , Attorney, Office of Civil Rights, Program Legal Group (Title IX), U.S. Department of Education
<b>Carlucci Auditorium</b>	Accountability & Compliance <i>David Leon King</i> , Director, Office of Compliance, Policy, Training and Cultural Transformation, Office of the Assistant Secretary For Civil Rights U.S. Department of Agriculture <i>Carl-Martin Ruiz</i> , Director, Office of Adjudication , Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture <i>Anna Stroman</i> , Deputy Director, Office of Compliance, Policy, Training and Cultural Transformation & Acting Chief, Policy Division <i>Bobbie Moore</i> , Chief ,Compliance Division, Office of Compliance, Policy, Training and Cultural Transformation, Office of Assistant Secretary for Civil Rights, U.S. Department of Agriculture
<b>Farooq Amphitheatre</b>	Worker Protection and Civil Rights <i>Jordan Barab</i> , Deputy Assistant Secretary of Labor for Occupational Safety and Health Administration
<b>3:00PM-3:15PM</b>	<b>Mid-Afternoon Break</b>
	<b>WORKSHOPS</b> <b>SESSION III: 3:15PM – 4:30PM</b>
<b>Carlucci Auditorium</b>	Title VI Investigating Discriminatory Impact Claims <i>Daria E. Neal</i> , Deputy Chief, Federal Coordination and Compliance Section, Civil Rights Division, United States Department of Justice
<b>Farooq Amphitheatre</b>	EEOC Federal Government Report: Best Practices for Preventing Unlawful Workplace Harassment <i>Megumi Fujita</i> , Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission <i>Tami Trost</i> , Assistant General Counsel, Civil Rights, Labor & Employment Law Policy Section, Office of the General Counsel, U.S. Department of Agriculture
<b>Hauser Video Conference Room</b>	Role of Technology and Social Media in Facilitating Civil Rights Compliance <i>Steven Brammer</i> , Assistant General Counsel, Office of the General Counsel, Civil Rights, Labor and Employment Law Litigation Section, U.S. Department of Agriculture
<b>Peace Links Room</b>	Religious Discrimination in the Workplace <i>Gul Chaudhry</i> , Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission <i>Emily Tasman</i> , Attorney-Advisor, Office of the General Counsel, Civil Rights,

	<i>Labor, and Employment Law Policy Section, U.S. Department of Agriculture</i>
<b>Carlucci Auditorium 4:30PM-5:00PM</b>	Closing Keynote*
<b>5:30PM-7:30PM</b>	<b>Evening Networking Event @ Circa (No Host)</b>

## Glory Beckons (Poem)

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*  
*October 18, 2015*

## **Program**

Thursday, November 5, 2015

### **Welcome**

Ignacia Moreno  
CEO & Principal  
The iMoreno Group, PLC

### **Plenary Keynote Speaker**

Vanita Gupta  
Assistant Attorney General (CRD), DOJ

### **Lunch Keynote Speaker**

Secretary of Transportation  
Anthony Foxx

### **Closing Keynote Speaker**

Administrator  
Environmental Protection Agency  
Gina McCarthy

### **Closing Remarks**

Frederick Pfaeffle Arana  
Velveta Golightly-Howell

## Agenda

THURSDAY, NOVEMBER 5, 2015	
8:00AM - 9:00 AM Porte-Cochere Entrance	Registration
Carlucci Auditorium	PLENARY SESSION 9:00AM – 10:00 AM Thursday, November 5, 2015
9:00 AM - 9:15 AM	Welcome - <b>Ignacia Moreno</b> , CEO & Principal, The iMoreno Group, PLC
9:15AM-10:00 AM	Plenary Keynote Speaker – <b>Vanita Gupta</b> , Assistant Attorney General, Civil Rights Division, U.S. Department of Justice
10:00AM-10:30AM	Mid-Morning Break
	WORKSHOPS SESSION IV: 10:30PM -12:00PM
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>Linda Ford, Associate Administrator, Federal Transit Administration, Office of Civil Rights, 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 &amp; Reserve Affairs</i> <i>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 of Civil Rights, U.S. Department of Health &amp; Human Services</i> <i>Dylan deKervor, Attorney Advisor, 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 &amp; Human Services</i> <i>Sarah Albrecht, Civil Rights Analyst, Office of Civil Rights, U.S. Department of Health &amp; Human Services</i>
Hauser Video Conference Room	Writing Letters of Finding and Final Agency Decisions <i>Nichole McWhorter, Division Manager, Office of Civil Rights, Coordination &amp; Compliance, U.S. Department of Transportation, Federal Highway Administration</i>



<b>Shultz Great Hall</b> <b>12:00 PM -</b> <b>1:30PM</b>	<p style="text-align: center;"><b>Lunch Keynote Speaker</b>  <b>Secretary of Transportation Anthony Foxx</b></p>
	<p style="text-align: center;"><b>CIVIL RIGHTS PANELS</b>  <b>SESSION V: 1:30PM – 2:45PM</b></p>
<b>Farooq Amphitheatre</b>	<p>LGBT Employment Discrimination Updates  <i>Moderator:</i>  <b>Vicky Best-Morris</b>, Training &amp; Public Information Outreach Administrator, Civil Rights Center, U.S. Department of Labor  <i>Panelists:</i>  <b>Melissa Brand</b>, Appellate Review Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission  <b>Steven Brammer</b>, Assistant General Counsel, Civil Rights, Labor and Employment Law Litigation Section, Office of the General Counsel, U.S. Department of Agriculture  <b>Christopher Seely</b>, Branch Chief of Regulatory, Legislative, and Policy Development, Office of Federal Contract Compliance Programs, U.S. Department of Labor  <b>Joseph Wheeler</b>, Staff Attorney, Office Civil Rights, U.S. Department of Education  <b>Lori B. Kisch</b>, Special Litigation Counsel, Civil Rights Division, U.S. Department of Justice</p>
<b>Carlucci Auditorium</b>	<p>Best Practices in ADR and Conflict Resolution in the Federal Sector  <i>Moderator:</i>  <b>Cyrus Salazar</b>, Director, Early Resolution and Conciliation Division, Office of the Assistant Secretary for Civil Rights, U.S. Department of Agriculture  <i>Panelists:</i>  <b>Grande H. Lum</b>, Director, Community Relations Service, U.S. Department of Justice  <b>Veronica Venture</b>, Deputy Officer, Office for Civil Rights &amp; Civil Liberties, and Director, EEO &amp; Diversity, U.S. Department of Homeland Security  <b>Dr. Howard Gadlin</b>, Ombudsman and Director of the Center for Cooperative Resolution at the National Institutes of Health, U.S. National Institutes for Health  <b>Victor Voloshin</b>, Chief Mediation Officer, U.S. Equal Employment Opportunity Commission</p>
<b>Hauser Video Conference Room</b>	<p>Ensuring Access for Limited English Proficiency (LEP) Populations  <i>Moderator:</i>  <b>Andrea Plewes</b>, Civil Rights Program Analyst/Contractor, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice  <i>Panelists:</i>  <b>Laureen Laglagaron</b>, Attorney- Advisor, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice  <b>Alejandro Reyes</b>, Director, Office of Civil Rights, Program Legal Group, U.S. Department of Education  <b>Luben Montoya</b>, Section Chief and Senior Advisor, Civil Rights Policy, Office of Civil Rights, U.S. Department of Health and Human Services  <b>Margo McDaniel</b>, Technical Advisor, OASAM/Civil Rights Center, US Department of Labor</p>

	<b>Lorette Picciano</b> , Executive Director, Rural Coalition/Coalición Rural
<b>Peace Links Room</b>	<p>21<sup>st</sup> Century Policing</p> <p><i>Moderator:</i>  <b>Gustavo Arnavat</b>, Senior Adviser (Non-resident Affiliate), Project on Prosperity and Development Center for Strategic and International Studies</p> <p><i>Panelists:</i>  <b>Kristen Mahoney</b>, Deputy Director, Bureau of Justice Affairs, U.S. Department of Justice  <b>Elizabeth Lyons</b>, Privacy Officer, Metropolitan Police Department of the District of Columbia  <i>*Jay Stanley - Senior Policy Analyst, ACLU Speech, Privacy &amp; Technology Project</i></p>
<b>2:45PM-3:00PM</b>	<b>Mid-Afternoon Break</b>
	<p><b>TOWNHALL DISCUSSIONS:</b>  <b>SESSION VI: 3:00 PM – 4:15 PM</b></p>
<b>Hauser Video Conference Room</b>	<p>Contracting and Disadvantaged Business Enterprises</p> <p><i>Moderator:</i>  <b>Alejandra Castillo</b>, Deputy Director of the Minority Business Development Agency, U.S. Department of Commerce</p> <p><i>Panelists:</i>  <b>Martha Kenley</b>, Program Manager, Disadvantaged Business Enterprise (DBE) and Workforce Development, Federal Highway Administration, U.S. Department of Transportation  <b>Senna Foster</b>, Principal, Title VI Consulting Inc.</p>
<b>Farooq Amphitheatre</b>	<p>Environmental Justice</p> <p><i>Moderator:</i>  <b>Frederick Pfaeffle Arana</b>, Deputy Assistant Secretary for Civil Rights, U.S. Department of Agriculture</p> <p><i>Panelists:</i>  <b>Daria E. Neal</b>, Deputy Chief, Federal Coordination and Compliance Section, Civil Rights Division, U.S. Department of Justice  <b>Mustafa Ali</b>, Senior Advisor to the Administrator on Environmental Affairs, Office of Environmental Justice, U.S. Environmental Protection Agency  <b>Patrice Simms</b>, Associate Professor of Law, Howard University School of Law  <b>Kedric L. Payne</b>, Deputy General Counsel for Environment and Compliance, U.S. Department of Energy</p>
<b>Peace Links Room</b>	<p>Tribal Justice</p> <p><i>Moderator:</i>  <b>Arthur “Butch” Blazer</b>, Deputy Undersecretary, Natural Resources and Environment, U.S. Department of Agriculture</p> <p><i>Panelists:</i>  <b>Estelle Bowman</b>, Assistant Director, Office of Tribal Relations, Forest Service, U.S. Department of Agriculture  <b>Bryan Rice</b> – Director of Forest Management, Forest Service, U.S. Department of Agriculture  <b>Chris Deschene</b> – Director, Office on Indian Energy, U.S. Department of Energy  <b>Caitlin Gregg</b> – Attorney, Natural Resources and Environment Division, Office of</p>

	<i>General Counsel, U.S. Department of Agriculture</i>
<b>Carlucci Auditorium</b>	<p>LGBT Hot Topics</p> <p><i>Moderator:</i></p> <p><b>Steven Brammer</b>, 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></p> <p><b>Melissa Brand</b>, Appellate Review Attorney, Office of Federal Operations, U.S. Equal Employment Opportunity Commission</p> <p><b>Joseph Wheeler</b>, Staff Attorney, Office Civil Rights, US Department of Education</p> <p><b>Sharon McGowan</b>, Attorney, Appellate Section, Civil Rights Division, U.S. Department of Justice</p>
<b>Carlucci Auditorium</b> <b>4:15-4:45pm</b>	<p><b>Closing Keynote Speaker</b> <b>EPA Administrator Gina McCarthy</b></p>
<b>4:45-5:00pm</b>	<b>Closing Remarks – Frederick Pfaeffle Arana/Velveta Golightly-Howell</b>

***Martin Luther King Jr:***

*“Yes, if you want to say that I was a drum major, say that I was a drum major for justice; say that I was a drum major for righteousness. And all of the other shallow things will not matter.”*

***Comment 4th February 1968.***

## **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 of the Office of Civil Rights, U.S. Environmental Protection Agency

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

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

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

**Jenniffer 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 Speakers



## 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.

### ***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 Democrat National Convention, 14th July 1948.***



## **Administrator Gina McCarthy**

Gina McCarthy is the Administrator of the U.S. Environmental Protection Agency.

Appointed by President Obama in 2009 as Assistant Administrator for EPA's Office of Air and Radiation, Gina McCarthy has been a leading advocate for common-sense strategies to protect public health and the environment.

Previously, McCarthy served as the Commissioner of the Connecticut Department of Environmental Protection. During her career, which spans over 30 years, she has worked at both the state and local levels on critical environmental issues and helped coordinate policies on economic growth, energy, transportation and the environment.

McCarthy received a Bachelor of Arts in Social Anthropology from the University of Massachusetts at Boston and a joint Master of Science in Environmental Health Engineering and Planning and Policy from Tufts University.

When she is not in D.C., McCarthy lives in the Greater Boston area with her husband and dog, just a short bike ride away from their three children, Daniel, Maggie, and Julie.

## **John Fitzgerald Kennedy:**

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

***Message to Congress 19th June 1963.***



## **Secretary of Transportation- Anthony Foxx**

Anthony Foxx became the 17th United States Secretary of Transportation on July 2, 2013.

In nominating him, President Obama said, “I know Anthony’s experience will make him an outstanding Transportation Secretary. He’s got the respect of his peers, mayors, and governors all across the country. And as a consequence, I think that he’s going to be extraordinarily effective.”

As U.S. Secretary of Transportation, Foxx leads an agency with more than 55,000 employees and a \$70 billion budget that oversees air, maritime, and surface transportation. His primary goal is to ensure that America maintains the safest, most efficient transportation system in the world.

Foxx joined the U.S. Department of Transportation after serving as the mayor of Charlotte, North Carolina, from 2009 to 2013. During that time, he made efficient and innovative transportation investments the centerpiece of Charlotte’s job creation and economic recovery efforts. These investments included extending the LYNX light rail system, the largest capital project ever undertaken by the city, which will build new roads, bridges, transit as well as bicycle and pedestrian facilities; expanding Charlotte-Douglas International Airport, the sixth busiest airport in the world; working with North Carolina Governor Beverly Perdue to accelerate the I-485 outer belt loop using a creative design-build-finance approach, the first major project of its kind in North Carolina; and starting the Charlotte Streetcar Project.

Prior to being elected mayor, Foxx served two terms on the Charlotte City Council as an At-Large Representative. As a Council Member, Foxx chaired the Transportation Committee, where he helped shepherd the largest transportation bond package in the city’s history, enabling Charlotte to take advantage of record low interest rates and favorable construction pricing to stretch city dollars beyond initial projections. Foxx also chaired the Mecklenburg-Union Metropolitan Planning Organization.

Foxx is an attorney and has spent much of his career in private practice. He also worked as a law clerk for the U.S. Sixth Circuit Court of Appeals, a trial attorney for the Civil Rights Division of the U.S. Department of Justice, and staff counsel to the U.S. House of Representatives Committee on the Judiciary.

Foxx received a law degree from New York University’s School of Law as a Root-Tilden Scholar, the University’s prestigious public service scholarship. He earned a bachelor’s degree in History from Davidson College.

Foxx and his wife, Samara, have two children, Hillary and Zachary.

## **21<sup>st</sup> Century Civil Rights Medley(song)**

### **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



## **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](http://www.usip.org)

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