

Davenport Civil Rights Commission's 60th Anniversary Conference

**"Staying the Course"
Celebrating 60 Years of Civil Rights**

Wednesday, July 6, 2022

Registration and Breakfast

7:00 a.m. - 8:30 a.m.

	Track 1: Fair Housing	Presenter	Track 2: Social Justice	Presenter
Session 1 9:00 a.m. - 10:30 a.m.	<u>Source of Income Discrimination</u>	Todd Schmidt Senior Staff Attorney Iowa Legal Aid	A Death by 1000 Cuts: The Emotional Harm of Discrimination <u>Diversity and inclusion credit</u>	Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services

Break

10:30 a.m. - 10:45 a.m.

Session 2 10:45 a.m. - 12:15 p.m.	Reasonable Accommodations (If you have specific questions that you would like answered in this presentation, please send those to the speaker at: leonard- sandler@uiowa.edu)	Leonard Sandler Director University of Iowa Center of Law and Policy	Do They Matter?: Session 1 <u>Diversity and inclusion credit</u>	Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services
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Keynote

Current Events in Civil Rights Law and Advocacy

Netsanet Kantner | Behind the Algorithms | TEDxYouth@Davenport Speaker

Lunch

12:15 p.m. - 1:30 p.m.

<p>Session 3</p> <p>1:30 p.m. - 3:00 p.m.</p>	<p>Sexual Harassment in Housing</p>	<p>Erin Meehan Richmond Sexual Harassment Counsel and Coordinator Housing and Civil Enforcement Section Civil Rights Division Department of Justice</p>	<p>Do <i>They</i> Matter?: Session 2 <u>Ethics</u>(cultural competency, implicit bias, client/court interaction)</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>
<p>Break 3:00 p.m. - 3:15 p.m.</p>				
<p>Session 4</p> <p>3:15 p.m. - 4:45 p.m.</p>	<p>Nuisance/Crime Free Ordinance Enforcement and the Law</p>	<p>Alex Kornya Litigation Director and General Counsel Iowa Legal Aid</p>	<p>Trauma Informed Interviewing: Session 1</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>

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Thursday, July 7, 2022

	Track 1: Fair Housing	Presenter	Track 2: Social Justice	Presenter
<p>Session 1</p> <p>8:00 a.m. - 9:30 a.m.</p>	<p>The Affordable Housing Crisis</p>	<p>Tracy McCracken Director of Fair Housing National Community Reinvestment Coalition (NCRC)</p>	<p>Trauma Informed Interviewing: Session 2 <u>Ethics</u> (cultural competency, implicit bias, client/court interaction)</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>
<p>Break 9:30 a.m. - 9:45 a.m.</p>				
<p>Session 2</p> <p>9:45 a.m. - 11:15 p.m.</p>	<p>Criminal Records Screening and the Law</p>	<p>Kathryn A. Amaya Chief, Programs and Compliance Department of Housing and Urban Development Region VII</p>	<p>Understanding the Racial Wealth Gap <u>Diversity and inclusion credit</u></p>	<p>Jeremy Rosen Director of Economic Justice at the Shriver Center on Poverty Law</p>
<p>Keynote</p>	<p>Current Events in Civil Rights Law and Advocacy</p> <p>Tami Haught The Intersection of Race and the Criminalization of HIV Managing Director for the SERO Project</p>			
<p>Lunch 11:15 - 12:30 p.m.</p>				
<p>Session 3</p> <p>12:30 p.m. - 2:00 p.m.</p>	<p>Fair Housing Legal Updates</p>	<p>Steve Tomkowiak Executive Director - Fair Housing Center of Metropolitan Detroit</p>	<p>The Collateral Consequences of the War on Drugs <u>Diversity and inclusion credit</u></p>	<p>Benjamin Ruddell Director of Criminal Justice Policy - ACLU of Illinois</p>
<p>Break 2:00 p.m. - 2:15 p.m.</p>				

<p>Session 4</p> <p>2:15 p.m. - 3:45 p.m.</p>	<p>LGBTQ Discrimination and the Fair Housing Act</p>	<p>Kathryn A. Amaya Chief, Programs and Compliance Department of Housing and Urban Development Region VII</p>	<p>Staying the Course By Any Means Necessary</p>	<p>Brenda Drew- Peeples Attorney at Law Drew-Peeples Law Firm</p>
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Registration and Breakfast

7:00 a.m. - 8:30 a.m.

	Track 1: Fair Housing	Presenter
Session 1 9:00 a.m. - 10:30 a.m.	Source of Income Discrimination - This session will provide an overview of source of income discrimination and when the denial of housing on the basis of the source of a tenants income may implicate the Fair Housing Act. Source-of-income discrimination generally refers to housing providers who refuse to rent to a household based on the type (the source) of income they have to pay the rent, such as a HCV, Social Security, Supplemental Security Income (SSI) received by people with disabilities, veterans' benefits, alimony or child-support payments from a missing spouse, and Temporary Assistance for Needy Families (TANF). This can also include discriminatory denials from mortgage lenders and insurance providers.	Todd Schmidt Senior Staff Attorney Iowa Legal Aid
Break 10:30 a.m. - 10:45 a.m.		
Session 2 10:45 a.m. - 12:15 p.m.	Reasonable Accommodations - Fair housing and anti-discrimination laws require housing providers to make reasonable accommodations and reasonable modifications for individuals with disabilities. Federal, state and local anti-discrimination laws that protect against disability discrimination cover not only tenants and home seekers with disabilities, but also buyers and renters without disabilities who live or are associated with individuals with disabilities. These laws also prohibit housing providers from refusing residency to persons with disabilities, or placing conditions on their residency, because they require reasonable accommodations or modifications. (If you have specific questions that you would like answered in this presentation, please send those to the speaker at: leonard-sandler@uiowa.edu)	Leonard Sandler Director, University of Iowa Center of Law and Policy
Keynote	Current Events in Civil Rights Law and Advocacy Netsanet Kantner Behind the Algorithms TEDxYouth@Davenport Speaker	
Lunch 12:15 - 1:30 p.m.		

<p style="text-align: center;">Session 3</p> <p style="text-align: center;">1:30 p.m. - 3:00 p.m.</p>	<p>Sexual Harassment in Housing - This session will provide a general overview of sexual harassment in housing, review the responsibility of housing providers to intervene when there is harassment in housing by landlords, property managers, maintenance workers, loan officers or others who have control over housing, this can also include other tenants.</p>	<p>Erin Meehan Richmond Sexual Harassment Counsel and Coordinator Housing and Civil Enforcement Section Civil Rights Division Department of Justice</p>
<p>Break 3:00 p.m. - 3:15 p.m.</p>		
<p style="text-align: center;">Session 4</p> <p style="text-align: center;">3:15 p.m. - 4:45 p.m.</p>	<p>Nuisance/Crime Free Ordinance Enforcement Actions and the Law - Local nuisance ordinances can harm tenants and landlords, impede fair housing, and expose local governments to liability under the Fair Housing Act. Local nuisance or “crime-free housing” ordinances and policies single out properties where alleged “nuisance” activity, calls for emergency services or noise disturbances, have occurred. “Nuisance” or “crime-free housing” laws and policies may consider incidents of domestic violence – or a certain number of calls for police or emergency assistance—as “nuisance” activities. These ordinances and policies attempt to penalize a tenant and/or owner for “nuisance” activity through fines, evictions, or other penalties regardless of the impact of on the housing security of groups such as survivors of domestic and sexual violence, communities of color, and persons experiencing disabilities. This session will provide the tools necessary to evaluate and identify best practices to address the negative effects of nuisance and crime-free ordinances and policies and assist in creating rental housing policies that value safe, quality rental housing while also protecting residents within protected classes.</p>	<p>Alex Kornya Litigation Director and General Counsel Iowa Legal Aid</p>

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	Track 2: Social Justice	Presenter
Session 1 9:00 a.m. - 10:30 a.m.	A Death by 1000 Cuts: The Emotional Harm of Discrimination - This session will highlight the importance of understanding how discrimination can cause post traumatic stress disorder (PTSD) symptoms in those experiencing and sometimes, witnessing discrimination. The experience leading to PTSD symptoms can be a major incident, such as a hate crime or repeated micro-aggressions experienced within the workplace; despite the severity of the harms, they are typically minimized through assessments of appropriate resolutions. This session will evaluate ways that the tendency to minimize discriminatory harm can be remedied through expert testimony on harms of discrimination and creating greater awareness of the impact on the person experiencing it, is more than a slight annoyance or discourteous experience.	Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services
Break 10:30 a.m. - 10:45 a.m.		
Session 2 10:45 a.m. - 12:15 p.m.	Do They Matter?: Session 1 - Implicit, explicit and confirmation biases can negatively impact victim reporting and engagement. This session will give tools to mitigate the impact of personal biases on the handling of complaints and investigations. Implicit and explicit biases can impact the perception of credibility of those appearing before the court and the handling of reports from female victims and victims within marginalized communities. Biases impact the handling of these reports, through perceptions of victim credibility, perception of plausibility of the report and perception of appropriate resolutions. The consequences of these biases can contribute to unfair judicial outcomes, negatively affecting families, communities, and society. This training will help you understand and recognize how cognitive biases can affect perceptions of behavior and credibility.	Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services

<p>Lunch 12:15 p.m. - 1:30 p.m.</p>		
<p>Current Events in Civil Rights Law and Advocacy</p>		
<p>Keynote</p>	<p>Netsanet Kantner Behind the Algorithms TEDxYouth@Davenport Speaker</p>	
<p>Session 3 1:30 p.m. - 3:00 p.m.</p>	<p>Do They Matter?: Session 2 - Implicit, explicit and confirmation biases can negatively impact victim reporting and engagement. This session will give tools to mitigate the impact of personal biases on the handling of complaints and investigations. Implicit and explicit biases can impact the perception of credibility of those appearing before the court and the handling of reports from female victims and victims within marginalized communities. Biases impact the handling of these reports, through perceptions of victim credibility, perception of plausibility of the report and perception of appropriate resolutions. The consequences of these biases can contribute to unfair judicial outcomes, negatively affecting families, communities, and society. This training will help you understand and recognize how cognitive biases can affect perceptions of behavior and credibility.</p> <p><u>Ethics section</u> (cultural competency, implicit bias, client/court interaction)</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>
<p>Break 3:00 p.m. - 3:15 p.m.</p>		
<p>Session 4 3:15 p.m. - 4:45 p.m.</p>	<p>Trauma Informed Interviewing: Session 1 - Understanding how to conduct an effective interview with someone who has experienced trauma is key to a successful investigation. Trauma can directly effect memory formation, discrimination can be a traumatic incident which may impact how someone reports a discriminatory incident. When someone experiences a traumatic event, it affects how they convey information and interact with others. Behavioral changes associated with trauma can manifest in ways that do not align with traditional factors for assessing credibility, such as, making eye contact, failure to recall pertinent details, discomfort discussing the situation and they may minimize or normalize the situation. This session will provide resources and guidance for conducting trauma informed interviews and how to assess the credibility of someone who has experienced trauma.</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>

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	Track 1: Fair Housing	Presenter
Session 1 8:00 a.m. - 9:30 a.m.	The Affordable Housing Crisis - There is a current lack of affordable housing for low-income families within our community. This session will assess housing needs and provide tools for increasing the available stock of affordable housing units within our community while reviewing the historical and economic issues that have contributed to the current affordable housing crisis. Through this session, we will discuss potential opportunities to address the deficit of affordable housing within our community.	Tracy McCracken Director of Fair Housing National Community Reinvestment Coalition (NCRC)
Break 9:30 a.m. - 9:45 a.m.		
Session 2 9:45 a.m. - 11:15 p.m.	Criminal Records Screening and the Law - Approximately 77 million Americans, or 1 in 3 adults, have a criminal record. Having a criminal record can make it difficult, or even impossible, for an individual to work in a given field or obtain the housing of their choice. This session will review the use of criminal records in screening decisions and when the use of criminal records implicates the Fair Housing Act. Due to the disproportionate rates at which African Americans and Hispanics face arrest, conviction, and incarceration in relation to their share of the general population in the criminal justice system, these groups may face higher rate discriminatory effects in comparison to their share of the population. This session will review when a denial on the basis of criminal records status may constitute discrimination.	Kathryn A. Amaya Chief, Programs and Compliance Department of Housing and Urban Development Region VII
Keynote	Current Events in Civil Rights Law and Advocacy Tami Haught The Intersection of Race and the Criminalization of HIV Managing Director for the SERO Project	

<p>Lunch 11:15 - 12:30 p.m.</p>		
<p>Session 3 12:30 p.m. - 2:00 p.m.</p>	<p>Fair Housing Legal Updates - Recent updates in fair housing law.</p>	<p>Steve Tomkowiak Executive Director - Fair Housing Center of Metropolitan Detroit</p>
<p>Break 2:00 p.m. - 2:15 p.m.</p>		
<p>Session 4 2:15 p.m. - 3:45 p.m.</p>	<p>LGBTQ Discrimination and the Fair Housing Act - Executive Order 13988 on Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation issued by President Biden, extends federal laws that prohibit sex discrimination to include sexual orientation and gender identity. This session will focus on how sexual orientation and gender identity are covered by the Fair Housing Act, establish what constitutes a prima facie case of discrimination, provide some training to improve cultural competency in this field, and provide tools to assist with the investigation of cases that allege discrimination based on sexual orientation and gender identity.</p>	<p>Kathryn A. Amaya Chief, Programs and Compliance Department of Housing and Urban Development Region VII</p>

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	Track 2: Social Justice	Presenter
<p align="center">Session 1</p> <p align="center">8:00 a.m. - 9:30 a.m.</p>	<p>Trauma Informed Interviewing Session 2 - Understanding how to conduct an effective interview with someone who has experienced trauma is key to a successful investigation. Trauma can directly effect memory formation, discrimination can be a traumatic incident which may impact how someone reports a discriminatory incident. When someone experiences a traumatic event, it affects how they convey information and interact with others. Behavioral changes associated with trauma can manifest in ways that do not align with traditional factors for assessing credibility, such as, making eye contact, failure to recall pertinent details, discomfort discussing the situation and they may minimize or normalize the situation. This session will provide resources and guidance for conducting trauma informed interviews and how to assess the credibility of someone who has experienced trauma. ^ <u>Ethics section</u> (cultural competency, implicit bias, client/court interaction)</p>	<p>Latrice Lacey Director - Davenport Civil Rights Commission and Caciona Bernstrom Clinical Therapist - Transitions Mental Health Services</p>
<p>Break 9:30 a.m. - 9:45 a.m.</p>		
<p align="center">Session 2</p> <p align="center">9:45 a.m. - 11:15 p.m.</p>	<p>Understanding the Racial Wealth Gap - This session will review the American income and wealth inequality gap through a historical lens assessing policies and laws that create and perpetuate poverty and racial inequity. Systemic and societal inequities create barriers to financial security, which perpetuate the economic inequality that exists and continues to widen in American society.</p>	<p>Jeremy Rosen Director of Economic Justice at the Shriver Center on Poverty Law</p>
<p>Keynote</p>	<p>Current Events in Civil Rights Law and Advocacy Tami Haught The Intersection of Race and the Criminalization of HIV Managing Director for the SERO Project</p>	
<p>Lunch 11:15 - 12:30 p.m.</p>		

<p style="text-align: center;">Session 3</p> <p>12:30 p.m. - 2:00 p.m.</p>	<p>The Collateral Consequences of the War on Drugs - This session will discuss the multi-faceted disenfranchisement created by the War on Drugs, highlighting the negative, collateral consequences caused by the criminal justice system. Through this session, we will create a trauma informed understanding of the multi faceted contributing factors to drug use and substance use disorder, based on the latest scientific research. In addition, we will unveil resources that explain the benefits of a harm reduction approach and suggest systemic and strategic policy reforms. By focusing on a Harm Reduction model and Public Health while addressing the negative impact through an evidence based lens, this session will provide the tools necessary to change the trajectory of the war on drugs within our community.</p>	<p>Benjamin Ruddell Director of Criminal Justice Policy - ACLU of Illinois</p>
<p>Break</p> <p>2:00 p.m. - 2:15 p.m.</p>		
<p style="text-align: center;">Session 4</p> <p>2:15 p.m. - 3:45 p.m.</p>	<p>Staying the Course By Any Means Necessary - Building effective social movements can create lasting, effective change for future generations. This session will review the steps that local advocates undertook, 60 years ago when establishing the Davenport Civil Rights Commission and also follow the actions of those who came after them, showing the impact that their diligence and commitment has had in ensuring a lasting commitment to maintaining a local civil rights enforcement agency.</p>	<p>Brenda Drew-Peeples Attorney at Law Drew-Peeples Law Firm</p>