

2017 HUMAN RIGHTS SYMPOSIUM



DECEMBER 12 & 13
SAINT PAUL RIVERCENTRE

*Presented by the Minnesota Department of Human Rights in coordination with the Saint Paul
Department of Human Rights and Equal Economic Opportunity*



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PROGRAM SCHEDULE

DAY ONE AND DAY TWO

8:00AM - 8:30AM	REGISTRATION
8:30AM - 9:30AM	PLENARY
9:40AM - 10:40AM	MORNING SESSION A
10:50AM - 11:50AM	MORNING SESSION B
12:00PM - 1:30PM	LUNCH & KEYNOTE ADDRESS
1:40PM - 2:40PM	AFTERNOON SESSION A
2:50PM - 3:50PM	AFTERNOON SESSION B

GENERAL INFORMATION

REGISTRATION

Registration begins at 8:00 a.m. Your name badge will be available at the registration desk. Please check the program addendum for any last-minute changes to workshops, workshop presenters and other event details.

PLENARY SESSION

Minnesota Department of Human Rights Commissioner Kevin Lindsey will present the plenary on Day One and Judge Mark Kappelhoff will present on Day Two at 8:30 a.m. in the Main Ballroom (rooms A & B).

SESSIONS

Workshops will be held in rooms 2, 3, 4, 5, C and D. Room 1 will be used for the Hands on Experience with the ADA session on Day Two. Please check the workshop title posted outside each meeting room as room assignments may have changed since the printing of this program. All Symposium presentations will be available at mn.gov/mdhr.

BREAKFAST

A continental breakfast will be served from 8:00-11:00 a.m. in the Main Ballroom A & B.

LUNCH & KEYNOTE PRESENTATIONS

Lunch will be served buffet style in the Main Ballroom A & B. During lunch, please join us for keynote presentations from Duke Professor Jane Wettach, Day One and Dr. Algernon Austin, Day Two.

WIFI ACCESS

Free WiFi Access: Saint Paul RiverCentre offers free wireless internet through the entire facility. Guests may get free wifi access by choosing “accept” on the terms and conditions page.

CLE ACCREDITATION

The Minnesota Department of Human Rights has applied for 21 Continuing Legal Education (CLE) credits from the Minnesota Board of Continuing Legal Education (MBCLE). The CLE event code will be provided upon approval. The workshops that qualify for MBCLE credits are noted on Day One and Day Two of at a glance and in each session description.

Attorneys are responsible for reporting their course attendance. The MBCLE web site provides the latest information on credit approval, how to report attendance and more (www.cle.mn.gov).

POST ACCREDITATION

The Minnesota Department of Human Rights has applied for eight Peace Officer Standards and Training (POST) credits from the Minnesota Board of Peace Officers Standards and Training for peace officers. The POST event code will be provided upon approval. Minnesota Board of Peace Officers Standards and Training POST credits are noted on Day One and Day Two of at a glance and in each session description.

Peace Officers are responsible for reporting their course attendance. The POST Board website provides the latest information on credit approval, how to report attendance and more (<https://dps.mn.gov/entity/post/continuing-education>).

DAY TWO ONLY - ALL DAY SESSION

Hands on Experience with the ADA

Room: 1

Track: Disability

This activity covers aspects of universal design, the Americans with Disability Act (ADA) and accessibility for persons with varying abilities and challenges in public spaces. Participants will attempt to maneuver with a range of simulated disabilities. Wheelchairs and walkers are used to simulate mobility issues, ear plugs are used to simulate hearing loss and vision goggles to simulate types of visual impairments. Participants are asked to read signs, understand and follow simple instructions/directions, travel over carpeting and laminated floors and maneuver through a “hallway” created by tables and chairs that followed ADA regulations for width.

Presenters: Phyllis A. Greenberg, Associate Professor and Coordinator of Graduate Studies in the Gerontology Program at St. Cloud State University; Amanda Clemens, M.S. in Gerontology second year student; Nisha Khanal, M.S. in Gerontology second year student; Babita Pokharel, M.S. in Gerontology first year student

KEYNOTE SPEAKER

- DAY ONE

JANE R. WETTACH

Jane Wettach directs the Children's Law Clinic and teaches Education Law at Duke Law School. She is a frequent speaker on issues involving the educational rights of children, especially children with disabilities. She was honored by the North Carolina Justice Center with its 2010 "Defender of Justice Award" in the area of litigation.

Wettach joined the Duke Law faculty in 1994 after practicing poverty law for 13 years with legal aid offices in Raleigh and Winston-Salem, N.C., developing particular expertise in the law of government benefits. She has argued cases in the U.S. Supreme Court and the North Carolina Supreme Court, as well as other appellate courts.

Prior to establishing the Children's Law Clinic in 2002, she served as supervising attorney in Duke's AIDS Legal Project and as an instructor in the Legal Analysis, Research and Writing Program. Wettach is the author of *The Advocate's Guide to Assistance Programs in North Carolina*, co-author of *A Consumer's Guide to Health Insurance and Health Programs in North Carolina*, and a contributing author to *Special Education Advocacy* (LexisNexis, 2011). Wettach received her BA in 1976 and her JD in 1981 from the University of North Carolina at Chapel Hill.



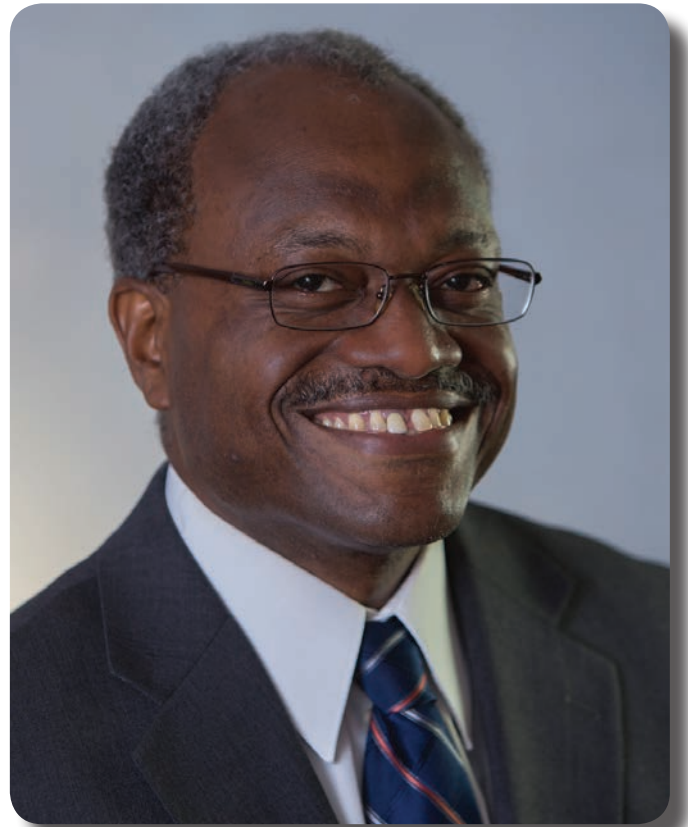
“Well-chosen alternatives to suspension can simultaneously diminish the negative outcomes of harmful discipline policies, boost student achievement, reduce student misconduct, and maintain safe and orderly schools.”

DR. ALGERNON AUSTIN

Dr. Austin authored “Uneven Pain – Unemployment by metropolitan area and race” in June, 2010 in his former position as the director of the Economic Policy Institute’s Program on Race Ethnicity and the Economy (PREE). The Uneven Pain Report identified Minneapolis as a metropolitan area with significant disparities in unemployment following the great recession. “The black-white unemployment ratio was highest in Minneapolis and Memphis. In these metropolitan areas, the black unemployment rate was three times the white rate.

Austin’s research influenced Minnesota’s Criminal Rehabilitation Act, also known as Ban the Box. Ban the Box prohibits employers from requesting criminal history until they’ve reached the conditional offer stage. The act aims to make the employment process smoother for citizens returning to employment after an arrest or criminal conviction.

Presently, Dr. Austin conducts economic policy research for the Dēmos think tank. He has been Senior Research Fellow at the Center for Global Policy Solution. As the first director of the PREE, Dr. Austin built the program into a nationally recognized source for expert reports and policy analyses on the economic condition of America’s people of color. A nationally-recognized source for information on race and economy, Algernon has discussed racial inequality on PBS, CNN, NPR, as well as other national television and radio networks.



“One reason black families are disproportionately economically disadvantaged is because blacks are still about twice as likely as whites to be unemployed. This was the case in the 1960s, and it remains true today.”

PLENARY SPEAKER

- DAY ONE

COMMISSIONER KEVIN LINDSEY

Kevin Lindsey was appointed Commissioner of the Minnesota Department of Human Rights (MDHR) in February 2011. He has 25 years of experience in resolving complex legal and public policy questions as an attorney within private law firms, an executive in business, and in the public sector with the Office of the Ramsey County Attorney.

As Commissioner, Lindsey leads the agency responsible for making Minnesota discrimination free. MDHR enforces the Minnesota Human Rights Act. Discrimination is prohibited in employment, housing, public accommodations, public services, business, credit and other areas.

Lindsey received his JD and BA from the University of Iowa, where as a student he served as Editor-in-Chief of the Iowa Law Review. Commissioner Lindsey was recently honored by his alma mater with the 2017 Iowa Law Review Distinguished Alumni Award.



PLENARY SPEAKER

- DAY TWO

JUDGE MARK KAPPELHOFF

Judge Mark Kappelhoff was appointed by Governor Mark Dayton in 2016 and currently serves on the Hennepin County Criminal Court. Prior to the appointment, Kappelhoff taught at the University of Minnesota, School of Law. He also worked for the U.S. Department of Justice for more than a decade. In recognition of his work, he was awarded the U.S. Attorney General's Award for Exceptional Service – the highest award given by the U.S. Department of Justice to its employees.

Kappelhoff's work includes high profile civil rights investigations. During his tenure at the U.S. Department of Justice, he led efforts in the department's Civil Rights Division on human trafficking, policing practices, and hate crimes. He led the investigation of the police department in Ferguson, Mo. which resulted in a determination of unconstitutional and biased policing practice. He also supervised the federal hate crime investigation on the shooting at the Emanuel African Methodist Episcopal Church in Charleston, South Carolina.



DAY ONE AT A GLANCE

REGISTRATION BEGINS AT 8 A.M.

PLENARY SESSION: 8:30 - 9:30 AM Main Ballroom A & B		NETWORKING SESSION	
MORNING SESSION A: 9:40-10:40 AM	TRACK	CLE/POST	ROOM
Importance of Digital Accessibility	Emerging Issues & Implicit Bias		2
Finding Common Ground: An Exploration of Interfaith Alliances	Public Policy & Civic Engagement		4
Youth Diversion in Minneapolis - A Police, Community, City Partnership to Improve Outcomes and Eliminate Disparities	Criminal Justice	1 Standard/1 POST	D
Creating Opportunities for All	Economic Development & Housing		3
Efforts to Increase Racial and Ethnic Diversity of K-12 Professionals	Education as a Human Right		C
Lessons learned from the Earned Sick and Safe Time ordinances in Minneapolis and St. Paul	Employment	1 Standard	5
MORNING SESSION B: 10:50 - 11:50 AM	TRACK	CLE	ROOM
Creating an Inclusive and Accessible Engagement for People with Disabilities	Emerging Issues & Implicit Bias	1 Standard	5
Civic Engagement in Minnesota	Public Policy & Civic Engagement		4
Public Accommodations of Deaf Persons in the Area of Public Services	Criminal Justice	1 Standard/ 1 POST	3
Understanding Housing Disparities and Undoing the Institutional and Systemic Racism	Economic Development & Housing	1 Bias	D
The Liberating Power of Innocence	Education as a Human Right		2
#MeToo: Understanding Sexual Harassment in the Workplace	Employment		C
LUNCH: 12PM - 1:30PM BUFFET STYLE		ROOM	
Keynote presentation by Duke Professor Jane Wettach		Main Ballroom A & B	
AFTERNOON SESSION A: 1:40 - 2:40 PM	TRACK	CLE	ROOM
Implicit Bias - Gray Area Thinking, a Human Inclusivity Training	Emerging Issues & Implicit Bias	1 Bias	C
Legislature 101: Introduction to Minnesota's Public Policy Decision Making Process	Public Policy & Civic Engagement		2
Changes and Impact of City Ordinance and Police & Community Relations	Criminal Justice	1 Standard/ 1 POST	D
Understanding Local & National Efforts to Retain a Diverse Workforce	Economic Development & Housing		5
Education Equity and Action	Education as a Human Right		3
The Rights of Transgender Employees in the Workplace	Employment	1 Bias	4
AFTERNOON SESSION B: 2:50 - 3:50 PM	TRACK	CLE	ROOM
The Legal and Practical Issues of Faith Communities Providing Sanctuary to Vulnerable Immigrants	Emerging Issues & Implicit Bias	1 Standard	D
Postcards from the Land Beyond Gender	Public Policy & Civic Engagement	1 Standard	4
Bridging the Gap between Underserved Communities & Law Enforcement	Criminal Justice	1 POST	3
Best Practices on Hiring and Retaining a Diverse Workforce	Economic Development & Housing		2
Applying Restorative Justice Practices to students recommended for Expulsion or Suspension: An Evidence Based Model for Success	Education as a Human Right	1 Standard	C
Sexual Harassment in the Workplace: What Employers Need to Know	Employment		5

DAY ONE

Plenary Session 8:30 - 9:30 AM

Main Ballroom A & B

Minnesota Department of Human Rights Commissioner Kevin Lindsey will discuss the accomplishments, direction and recent changes within the Department of Human Rights, along with the most important cases from the perspective of the Department.

Presenter: Kevin Lindsey, J.D., MDHR Commissioner

MORNING SESSION A

9:40 - 10:40 AM

Importance of Digital Accessibility

Room: 2

Track: Emerging Issues & Implicit Bias

Access to the digital realm has become a basic right. This panel will discuss the current legal and technical aspects of digital accessibility as well as its current application and impact.

Presenters: Janet Peters, Great Lakes ADA Center Project Coordinator; Ken Rodgers, MnDOT Disability Programs Coordinator; Jay Wyant, Chief Information Accessibility Officer; David Fenley, ADA Access Coordinator; and Chad Miller, Digital Access Coordinator

Finding Common Ground: An Exploration of Interfaith Alliances

Room: 4

Track: Public Policy & Civic Engagement

Learn about Minnesota's leadership in interfaith action and lessons learned from faith leaders about developing interfaith relations.

Presenters: Rabbi Marcia Zimmerman; Imam Dr. Hamdy El-Sawaf

Youth Diversion in Minneapolis – A Police, Community, City Partnership to Improve Outcomes and Eliminate Disparities

Room: D

Track: Criminal Justice

This presentation will focus on the police/community/

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city partnership that has led to the implementation of restorative justice diversion for youth in Minneapolis who otherwise could be charged with a criminal offense.

Presenters: Sarah Davis, Legal Rights Center Associate Director; Bruce Folkens, Commander Minneapolis Police Department

1 standard credit applied for/ 1 POST credit applied for

Creating Opportunities For All

Room: 3

Track: Economic Development & Housing

This session will focus on Minnesota's leadership and efforts in creating opportunity for all Minnesotans.

Presenter: Shawnterra Hardy, DEED Commissioner

Efforts to Increase Racial and Ethnic Diversity of K-12 Professionals

Room: C

Track: Education as a Human Right

Hear a panel discussion on efforts to increase racial and ethnic diversity of K-12 teaching professionals.

Presenters: Violeta Hernández Espinosa, Minnesota Council on Latino Affairs (MCLA); Hue Nguyen, Minnesota Department of Education (MDE) Assistant Commissioner; Todd Olson, College & Career Readiness Administrator for Roseville Area Schools

Lessons learned from the Earned Sick and Safe Time ordinances in Minneapolis and St. Paul

Room: 5

Track: Employment

This session will educate attendees about the new sick and safe time ordinances in Minneapolis and Saint Paul. Panelists will discuss commonalities and identify differences between the ordinances.

Presenters: David Gorski, Manager, Contract Compliance & Business Development; Raghavi Kharel, Human Rights Specialist, Saint Paul Department of Human Rights (HREEO); Lao Yang, Human Rights Specialist, HREEO; Brian Walsh, Labor Standards Enforcement, Department of Civil Rights Minneapolis

1 standard credit applied for

DAY ONE

MORNING SESSION B 10:50 - 11:50 AM

Creating an Inclusive and Accessible Engagement for People with Disabilities

Room: 5 **Track: Emerging Issues &
Implicit Bias**

The presentation will focus on best practices for cultivating inclusive and accessible opportunities for people with disabilities to become more civically engaged at the community, regional, and state level.

*Presenter: Darlene Zangara, Olmstead Implementation
Office Executive Director*

1 standard credit applied for

Civic Engagement in Minnesota

Room: 4 **Track: Public Policy &
Civic Engagement**

In signing Executive Order 15-02 and establishing the Diversity and Inclusion Council, Governor Dayton made history as the first Minnesota Governor to create a Civic Engagement Plan that would provide a framework to ensure that Cabinet-level administrative agencies make intentional efforts to meaningfully engage with historically disenfranchised communities. Learn about the state's Civic Engagement Plan and hear from agency leaders about how they are engaging with communities across the state.

*Presenters: Nick Kor, MDHR Civic Engagement Director;
John Linc Stine, Commissioner, Minnesota Pollution Control
Agency (MPCA); Alene Tchourumoff, Chair, Metropolitan
Council*

Public Accommodations of Deaf Persons in the Area of Public Services

Room: 3 **Track: Criminal Justice**

Gain an understanding of public accommodations of deaf persons in the area of public services. Information will include analysis of issues in accommodating deaf persons in public services (both NPC and PC findings) with police departments, jails, county human services agencies, etc.

*Presenters: Trevor Boulter, MDHR Lead Enforcement
Officer; Christina Schaffer, MDHR Enforcement Officer*

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1 standard credit applied for/ 1 POST credit applied for

Understanding Housing Disparities and Undoing Institutional and Systemic Racism

Room: D **Track: Economic Development
& Housing**

This presentation will give an overview of how a fair housing lens can be applied to many of the decisions within a state or municipality. It will identify other relevant laws beyond those typically applied in an investigation context intersect with civil rights housing protections.

*Presenters: Alyssa Wetzel-Moore, Saint Paul Department
of Human Rights and Equal Economic Opportunity Human
Rights Specialists and ADA Coordinator*

1 bias credit applied for

The Liberating Power of Innocence

Room: 2 **Track: Education as a Human Right**

Learn about the impact of the Innocent Classroom program on student suspensions and expulsions from its creator Alexis Pate.

Presenter: Alexis Pate, President, Innocent Technologies, LLC

#MeToo: Understanding Sexual Harassment in the Workplace

Room: C **Track: Employment**

On October 15th Actress Alyssa Milano asked women to “#MeToo” to give the world a sense of the magnitude of the problem of sexual harassment and assault. In less than 48 hours, the hashtag had been tweeted nearly a million times. Have we reached a watershed moment in our society? What have we learned about sexual harassment in today's work environment and what should individuals who are harassed know about their rights?

Presenter: Kevin Lindsey, J.D., MDHR Commissioner

DAY ONE

AFTERNOON SESSION A

1:40 - 2:40 PM

Implicit Bias - Gray Area Thinking, a human inclusivity training

Room: C

Track: Emerging Issues & Implicit Bias

Gray Area Thinking is a human inclusivity training that consists of four learning modules: 1) how we group and label others/how we are a tribal society; 2) how we group and label ourselves utilizing an audience-participation exercise, “The Identity Game”; 3) the Gray Area Thinking® toolset of awareness of human vulnerability; risk-taking to lessen that vulnerability and acting with compassion/kindness (ARC); and 4) the levels of inclusivity and allyship.

Presenter: Ellen Krug, Human Inspiration Works Founder & President

1 bias credit applied for

Legislature 101: Introduction to Minnesota’s Public Policy Decision Making Process

Room: 2

Track: Public Policy & Civic Engagement

This presentation will focus on teaching participants the basics of Minnesota’s public policy decision making process, with a focus on the state-level legislative process. It will cover basic structures and timelines, how to identify decision makers, and practical tips on legislative advocacy.

Presenter: Scott Beutel, MDHR Public Policy Director

Changes and Impact of City Ordinance and Police & Community Relations

Room: D

Track: Criminal Justice

In 2016, the Saint Paul City Council passed an ordinance that made significant changes to the City’s Police Civilian Internal Affairs Review Commission for the first time since its creation in 1991. Among other things, those changes included the removal of police officers from the Commission’s makeup and the transfer of the Commission from the Police Department to the City’s Department of Human Rights. This presentation will detail the lessons learned in the first year of implementing the new ordinance.

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Presenters: Libby Kantner, Saint Paul Department of Human Rights Police Civilian Internal Affairs Review; Jeffrey Martin, Deputy Director, Saint Paul Department of Human Rights and Equal Economic Opportunity; Constance Tuck, retired attorney; Dr. Raj Sethuraju, Assistant Professor, School of Law Enforcement & Criminal Justice at Metropolitan State University

1 standard credit applied for/ 1 POST credit applied for

Understanding Local & National Efforts to Retain a Diverse Workforce

Room: 5

Track: Economic Development & Housing

This panel will share best practices utilized by government jurisdictions on retaining a diverse workforce. Hear what is being done locally and nationally to engage diverse employees and reduce turnover. Retention programs, such as employee resource groups and training and development opportunities, data leveraged from exit interviews, and recruitment strategies will be shared to assist others in retaining a diverse workforce.

Presenters: Toni Newborn, Diversity and consulting Services Manager, City of Saint Paul; Gordon Goodwin, Government Alliance on Race and Equity (GARE) Midwest Regional Project Manager, Race Forward; Ali Timpone, Human Resource Manager, City of Saint Paul; Tonya Palmer, Diversity and Inclusion Manager Hennepin County

Education Equity and Action

Room: 3

Track: Education as a Human Right

This session will provide an understanding of how to decrease classroom behavioral challenges and how to engage students of color in learning course-room and curriculum and participation.

Presenter: Sparkle Smith, Josiahs Educational Consulting Education Consultant

The Rights of Transgender Employees in the Workplace

Room: 4

Track: Employment

This presentation will focus on the rights of transgender employees in the workplace including existing and pending federal legislation and case law.

Presenter: Michelle Basham, Bridge for Youth Executive Director

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1 bias credit applied for

AFTERNOON SESSION B

2:50 - 3:50 PM

The Legal and Practical Issues of Faith Communities Providing Sanctuary to Vulnerable Immigrants

Room: D **Track: Emerging Issues & Implicit Bias**

The presentation is on the law of “sanctuary”, the legal and practical issues of faith communities providing sanctuary to vulnerable immigrants in light of draconian and scapegoating changes that have been made to immigration enforcement under the current Administration.

Presenter: Phil Steger, Associate, Dorsey & Whitney LLP

1 Standard credit applied for

Postcards from the Land Beyond Gender

Room: 4 **Track: Public Policy & Civic Engagement**

While topics related to transgender individuals have higher visibility than ever, triggering both progress and backlash, the emergence of people living outside the gender binary altogether is prompting new thinking in policy and the public about the very nature of gender and its role in our world. This session will explore what questions this brings to Minnesota – and how might we answer them.

Presenter: Phil Duran, OutFront Minnesota Legal Director

1 Standard credit applied for

Bridging the Gap between Underserved Communities & Law Enforcement

Room: 3 **Track: Criminal Justice**

This presentation will address the urgent need to collectively bridge the gaps between underserved communities and law enforcement.

Presenter: John Thompson, Fight for Justice LLC Director

1 POST credit applied for

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Best Practices on Hiring and Retaining a Diverse Workforce

Room: 2 **Track: Economic Development & Housing**

This session will provide best practices for employers to implement to ensure they are hiring and retaining a diverse workforce and are in compliance with the Minnesota Human Rights Act.

Presenters: Elaine Valadez, MDHR Compliance Enforcement Officer; Hannah Rock, MDHR Compliance Enforcement Officer

Applying Restorative Justice Practices to Students Recommended for Expulsion or Suspension: An Evidence Based Model for Success

Room: C **Track: Education as a Human Right**

The Legal Rights Center has partnered with both Minneapolis Public Schools and St. Paul Public Schools to successfully utilize restorative Family Group Conferences as an alternative to expulsion or ongoing suspensions. This presentation will focus on an in-depth examination of this innovative, evidence-based practice.

Presenters: Chelsea Schmitz, Legal Rights Center Youth Advocate Attorney & Restorative Facilitator; Sarah Davis, Legal Rights Center Associate Director

1 standard credit applied for

Sexual Harassment in the Workplace: What Employers Need to Know

Room: 5 **Track: Employment**

The national discussion on sexual harassment in the workplace over the past few months has all employers questioning the culture of their organizations, the adequacy of their sexual harassment policies, and the efficacy of their diversity and inclusion practices. What do employers need to know about sexual harassment and what should they be doing to remain as leaders of inclusive working environments.

Presenter: Kevin Lindsey, J.D., MDHR Commissioner

50TH ANNIVERSARY CELEBRATION AND OUR RIGHTS SCREENINGS

MDHR 50TH ANNIVERSARY CELEBRATION

In 2017, the Minnesota Department of Human Rights celebrated its 50th anniversary as the state agency responsible for implementing the Human Rights Act.

On May 25th, 1967, Minnesota Governor Harold LeVander (R) signed legislation creating the Minnesota Department of Human Rights. A few weeks later, the Minnesota Department of Human Rights became a state agency on July 1, 1967. The agency succeeded the State Commission Against Discrimination. At the same time, legislators approved procedures for enforcement of the Minnesota State Act Against Discrimination including investigation, conciliation, public hearings and appeal.

The creation of the Minnesota Department of Human Rights in 1967 rests on the foundation of the civil rights achievements of the 1960s. Martin Luther King, Jr. gave his “I Have a Dream” speech on Aug. 28, 1963, during the historic March on Washington for Jobs and Freedom. King’s speech is considered by many historians to be the catalyst for the Civil Rights Act of 1964 and the Voting Rights Act of 1965.

In 1973, legislators renamed the act, the Minnesota Human Rights Act, and amended it to extend prohibitions on sex discrimination to housing, public accommodations, public service and education. Additionally, discrimination in employment, housing and education was prohibited on the basis of marital status, disability and status with regard to public assistance. Later, denial of credit was prohibited on the basis of sex.

Over the past half-century, MDHR has carried out its three primary duties under the Act by investigating claims of discrimination, ensuring workforce opportunities on state contracts and educating the broader community about their rights and responsibilities under the law.



OUR RIGHTS SERIES AND TOOLKIT

In honor of MDHR’s 50th anniversary, MDHR and Twin Cities Public Television co-created a three-part series that explored the history, transformation, and future of human rights in Minnesota. The first episode, “Our Rights: Justice for All” provided an in-depth history of MDHR over the past 50 years. The next episode, “Our Rights: Raising the Stakes,” examined the transformation of Affirmative Action to Diversity and Inclusion. Lastly, “Our Rights: Building on the Promise” addressed the future of human rights and the role of MDHR in building a better future for all Minnesotans.

Learn more at mn.gov/mdhr



DAY TWO AT A GLANCE

REGISTRATION BEGINS AT 8 A.M.

PLENARY SESSION: 8:30 - 9:30 AM Main Ballroom A & B		NETWORKING SESSION	
MORNING SESSION A: 9:40-10:40 AM	TRACK	CLE/POST	ROOM
Creating A More Perfect Union	Emerging Issues		2
2018 Generational Trends on Communities, Civic Engagement and Employment	Public Policy & Civic Engagement	1 Standard	3
Harassment in the Workplace: Employer's Duty to Stop and Prevent	Employment	1 Standard	4
The Times Are A'Changing	Economic Development & Housing		D
Understanding Current Sentencing Practices and Learn where Geographic and Racial Disparities Exist	Criminal Justice	1 Bias/ 1 POST	5
Moving Beyond Labels and Assumptions: Supporting Children and Adults Living with Disability In Your Community	Disability		C
MORNING SESSION B: 10:50 - 11:50 AM	TRACK	CLE	ROOM
Creative Community Building	Emerging Issues		5
The Legal & Practical Challenges Facing Vulnerable Populations	Public Policy & Civic Engagement	1 Standard	4
New Minneapolis & St. Paul Sick Leave Ordinances: Their Interaction with State & Federal Leave Laws	Employment	1 Standard	3
We Are All Criminals	Economic Development & Housing		C
Juvenile Sentencing for Heinous Crimes	Criminal Justice	1 Standard/1 POST	D
Understand How to Find and Connect with Your Own Stakeholders who are Deaf, Deafblind and Hard of Hearing	Disability		2
LUNCH: 12PM - 1:30PM BUFFET STYLE			ROOM
Keynote presentation by Dr. Algernon Austin			Main Ballroom A & B
AFTERNOON SESSION A: 1:40 - 2:40 PM	TRACK	CLE	ROOM
Understanding the Refugee Process	Emerging Issues		5
Understanding the Hurdles, Pitfalls and the Relationships necessary to Change Public Policy	Public Policy & Civic Engagement	1 Standard	4
A Human Rights Approach to Ending Trafficking & Exploitation in the Workplace	Employment	1 Standard	D
Workforce Goals	Economic Development & Housing		C
High Risk Revocation Reduction Program	Criminal Justice	1 POST	3
AccessAbility's "Project Connect"	Disability		2
AFTERNOON SESSION B: 2:50 - 3:50 PM	TRACK	CLE	ROOM
Our Rights: Justice For All	Emerging Issues		2
Innovative Approaches to Civic Engagement	Public Policy & Civic Engagement		4
Top 10 Reasons Employees Sue Their Employers	Employment	1 Standard	C
Equal Pay Audits	Economic Development & Housing		3
Impact of New Administration's Immigrant and Refugee Executive Orders in the U.S.	Criminal Justice	1 POST	D
Understanding Implicit Bias and Stigma in Mental Health	Disability	1 Bias	5

DAY TWO

Plenary Session 8:30 - 9:30 AM

Main Ballroom A & B

Judge Mark Kappelhoff will share the U.S. Justice Department's civil rights investigation of the Ferguson Police Department and discuss the investigation and its findings.

Presenter: Judge Mark Kappelhoff, Minnesota 4th District Judge

MORNING SESSION A 9:40 - 10:40 AM

Creating a More Perfect Union

Room: 2 **Track: Emerging Issues**

The benefits of inclusion will be presented. Review an example of a department that is riddled with issues stemming from the refusal to accept the need to create a more balanced representation for the people it serves.

Presenter: Mary Reed-Johnson, Hair, Head & Heart Industry Advocate

2018 Generational Trends on Communities, Civic Engagement and Employment

Room: 3 **Track: Public Policy & Civic Engagement**

Participants will be provided guidance for establishing exploratory journeys of understanding cultural and ethical differences amidst listening intentionally to the opinions of others. This presentation will include road maps and navigational tools for fair-minded critical thinking methods and culturally responsive, relevant and respectful resources.

Presenter: Nkem Chirpich, TAP Diversity Navigators President

1 standard credit applied for

Harassment in the Workplace: Employer's Duty to Stop and Prevent

Room: 4 **Track: Employment**

This presentation will review the following: Legal liabil-

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ity issues for employers when harassment occurs in the workplace; what conduct constitutes illegal harassment in the workplace; what actions an employer's supervisors, managers and human resources professionals must take when they become aware of harassment; defining retaliation and what steps can be taken to avoid retaliation against those making complaints about harassment.

Presenter: Beverly J. Wolfe, Assistant Hennepin County Attorney

1 standard credit applied for

The Times Are A'Changing

Room: D **Track: Economic Development & Housing**

This interactive presentation employs a human resource professional, a health provider, an employment counselor and four minorities – a Karen Social Coordinator, a Latina working in literacy education, a Hmong assisting the homeless, a Native American working with the Big Buddy program and the presenter. Through personal stories, they share their best work place practices and the trials they've encountered as Southwest Minnesota (and, by extension the entire state and country) struggles with immigration issues and how regional social, educational and employment matters are affected by these struggles.

Presenters: Ronald Skjong, Karen Organization of Minnesota Program Manager; Len Bakken, JBS Worthing Human Resources Director; Wendy Augeson, Southern Prairie Community Care Director; Amy Khamphanh, Private Industry Council Employment Counselor; Mu Hser, Karen Organization of Minnesota Social Coordinator; Marly Wagner, Southwest Minnesota Literacy Volunteers Counselor; Kou Thao, United Community Action Partnership Counselor; Shelly Castanada, United Community Action Partnership Big Buddy Coordinator

Understanding Current Sentencing Practices and Learn where Geographic and Racial Disparities Exist

Room: 5 **Track: Criminal Justice**

This presentation will inform audience members of current sentencing practices and where geographic and racial disparities exist. Audience members will gain an understanding of risk and needs responsivity, applying RNR and engage in a discussion about the value of probation conditions that result in pro-social behavior.

DAY TWO

Presenters: Kelly Mitchell, Robina Institute of Criminal Law and Criminal Justice Executive Director; Erin Harbinson, Research Fellow, Robina Institute of Criminal Law and Criminal Justice

1 bias credit applied for/ 1 POST credit applied for

Moving Beyond Labels and Assumptions: Supporting Children and Adults Living with Disability in Your Community

Room: C

Track: Disability

This presentation will broaden your perspective of disability, whether you interact with individuals with disabilities and their families on a daily basis, or may not even be aware if/how disability impacts people you work with. Increase awareness of labels and stereotypes, strengthen your observation skills, and be open to new ways of providing supports. We will discuss a brief history and background of disabilities, how far we have come, and what we can do together to make a difference in the service delivery for children and adults with disabilities.

Presenters: Meredith Kujala, ARC Northland; Erin Thompson, disability rights advocate

MORNING SESSION B

10:50 - 11:50 AM

Creative Community Building

Room: 5

Track: Emerging Issues

Hear from two community leaders about their experience using creative expression to build community relationships.

Presenters: Bukata Hayes, Executive Director of the Greater Mankato Diversity Council; Lorinda Pearson, Bloomington Human Rights Commission Liaison

The Legal & Practical Challenges Facing Vulnerable Populations

Room: 4

Track: Public Policy & Civic Engagement

Vulnerable populations (specifically the elderly or adults with special needs) are disproportionately affected by the laws in Minnesota. This presentation will outline three

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areas in which the law has a disproportionate impact on vulnerable populations and how to best represent their interests and those of their family and caretakers accordingly.

Presenters: Amanda Matchett, MSBA Human Rights Committee Chair; Tara Kalar, Chief Counsel MnDOT; Liz Meske, Vice Chair/ Chair Elect Minnesota State Bar Association Human Rights Committee; April King, holistic planning and elder law

1 standard credit applied for

New Minneapolis & St. Paul Sick Leave Ordinances: Their Interaction with State & Federal Leave Laws

Room: 3

Track: Employment

Employees, employers, and union representatives will gain an understanding of the requirements for new Minneapolis and St. Paul sick leave ordinances. Employers will know what to provide and employees (and their representatives) will understand their rights. Audiences will learn how “sick and safe leave” interacts with other leave statutes, such as FMLA and the Minnesota Parental Leave Act, as well as the ADA and MHRA.

Presenter: Grant Collings, Felhaber Larson Attorney

1 standard credit applied for

We Are All Criminals

Room: C

Track: Economic Development & Housing

One in four people in the U.S. has a criminal record. Four in Four have a criminal history. This session will offer an in-depth examination on our current criminal justice system and its disparate outcomes.

Presenter: Emily Baxter, Executive Director, We Are All Criminals

Juvenile Sentencing for Heinous Crimes

Room: D

Track: Criminal Justice

This session will focus on the work of the Commission on Juvenile Sentencing for Heinous Crimes.

Presenter: Robin Wolpert, Minnesota State Bar Association Past President

DAY TWO

1 standard credit applied for/ 1 POST credit applied for

Understand How to Find and Connect with Your Own Stakeholders who are Deaf, Deafblind, and Hard of Hearing

Room: 2

Track: Disability

The Commission of Deaf, DeafBlind, & Hard of Hearing Minnesotans specializes in ensuring that Minnesotans who are deaf, deafblind, and hard of hearing are civically engaged, understand their voting rights, and have communication access and equal opportunity.

Presenters: Anne Sittner-Anderson, MNCDHH Communications Coordinator; Jessalyn Akerman-Frank, Director of Community Engagement & Project Management, Department of Human Services

AFTERNOON SESSION A

1:40 - 2:40 PM

Understanding the Refugee Process

Room: 5

Track: Emerging Issues

This training covers the basics of the refugee journey. The presentation clarifies the legal definition, describes the Refugee Admissions System, the role of resettlement agencies, the community and the State of Minnesota.

Presenters: Patricia Fenrick, Refugee Workforce Development and Outreach Specialist

Understanding the Hurdles, Pitfalls and the Relationships necessary to Change Public Policy

Room: 4

Track: Economic Development & Housing

This session will cover how a potential policy idea gains attention and traction; the importance of identifying key council members and staff from the outset and necessary research before moving forward; when to get outside stakeholders involved; the highs, lows, and lessons learned in constituency and stakeholder engagement; how to manage the competing internal interests and concerns at the table; overall management of a large scale policy initiative; and the importance of data and anecdotal evidence.

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Presenter: Danielle Walczak Shelton, Director of Complaint Division, Minneapolis Department of Civil Rights; Brian Walsh, Labor Standards Enforcement, Department of Civil Rights Minneapolis

1 standard credit applied for.

A Human Rights Approach to Ending Trafficking & Exploitation in the Workplace

Room: C

Track: Employment

This presentation will focus on presenting the findings of "Asking the Right Questions: A Human Rights Approach to Ending Trafficking and Exploitation in the Workplace".

Presenters: Madeline Lohman, The Advocates for Human Rights Senior Researcher; Michele Garnett McKenzie, Immigration Advocates Network, National Leadership team

1 standard credit applied for

Workforce Goals

Room: D

Track: Economic Development & Housing

Panelists will discuss the stakeholder engagement process, the goals for the public policy, and lessons learned from the process.

Presenters: Harry Melander, President for the Minnesota State Building & Construction Trades Council; Lea Hargett, Principal Consultant & Executive Leader, Thor Consulting

High Risk Revocation Reduction Program

Room: 3

Track: Criminal Justice

The Opportunity 4 Change Program (O4C) addresses recidivism reduction for men at high risk of returning to prison after their release to the community more than once, by providing evidence based practices in corrections through individualized assessments, intensive case planning, effective interventions and community collaborations.

Presenter: Lee Buckley, Community Reentry Coordinator, Minnesota Department of Corrections; Julie Jefferson, Community Transitions, State of Minnesota; Emmy Siedling, Corrections Officer, Minnesota Department of Corrections

1 POST credit applied for

DAY TWO

AccessAbility's "Project Connect"

Room: 2

Track: Disability

This presentation will focus on two major obstacles for program participants; child support and driver's license reinstatement.

Presenter: Brad Janowski, AccessAbility Program Director

AFTERNOON SESSION B 2:50 - 3:50 PM

Our Rights: Justice for All

Room: 2

Track: Emerging Issues

View Our Rights: Justice For All, a documentary on Minnesota's human rights history. A panel discussion will follow.

Presenter: Kevin Lindsey, J.D., MDHR Commissioner

Innovative Approaches to Civic Engagement

Room: 4

Track: Public Policy & Civic Engagement

Learn about the City of Brooklyn Park's approach towards community engagement, examples of successes and failures, as well as some tips that other cities can start implementing. Brooklyn Park's Community Engagement staff work as internal consultants to the departments as well as building relationships with community both proactively and reactively. By doing so, community engagement has evolved from a program to a philosophy that is now part of our organization's DNA. In addition, through the U of M's Resilient Communities Project, our Community Engagement Initiative was evaluated by a third party and we will share the key lessons learned from that study.

Presenter: Josie Shardlow, Brooklyn Park Community Engagement Coordinator

Top 10 Reasons Employees Sue Their Employers

Room: C

Track: Employment

A disgruntled applicant, employee, or former employee can bring a lawsuit against your company at any time. A vigilant employer can avoid many of these suits, and effec-

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tively defend those that are filed, if it understands the 10 factors that drive an employee to the courthouse. In this interactive session participants will discuss the proactive steps HR professionals and employers can take to avoid such liability.

Presenter: Jessica Roe, Roe Law Group Attorney

1 standard credit applied for

Equal Pay Audits

Room: 3

Track: Economic Development & Housing

Learn about the Equal Pay Audit Process, what to do if your company is audited, what the law states, what type of information is requested, why the information is requested and what type of technical assistance MDHR can provide.

Presenters: Briane Lucio and Christina Byrne, MDHR Compliance Enforcement Officers

Impact of New Administration's Immigrant and Refugee Executive Orders in the U.S.

Room: D

Track: Criminal Justice

This session will outline the impacts the new Administration's immigrant and refugee executive orders have had. Discussion will include increased arrests, deportations and fear; also the Travel Bans, 60% reduction in acceptance of refugees next year, and the ending of the DACA program.

Presenters: John Keller, Immigrant Law Center of Minnesota Executive Director; Jaylani Hussein, Executive Director CAIR

1 POST credit applied for

Understanding Implicit Bias and Stigma in Mental Health

Room: 5

Track: Disability

This presentation will begin with a general understanding of the concept of implicit (unconscious) bias and stigma related to mental health (including substance use), stress disabilities and potentially disabling conditions.

Presenters: Sonja Peterson, Hennepin County Bar Association Diversity & Inclusion Committee, Committee Member; Joan Bibelhausen, Executive Director, Lawyers Concerned for Lawyers

1 bias credit applied for

PRESENTER BIOGRAPHIES

Jessalyn Akerman-Frank is a graduate of Gallaudet University with a B.A. in communications. She also graduated from the University of Minnesota with a Masters in Special Education with a focus on Deaf/Hard of Hearing. Also, she graduated from the Cross Road Solutions Deaf Life Coaching Program. Jessalyn is a member of the Minnesota Association of Deaf Citizens (MADC), a co-founder of Deaf Equity, and the founder of Deaf LGBTQI Annual Awards. She remains engaged and active in the Deaf Domestic Violence and Sexual Assault field by training advocates, traveling to train and educate in other states, and working with survivors through life coaching and yoga. She was awarded the Charlie Smith Award for her work in human services and the Petra F. Howard Award for her work with the Deaf LGBTQI community.

Wendy Augeson MSN, RN is the Integrated Community Care Program Manager with Southern Prairie Community Care. Southern Prairie Community Care is a collaborative organization aimed at enhancing the lives and health of the community by promoting better health, better care, and lowering cost. Wendy is one of many organization representatives working with the Micronesian community in Milan, Minn.

Len Bakken has been the Director of Human Resources at JBS in Worthington since Dec. 2014. Prior joining JBS, he worked for Illinois Tool Works (ITW) and held various positions in Human Resource. Len also served in the U.S. Navy for 8 years.

Michelle Basham has over 20 years of leadership experience in the public and nonprofit sectors focused on advancing the rights of homeless, sex trafficked and LGBT youth. Michelle serves as the Executive Director of the Bridge for Youth and is also a part-time adjunct professor at Mitchell Hamline School of Law.

Emily Baxter is the executive director of We Are All Criminals, a media-based advocacy project and organization. Prior to this, Emily served as the director of advocacy and public policy at the Council on Crime and Justice and as an assistant public defender at the Regional Native Public Defense Corporation representing indigent members of the Leech Lake and White Earth Bands of Ojibwe charged with crimes in Minnesota State court. Emily is a former fellow at the University of Minnesota Law School's Robina Institute of Criminal Law and Criminal Justice; Emily began developing We Are All Criminals through an Archibald Bush Leadership Fellowship in 2012.

Scott Beutel is the Public Policy Director for the Minnesota Department of Human Rights. Prior to joining MDHR, he worked for nonprofits and political campaigns

doing organizing, fundraising and communications. He holds an MPP from the Humphrey School of Public Affairs and a BA from Reed College.

Joan Bibelhausen is Executive Director of Lawyers Concerned for Lawyers. Joan received her J.D. from the University of Minnesota Law School and is admitted to practice in Minnesota. She has significant additional training in the areas of counseling, mental health and addiction, diversity, employment issues and management. She has spent more than two decades working with lawyers who are at a crossroads because of mental illness and addiction concerns as well as work/life balance, stress and related issues.

Trevor Boulter is a Lead Enforcement Officer (EO2) with the Minnesota Department of Human Rights where he oversees and manages investigations of discrimination, failure to accommodate and reprisal claims under the Minnesota Human Rights Act and federal law. Trevor is an attorney who previously worked with employment law matters in his solo practice and as an investigator with the Minneapolis Department of Civil Rights.

Lee Buckley is the Community Reentry Coordinator with the Minnesota Department of Corrections. He coordinates with field service offices and community corrections agencies as well as works with other government, faith-based and community based organizations that deliver reentry services to individuals incarcerated in MN prisons.

Christina Byrne is a Compliance Enforcement Officer with the Minnesota Department of Human Rights Contract Compliance Unit. Prior joining MDHR, Christina worked in the private sector and federal government on employee relations, account management, and process improvement. She holds a Bachelor of Science Degree in Psychology and currently pursuing a Master of Science (MS) in Industrial and Organizational Psychology.

Shelly Castaneda is a Marshall native by way of Northern MN. She is Ojibwe Native American and mixed European descent. Her father's family is from Red Lake Indian Reservation, from the small town of Ponemah.

Nkem Chirpich possesses over 30 years of administrative, executive and human resource management and professional development experience. She developed and implemented training for non-profit board of directors.

Amanda Clemens is a M.S. in Gerontology second year student. She has a B.A. Liberal Arts with a Minor in Gerontology. She has co-presented a webinar for the Minnesota Gerontological Society with Dr. Greenberg "Let's Talk

About Sex: Conversations About Aging and Sexuality.” She has an interest in how digital technology can assist and improve the lives of older adults.

Grant Collins practices in both employment law and traditional labor law. On the employment side, he defends complex wage-and-hour lawsuits and advises clients on issues of termination, severance, and compliance. Grant’s traditional labor practice involves advising clients on a variety of labor-related issues. Grant also serves as co-editor of Minnesota Employment Law Report.

Sarah Davis is the Legal Rights Center’s Associate Director overseeing the Youth: Education, Advocacy & Restorative Services program. Her work at the LRC includes advocating for policy changes and for the use of restorative practices, representing youth charged in court, and facilitating family group conferences.

Phil Duran has been legal director of OutFront Minnesota, the state’s largest LGBTQ advocacy organization, since 2000. He has served on Gov. Dayton’s anti-bullying task force, the Minneapolis Civil Rights Commission, and as President of the Minnesota State Bar Association.

David Fenley has been with the Minnesota Council on Disability since 2014. He transitioned from legislative work to ADA education and outreach throughout Minnesota. David, a certified access specialist, informs entities across the state about ADA obligations, Minnesota’s Accessibility Code, and digital accessibility.

Patricia Fenrick has worked with diverse communities for over 17 years. Most of her career has focused on refugee and immigrant populations. She was the Executive Director for the refugee resettlement agency, World Relief Minnesota, worked in community development with immigrants for the City of Eden Prairie and oversaw the Human Rights and Diversity Commission. Patricia has been an adjunct professor for several local universities and teaches about social justice issues. She currently works for the Department of Human Services Refugee Programs Office in education, outreach and refugee workforce development.

Bruce Folkens began his career in 1988 and was assigned to the 5th Precinct before working his way up through the ranks, which included long stays in the narcotics, gang and homicide units. As a Commander, he has headed up the Special Crimes Division, which includes domestic assault, crimes against children, sex crimes, traffic investigations, licensing, juvenile investigations and juvenile outreach diversion. As a Deputy Chief, Commander Folkens was responsible for the Minneapolis Police Departments

Investigations Bureau. Currently, Commander Folkens oversees the Juvenile Division.

Gordon F. Goodwin is the Government Alliance on Race and Equity (GARE) Midwest Regional Project Manager at the Center for Social Inclusion (CSI). Goodwin brings significant experience to CSI working with senior leadership teams to help nonprofit organizations achieve mission and program alignment. He has worked extensively with organizations that have formed collaborative efforts to advance their advocacy and public policy objectives—specifically, designing and facilitating working group meetings, trainings, governance discussions and organizational strategic alliances. Gordon has contributed to poverty reduction and racial equity public policy efforts with PolicyLink, Northwest Area Foundation, WK Kellogg Foundation, Foundation for the Mid South, CFED and The Aspen Institute.

David Gorski manages the compliance division for the City of Saint Paul Human Rights and Equal Economic Opportunity Department. He works to ensure that businesses comply with the law and access resources to assist them with compliance and development. Saint Paul’s compliance division monitors prevailing wage, workforce inclusion, business inclusion, HUD Section 3 Compliance, and Earned Sick and Safe Time. His team also certifies Saint Paul vendors for Affirmative Action compliance, and serves as the lead agency for the Central CERT certification program.

Phyllis A. Greenberg PhD, MPA is an Associate Professor and Coordinator of Graduate Studies in the Gerontology Program in the School of Health and Human Services at St. Cloud State University. Dr. Greenberg teaches courses at SCSU with a focus on gender, diversity, policy and research. She has, along with students, developed an “obstacle course” that assists participants in developing empathy with people who are challenged by the built and physical environment. She guest lectures on issues related to Aging, Empathy, Antisemitism, Older Women, Gender, Diversity, Policy and Social Justice.

Erin Harbinson is a Research Fellow at the Robina Institute of Criminal Law and Criminal Justice. She received her PhD in criminal justice from the University of Cincinnati. She also managed research projects for the University of Cincinnati Corrections Institute and assisted criminal justice agencies with the implementation of evidence-based practices by evaluating correctional programs and conducting training for correctional staff on risk assessment, core correctional practices, and effective programming. Erin’s research interests are risk assessment, correctional policy, supervision and program effectiveness, and white-collar crime. Prior to joining the Robina Institute,

she worked at the Council of State Governments Justice Center as a policy analyst, where she provided technical assistance to states implementing justice reinvestment legislation and data driven policies.

Shawntera Hardy was appointed by Governor Mark Dayton to serve as Commissioner of Employment and Economic Development (DEED) on April 14, 2016. Ms. Hardy – who has pledged her strong commitment to building an economy that works for all Minnesotans, everywhere in Minnesota – brings policy expertise, organizational management, and a wealth of public and private sector experience to the Department. As Commissioner of the state’s principal economic development agency, she is focused on creating jobs, promoting business recruitment, expansion, and retention, advancing state workforce training and development, and supporting international trade and community development.

Lea Hargett is principal consultant and executive leader of Thor Consulting. An accomplished strategist and executive manager whose vision and expertise in business performance has driven notable enterprise growth in both the private and non-profit sectors. Her achievements have been featured in the Star Tribune, Minnesota Business, Twin Cities Business Journal, Venture Magazine, Minority Business Report, and other business publications. She is the former President and CEO of the Minnesota Black Chamber of Commerce.

Bukata Hayes has served as the Executive Director of the Greater Mankato Diversity Council since September, 2006. Prior to this role, he served as the Coordinator of the Multi Ethnic Center at Bethany Lutheran College in Mankato, the first-ever position of its kind at the college. Bukata received his Bachelor’s Degree in Exercise Physiology from the College of St. Scholastica in Duluth, Minnesota. He has membership and/or is on the board of numerous organizations such as the Mankato Chapter of the NAACP (President), Southern Minnesota Initiative Foundation (SMIF), Martin Luther King Jr. Commemorative Board (President), Latin American Multicultural Association for Networking and Opportunity – LA MANO (Board), and Blue Cross Blue Shield Foundation Board.

Jocelyn Hernandez is a third year student at Augsburg College, pursuing her Bachelor’s degree in sociology with a minor in history and leadership studies. She brings a unique perspective to community organizing and racial justice through her experiences as an undocumented student from Mexico, leader of the Latino Success Initiative at North Hennepin Community College, an urban scholar at the Metropolitan Council, and now the Community Engagement intern at the City of Brooklyn Park.

Violeta Hernández Espinosa is Education Legislative and

Policy Director for the Minnesota Council on Latino Affairs (MCLA), one of the state’s three Ethnic Councils. Violeta grew up in Mexico and moved to southern MN as a child, spending most of her life in Greater MN. She attended Gustavus Adolphus College for her undergraduate degree and earned a Master of Development Practice from the Humphrey School of Public Affairs. Violeta has diverse professional experience, covering the private, non-profit, and public sectors. Across professional positions and work with communities domestically and internationally over the last 12 years, Violeta’s work has focused on racial minorities and underserved communities through educational and community development projects.

Jaylani Hussein is currently the executive director of the Minnesota chapter of the Council on American-Islamic Relations (CAIR-MN). Hussein worked as the Community Liaison Officer at Metro State University and as a Planner for the Minnesota Department of Agriculture. In 2013, he created Zeila Consultants to develop and offer cross-cultural training workshops on East African cultures. Hussein has presented on the Somali Culture to diverse public and private organizations across the US. He specializes in the areas of urban planning, community development, youth development (with over 8 years experience working in juvenile treatment centers for court adjudicated youth), legal and civil rights.

Brad Janowski is the Director of the Career & Educational Pathways program at AccessAbility. With more than 25 years of relevant experience, Mr. Janowski leads a diverse team of individuals who work daily to help clients overcome barriers to employment and community inclusion. A Public Administration and Criminal Justice graduate of St. Cloud State University, he has worked in social service and correctional agencies in Iowa, Arkansas and Illinois. Returning to Minnesota in 2013, Mr. Janowski leads AccessAbility’s work with transitional employment and reentry services to clients.

Mary Reed-Johnson holds her cosmetology instructor, manager, operator licenses. She served three terms as the State Captain for the Professional Beauty Association (a national group). She also served as the legislative chair for the Minnesota Salon & Spa Association and other related advocate groups and committees. She was the first hair braiding folk artisan recognized by the MN State Arts Board and wrote a DIY book about dreadlocks somewhere along the way.

Tara Kalar is an associate in the Minnesota Department of Transportation Office of Chief Counsel. She advises MnDOT in civil rights, aeronautics, and automated vehicles matters. She is a 2015 recipient of the Governor’s Award for Continuous Improvement in State Government and the 2016 Bush Foundation State Government Innovation

Award. She is the immediate past chair of the MSBA's Human Rights Committee. She is very passionate about human rights issues and has been involved in statewide efforts tackling human trafficking, juvenile justice, equity in the administration of justice for victims of sexual assault, and many other topics. In her downtime, she is an adjunct professor at Mitchell Hamline School of Law.

Libby Kantner has served as the Review Coordinator for Saint Paul's Police Civilian Internal Affairs Review Commission (PCIARC) in the City's Human Rights Division since May 2017. Prior to working for PCIARC, Ms. Kantner served as the Legislative Aide to Saint Paul City Councilmember Chris Tolbert for three years, helping pass several ordinances and providing excellent constituent services. Ms. Kantner has a bachelor's degree from Hamline University.

John Keller graduated Cum Laude, from Hamline School of Law. He worked for the Immigrant Law Center of Minnesota (ILCM) as a staff attorney from 1998 through 2003, specializing in naturalization, deportation defense and family reunification. In 2005, he became Executive Director and has overseen the growth of ILCM into the state's largest provider of immigration legal, education and policy services. He helped create a state governmental task force on immigration and several strong and diverse coalitions for immigration reform and improved public policies. In 2007, leadership in responding to the immigration raids in Worthington, MN lead to individual and organization recognition. Mr. Keller's leadership has been honored by the MN Hispanic Bar Association, immigrants' rights organizations, the Mexican Consulate, and two Minnesota Lawyer's 'Attorney of the Year' designations.

Amy Khamphanh grew up in a diverse community in Worthington. She works for the SW MN Private Industry Council as employment counselor for the welfare-to-work programs. She left the council briefly to work as a Clearinghouse Coordinator in Love INC to help coordinate church volunteers for community program. She returned to the council in 2016.

Nisha Khanal – M.S. in Gerontology second year student – B.S. Public Health. Interested in promoting and educating older adults and communities about living a healthy lifestyle to optimize their aging journey.

Raghavi Kharel works as a Human Rights Specialist for the Saint Paul Department of Human Rights and Equal Economic Opportunity (HREEO). As part of labor compliance, she enforces and investigates Earned Sick and Safe Time (ESST) complaints in accordance with the Saint Paul's Earned Sick and Safe Time ordinance. She also conducts community outreach to clarify ESST requirements, and to help businesses implement ESST. She graduated

from Mitchell Hamline School of Law in 2016.

April King has practiced holistic estate planning and elder law in the metro area for over 10 years. Her clients include people across the spectrum of ability and net worth. She welcomes your questions on how concern for vulnerable populations integrates in an estate planning practice.

Nick Kor is Director of Civic Engagement for the Minnesota Department of Human Rights. He most recently worked with the Alliance for Metropolitan Stability, where he'd been the HIRE Minnesota Campaign Organizer since 2015. Kor has extensive experience organizing in LGBTQ communities through his work with Minnesota United for All Families, OutFront Minnesota, and Shades of Yellow (SOY).

Ellie Krug currently speaks, trains and consults on diversity and inclusion topics to governmental entities, court systems, corporations, law firms, social service organizations, and colleges and universities. A hopeless idealist, Ellie has presented her diversity and inclusion program, "Gray Area Thinking"[™] across the country.

Meredith Kujala is a social worker that works as an advocate for disabilities. Meredith Kujala facilitates self-advocacy groups for adults with intellectual disabilities, advocate in schools for accommodating iep/504's, educates the community on disability awareness, and does educational classes on independent life topics to individuals with disabilities in their transition stages.

Madeline Lohman is a Senior Researcher with The Advocates. She conducts research, education, and legislative advocacy on immigrant rights. She also provides technical assistance on human rights advocacy. She published a 2016 report on labor trafficking and exploitation and is part of The Advocates' team on combating human trafficking in Minnesota.

Brianne Lucio is a Compliance Enforcement Officer with the Minnesota Department of Human Rights Contract Compliance Unit. She holds a Bachelor's Degrees in Human Resource Management and Business Management from Saint Mary's University of Minnesota. She brings 15 years of HR experience to the team specializing in Employee Relations, Hiring/Recruiting, Benefits Administration, Workforce Analysis and Compensation. Prior to coming to MDHR she worked in the private sector as a leave benefit administrator for STD, LTD and Workman's Compensation Benefits. She also worked as a Disability Data Specialist monitoring leave benefit plans and their performance for a fortune 500 company. She is currently pursuing a law degree in Employment law from Mitchell Hamline University in St. Paul.

Jeffrey Martin serves as the Deputy Director of St. Paul's Department of Human Rights and Equal Economic Opportunity, an agency responsible for enforcing the City's anti-discrimination law. Mr. Martin is a graduate of William Mitchell College of Law. He was admitted to the Minnesota State Bar in 2004 and the Federal District Bar of Minnesota in 2013. He earned his Bachelor of Science Degree from the University of Illinois in Psychology with a minor in Social Work. Mr. Martin has had a distinguished public service career.

Amanda Matchett is the chair of the MSBA's Human Rights Committee for the 2017-2018 bar year. She is passionate about human rights issues including those issues that disproportionately affect racial minorities. Amanda is an Intellectual Property associate attorney at Larkin Hoffman.

Michele Garnett McKenzie serves on the senior leadership team at The Advocates for Human Rights. She also leads the organization's research, education, and advocacy team and is responsible for advocacy on The Advocates' domestic priority issues, including migration and human trafficking. She joined the staff of The Advocates in 1999 as an attorney representing asylum seekers and detained immigrants. She later managed the asylum, detention, and walk-in clinic projects in addition to policy advocacy relating to immigration.

Harry Melander is currently the president for the Minnesota State Building & Construction Trades Council, a position he has held since 2009, and is employed by Dougherty Funding LLC. He has also served as executive secretary of the St. Paul Building and Trades Council since 2006, and was a business representative for that organization from 1997 to 2006. Prior to that, Melander worked for the Southern District Council of Carpenters and the Minnesota Statewide District Council of Carpenters, both in St. Paul. In total, Melander has 25 years of experience representing unions in the construction industry.

Elizabeth M. Meske is passionate about advancing human rights at a local, national, and global level. She currently serves as Vice Chair/Chair Elect of the Minnesota State Bar Association's Human Rights Committee and works for a local law firm providing legal counsel and representation to public school districts and other public entities throughout Minnesota.

Chad Miller has been working in the field of accessibility since 2012, both as a user experience tester and an accessibility specialist. He has been with the Minnesota State Council on disability in various roles since 2014.

Kelly Lyn Mitchell is the Executive Director of the Robina Institute of Criminal Law and Criminal Justice, and is also

co-director of the Institute's Sentencing Guidelines Resource Center. Mitchell was the Executive Director of the Minnesota Sentencing Guidelines Commission from 2011 to 2014, and also served on the Executive Committee of the National Association of Sentencing Commissions (NASC) from 2011 to 2017, the last three years as the organization's President. From 2001 to 2011 Mitchell worked at the Minnesota Judicial Branch as a staff attorney and manager, where she served as the Branch's liaison to other criminal justice agencies and was responsible for several statewide programs and services such as drug courts, the court interpreter program, and psychological services for sex offender civil commitment exams. She earned her J.D. from the University of North Dakota Law School, and has a Master's in Public Policy from the University of Minnesota's Humphrey School of Public Affairs.

Toni Newborn is the Diversity and Consulting Services Manager for the City of St. Paul in its Department of Human Resources. Prior to joining the City, Toni was Assistant Director of Civil Rights for the Complaint Division of the Minneapolis Department of Civil Rights which enforces Minneapolis' anti-discrimination laws and policies. During her tenure with the Minneapolis Department of Civil Rights, she also served as a Senior Investigator in the Complaint Investigation Division.

Hue Nguyen is Assistant Commissioner at the Minnesota Department of Education and oversees the department's programs for Educator Licensing, Federal Programs and State and Federal Relations. Prior to her appointment, Nguyen served as a Special Advisor to Governor Mark Dayton where she advised the governor on education, higher education, taxes and state and local government issues. Prior to joining the Dayton administration, Nguyen worked as an Intergovernmental Relations Representative at the League of Minnesota Cities and spent five years working for the Minnesota State Senate as a Committee Administrator for the Senate Tax Committee and as a Senior Leadership Advisor for the Senate Majority Leader. Nguyen graduated from the University of Minnesota, Twin Cities with degrees in political science and journalism.

Tonya Palmer has been Hennepin County's Diversity and Inclusion Manager since 2014. Her knowledge and experience include mediation, facilitation, and adult learning principles and she has served county employees and communities as a leader, mentor and trainer with passion, love, great story-telling, and a commitment to helping others be their whole selves.

Alexs Pate is the author of five novels including *Amistad* commissioned by Steven Spielberg's Dreamworks/SKG and based on the screenplay by David Franzoni, which became a New York Times Bestseller. The other novels are *Losing Absalom*, *Finding Makeba*, *The Multicultibo*

Sideshow and West of Rehoboth. In addition to these literary pursuits, Alexis has had a diverse career as a college professor at Macalester College and the University of Minnesota, corporate executive at Control Data and a small business owner of ADP Communications. Alexis is now the President and CEO of Innocent Technologies, a company he founded to launch the Innocent Classroom program for K-12 educators. The Innocent Classroom ends educational disparities by closing the relationship gap between educators and students of color.

Lorinda Pearson is the Human Services Manager for the City of Bloomington and Staff Liaison to the Bloomington Rights Commission. Lorinda graduated from St. Thomas University with a MBA. As the Staff Liaison to the Bloomington Human Rights Commission, she performs intake for alleged discrimination complaints and coaches Commissioners in the mediation process. Lorinda also oversees Creekside Community Center in Bloomington and acts as a Contract Manager for an estimated 100 individuals and organizations who provide services to the community with the Human Rights Commission and the Human Services Division.

Janet Peters has 18 years of experience with assistive and accessible technologies for individuals with disabilities. She has worked with a wide range of stakeholders to promote full and unrestricted participation in society for persons with disabilities through the promotion of technology that is accessible to all. Janet has a B.A. in Computer science and M.Ed in Learning Technologies from the University of Minnesota.

Sonja Dunnwald Peterson is an attorney who practiced discrimination and employment law for over 25 years. She is a former commissioner of the Minneapolis Civil Rights Commission and Shoreview Human Rights Commission, and former adjunct MBA faculty member at the University of St. Thomas who taught Employment and Discrimination Law. Sonja is a member of the Minnesota and Hennepin County Bar Associations, MSBA Human Rights Committee, and HCBA Diversity Committee. She and co-presenter Joan Bibelhausen co-chaired the HCBA's Disability Sub-Committee and co-authored its Report and Model Guidelines for Integration into the Legal Profession of Law Students and Attorneys with Disabilities. In 2000, Sonja was the winner of the MSBA Human Rights Award for "outstanding work in the advancement of human rights."

Babita Pokharel – M.S. in Gerontology first year student – B.S. in Nursing. Interested in working with older adults and developing leadership skills both in the United States and in her home country of Nepal.

Hannah Rock has worked with the Minnesota Department of Human Rights as a Compliance Enforcement Officer since May 2017. She previously worked in the private sector both as a Director of Human Resources and Compliance and in the legal field in the area of family law. Hannah has extensive experience as a mediator. In 2015, she was awarded the "Up and Coming Lawyer Award" for both her client representation and mediation services in Wisconsin. Hannah received her undergraduate degree from the University of Wisconsin-La Crosse and her law degree from Marquette University Law School, and she is licensed in both Minnesota and Wisconsin.

Ken Rodgers works in the Office of Equity and Diversity at MnDOT's central office. His expertise is in applying the Americans with Disabilities Act (ADA), with a particular emphasis in the application of Title I – Employment-related activities, and Title II, State and Local Governments, including access to digital content. Ken received a BS in Human Services/Education when residing in his home state of California.

Jessica Roe is an attorney whose practice focuses on employment advice and litigation, and commercial and corporate disputes. She provides strategic advice regarding the establishment of employment policies and procedures and counsels clients on the creation, maintenance and termination of employment relationships. When the employment relationship must be severed, she assists with issues such as severance, state and federal employment claims, and non-competition agreements. Jessica is a Minnesota State Bar Association Board Certified Labor and Employment Law Specialist. She also is a certified mediator and arbitrator for resolutions outside the court system.

Christina Schaffer is a Human Rights Enforcement Officer 2 with the Minnesota Department of Human Rights. She began her employment with the State in May of 2012. Prior to her employ with the State she was a decorated police officer in North Carolina.

Chelsea Schmitz is a restorative justice facilitator and youth advocate attorney with the Youth: Education, Advocacy & Restorative Services program at the Legal Rights Center. Before she was an attorney, Chelsea worked as a high school English and Reading teacher in New Orleans.

Dr. Raj Sethuraju is an Assistant Professor in the School of Law Enforcement and Criminal Justice at Metropolitan State University. He teaches courses in Victimology, Restorative Justice, and Diversity Matters for Law Enforcement and Criminal Justice undergraduates as well as a Community Building and Civic Leadership class for graduate students. He has over 20 years of experience implementing various Diversity initiatives in universities and colleges and in the communities that surround them.

Raj also works and volunteers with various Restorative Justice nonprofit organizations in the Twin Cities in Minnesota. He has presented to Restorative Justice groups in prisons, is a trainer for the MNCOSA program run by the MN Department of Corrections, and is involved in training volunteers for other non-profit community Restorative Justice organizations. His passion for restorative justice using the circle process is infectious and his engaging presentations and workshops are inclusive and humanizing.

Josie Shardlow is the Community Engagement Coordinator for the City of Brooklyn Park. She has also worked in financial literacy, homeownership counseling, community organizing, and program evaluation. She has a MPP from the Humphrey School of Public Affairs. When she's not community building at home, she enjoys traveling abroad.

Anne Sittner-Anderson has a degree in English Writing from Gallaudet University and a certificate in Graphic Design from Normandale Community College. Her past work experience includes indexing and abstracting e-learning databases; coordinating training workshops; website content development and editing; newsletter releases; and professional writing and transcription services. Anne has volunteered for Minnesota Association of Deaf Citizens (MADC), Registry of Interpreter for the Deaf Region III, and the Minnesota Registry of Interpreters for the Deaf (MRID) in the past, which helped her get to know Minnesota's signing community very well.

Ronald Skjong, Program Manager for the Marshall, MN office of the Karen Organization of Minnesota for the past three years and as such, provides services to refugees from Burma in the areas of housing, medical, employment, citizenship and immigration issues. Prior to that employment, was in pastoral ministry for almost twenty years with emphasis on education and social justice. M. A. in Pastoral Ministry from St. John's University.

Sparkle Smith is a Minnesota certified trainer and a cultural educator. She finished a Master's Degree in Urban Education where she studied culturally responsive scholars such as James A. Banks, Gloria Ladson-Billings, Geneva Gay, and Sonia Nieto.

Phil Steger is an associate in Dorsey's Regulatory Affairs Group who focuses on serving energy clients in their regulatory matters and providing clients of all kinds with environmental and other regulatory compliance and due diligence services. Phil has significant experience helping companies plan and protect investments in generation, transmission, and distribution capabilities, while complying with energy and environmental regulations. He provides client advocacy services before both state public utilities commissions and the Federal Energy Regulatory Commission.

Ali Timpone administers human resource functions for the City of St. Louis Park, including recruitment and selection, pay and benefits, employee and labor relations, policy development, wellness, and training and development. She has served the City for over 14 years and enjoys problem solving to find creative ways to enhance the workplace for both employer and employee. Ali has a Bachelor of Science degree in Business Management with a Human Resources concentration from St. Cloud State University and a Master of Arts degree in Human Resources and Industrial Relations from the University of Minnesota. Ali is a certified Professional in Human Resources (PHR).

Kou Thao was born in Laos and came to the US as a refugee in the early 90's. Following a few years in Central California, his family moved to rural Southwest Minnesota where he spent most of his childhood. In 2014, Kou graduated from Southwest Minnesota State University with a Social Work degree and today works as a Homeless Youth Case manager at United Community Action Partnership.

Erin Thompson has been an advocate for disability rights for 15+ years. She shares from personal, family, and professional experiences in the disability community to educate and increase awareness of acceptance and understanding. She currently works in child protection case management with families.

John Thompson is a community activist and motivational speaker. He lives and works in the Twin Cities, Minnesota. John has been a speaker at numerous public and civic events since the death of Philando Castile, from protests to city council meetings to the Minnesota Women's March to addressing the Minnesota State Legislature. He has worked with numerous activist and civic groups working for social justice.

Constance Tuck is a retired attorney with over 30 years of experience practicing law. Over the course of her career, Ms. Tuck has provided general counsel advice on privacy matters, contracts, employment law, medical malpractice, and civil rights law. She has made hundreds of court appearances, including some jury and bench trials, and has defended constitutional challenges to detention and due process rights. Most recently, Ms. Tuck worked for the Minnesota Department of Human Services, the state agency that provides social services and protections to people in need. At that agency, she served as the Chief Equity Officer, and was responsible for making sure that employees and people served by the agency were treated fairly and in accordance with their constitutional and civil rights. Ms. Tuck is a member of the Minnesota state Bar, and the Bar of the District of Columbia.

Elaine Valadez has worked with the Minnesota Department of Human Rights as a Compliance Enforcement

Officer 2 since 2012. She previously worked in the private sector as an Equal Employment Opportunity consultant and in the legal field in the area of employment discrimination law. She has worked with the State of Minnesota, Hennepin County and the City of Minneapolis, where she also served as a Civil Rights Commissioner. Elaine earned her law degree from the University of Minnesota, where she specialized in employment discrimination law.

Marly Wagner arrived in Marshall, Minnesota from Mexico at the age of thirteen. As an immigrant, she overcame language barrier and currently is pursuing her Master in Business Administration at Southwest Minnesota State University. She worked as a program planner and community liaison at SMSU under a Bush grant.

Danielle Shelton Walczak is the director of the Complaint Investigations Division for the Minneapolis Civil Rights Department. She started out her legal career as a judicial law clerk. She then worked on class action litigation on behalf of 3M and against the United States Department of Agriculture at the firm, currently known as Blackwell Burke, P.A. and then at Saffold and Behrenbrinker. After this, Danielle went on to practice in the area of family law litigation as a solo practitioner for nine years, where she represented private clients and worked as court-appointed counsel in paternity matters and contempt proceedings for Hennepin and Ramsey counties. At the end of 2013 she transitioned once again and became the Minnesota State Bar Association's first Director of Diversity and Inclusion. She joined the City of Minneapolis in October 2015. Since her tenure with the City she assisted in drafting and passing policy protections for Housing Choice Voucher (aka Section 8) recipients. Currently, she is working on technical amendments to the City's Civil Rights Ordinance.

Brian Walsh is a Minneapolis native, and graduate of the University of St. Thomas School of Law after a previous career in education and consulting. He is currently building a labor standards enforcement division within the City of Minneapolis Department of Civil Rights after five years there as a supervising attorney.

Beverly J. Wolfe graduated from the University of Minnesota Law School and the University of Minnesota College of Liberal Arts. Assistant Hennepin County Attorney from 1981 to Present, with a one year leave to work at the U.S. Department of Justice Drug Enforcement Administration in Washington, D.C. Fifteen years of criminal prosecution experience and twenty-one years experience in civil rights employment law. Adjunct Professor for Constitutional Law and Civil Rights courses at North Hennepin Community College. Frequent presenter on both disability law issues and harassment prevention and corrective action in the workplace.

Robin Wolpert is a legal strategist, litigator, and appellate lawyer at Sapientia Law Group, where she focuses her practice on the areas of complex business and commercial litigation, data privacy, constitutional law, and political law compliance. Robin represents clients in litigation involving private parties or the government. She advises clients regarding compliance with federal and state campaign finance, lobbying, and government ethics laws and regulations. She currently serves as executive council member on National Conference of Bar Presidents, and chairs the Lawyers Professional Responsibility Board.

Jay Wyant is Minnesota's first Chief Information Accessibility Officer, or CIAO! He leads the Minnesota Office of Accessibility, which works with all Minnesota state agencies to best ensure that digital government operations and services are accessible and usable for all. Wyant is co-author of Policy-Driven Adoption for Accessibility (PDAA), a model self-assessment program for government vendors.

Kia Xiong is a Political Science major finishing her final year at Hamline University. She has worked with the City of Brooklyn Park both as a Neighborhood Health Technician in the Code Enforcement and Public Health division and now as the Community Liaison within the Community Engagement division. Kia is passionate about helping the community, especially those who are underserved.

Lao Sue Yang is a Human Rights Specialist with the Saint Paul Department of Human Rights and Equal Economic Opportunity for 13 years focusing on enforcing the City's Civil Rights ordinance. He was also a practicing attorney for 10 years with the law office Yang & Yang, specializing in Labor and Employment law and Immigration law. He earned his law degree from William Mitchell law school in 2004 and his B.S. from Hamline University in 2000. He is admitted to practice law in Federal and State courts of Minnesota.

Darlene Zangara is currently the Executive Director of the Olmstead Implementation Office, State of Minnesota. She is charged with implementing the Minnesota Olmstead Plan and improving the way Minnesota provides services and support to people with disabilities.

Rabbi Marcia A. Zimmerman has been the senior rabbi of Temple Israel since 2001; she holds the Alvin & June Perlman Senior Rabbinic Chair. She is the first female rabbi at Temple Israel and the first female rabbi to serve a congregation of Temple's size as a senior rabbi, which is one of the eight largest Reform synagogues in the country. She served as assistant and associate rabbi at Temple Israel after her arrival in July 1988. Rabbi Zimmerman was named one of the top 50 most influential Rabbis of 2013 and 2014 by Newsweek.

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Minnesota Department of Human Rights
Freeman Building • 625 Robert Street North • Saint Paul, Minnesota 55155
651.539.1100 • Toll Free 1.800.657.3704 • MN Relay 711 or 1.800.627.3529
Web site: mn.gov/mdhr
Facebook: @mnhumanrights
Twitter: @mnhumanrights