

IAOHRA 2025 ANNUAL MEETING
October 8, 2025, 3:00 p.m. (Alaska Time Zone)
Hilton Anchorage, Anchorage, Alaska
Fireweed Room
Minutes

Attendance: See attached list of the delegates attending the meeting.

Seating of the Delegates

IAOHRA Board Treasurer James Davis facilitated the seating of the delegates.

Call to Order

President Alisa Warren called upon the IAOHRA Board Parliamentarian James Davis to call the meeting to order at 3:05 p.m. (CST).

Roll Call

IAOHRA Secretary Kenneth Gunn called the roll. President Warren announced that there was a quorum.

Approval of August 16, 2023, Annual Meeting Minutes

President Warren stated that the minutes had been emailed to everyone in advance of the meeting, and that there were copies available for those who needed them. A motion was made by Nikki Quintana of the Fort Wayne Metropolitan Human Relations Commission to amend the minutes with corrections to reflect that the Fort Wayne Metropolitan Human Relations Commission voted to abstain on the resolution in Support of Paid Leave for Vulnerable Workers, the resolution in Support of Prioritizing Maternal Health as a Human Right, and the resolution in Support of Asian American Data Inclusion. The motion was seconded by Randy Duque of the Philadelphia Commission on Human Relations and passed unanimously. A motion was made by Cleveland Horton of the Maryland Commission on Human Rights to approve the minutes as corrected. The motion was seconded by Diane Clements-Boyd of the City of Evansville - Evansville – Vanderburgh County Human Relations Commission. The motion passed by a vote of 32 in favor, 0 opposed, and three abstentions (Cook County Commission on Human Rights, Westchester County Human Rights Commission, and Minneapolis Office of Civil Rights).

President's Report

President Warren welcomed everyone to the meeting. As her first item of business, President Warren expressed her sincere condolences on behalf of IAOHRA to the family and staff of the Pennsylvania Human Relations Commission, on the loss of its former Executive Director, Homer C. Floyd who passed away in June, 2025. She remarked that Homer was “the Dean of Civil Rights,” a tremendous friend and leader in IAOHRA who served with true distinction as our treasurer for several years. In honor of his service, President Warren announced that there will be a new award given by IAOHRA called the Homer C. Floyd Award for Exceptional Service beginning this year.

President Warren also extended condolences on behalf of IAOHRA to the family of President Jimmy Carter, and to the staff of the Carter Center on President Carter's recent passing.

President Warren next shared some administrative updates with the body. She stated, the IAOHRA logo has been refreshed and there have been new updates to the website. President Warren also announced that IAOHRA's beloved administrative assistant, Lisa Sims would be retiring soon. The recruitment for the position has begun with a notice of the position being shared with the membership. She noted that eight applications have been received which the board will review after the conference.

The president also discussed new efforts to improve IAOHRA's social media presence. She announced that Shadrach Mensah of the City of Evansville - Evansville – Vanderburgh County Human Relations Commission has volunteered to assume the responsibility of increasing our presence on Facebook, LinkedIn, and other social media sites. She encouraged all the delegates to share information with IAOHRA that we can post online.

President Warren also announced that IAOHRA has established a new office in Washington, D.C. on Massachusetts Avenue. She asked for volunteers to help move some of the agency's items from a storage facility in Virginia to the new office.

The president then took a moment to thank the Alaska State Commission on Human Rights for serving as the host agency for the conference. She applauded them for their outstanding work in pulling together the conference on short notice. She also announced that she has sent a picture of the IAOHRA membership to our dear friend and former board member Keoki Kim who was ill and unable to attend the conference. President Warren also thanked Heather McVay (Hawaii Civil Rights Commission), Angela Rush, and Lisa Sims for organizing the flash sale of IAOHRA swag for the conference. She added that shirts are still available on the website.

President Warren then reported that HUD very recently withdrew approval of FHAP training funds for agencies to attend the IAOHRA Conference. As a result, several members had to cancel their conference registrations at the last minute. Nevertheless, the president stated that she was very pleased with the number of members who were able to attend, some without funding. She exclaimed that IAOHRA has been around for seventy-six years, and will be round another seventy-six years!

In an effort to provide more training opportunities to the membership, the president announced that there will be quarterly virtual training programs hosted by each of IAOHRA's four regions. The regional representatives will share more information with their members at a later date. She added that the first training will most likely be in celebration of Human Rights Day in December.

President Warren also reported that Tami Dixon Tatum (City of Anderson Office of Human Relations) has been working on plans for IAOHRA's annual meeting on Capitol Hill. She noted that this meeting is educational, and not lobbying as our intent is to introduce the legislators to IAORHA and the work of our member agencies.

The president then mentioned that she and Robin Toma, Immediate Past President (Los Angeles County Human Relations Commission) attended a workshop at the invitation of the Carter Center in Atlanta, called, “Standing Strong for Human Rights.” She noted that the Carter Center’s focus has been on international human rights, but prior to his death, President Carter spoke on the importance of looking at human rights as a national issue, including housing and healthcare. Other topics discussed in the meetings included how to develop a human rights culture, and how to include groups in these discussions that may not consider themselves to be human rights agencies. President Warren added that participants were encouraged to identify who their partners are, and to pull our allies together during these difficult times.

After the president’s report on the Carter Center visit, Rob Corbisier (Alaska State Commission on Human Rights) asked President Warren how many people were able to come to the conference. She remarked that 138 people were able to attend, and 40 had to cancel. There was some concern whether IAOHRA would reach its required number of rooms reserved for the conference, but the president remarked that she had spoken with the hotel and there would not be a problem.

Treasurer’s Report

Treasurer James Davis thanked Angela Rush for her help in developing the Financial Report FY 2024 – 2025, as of June 30, 2025. In summary, the following totals were reported:

Total income	\$185,480.00
Total expenses	\$256,525.36
Total Checkbook Balance	\$80,985.60
Investment Account Balance	\$105,099.27
Total Checkbook and Investment Balance	\$186,084.87

Angela Rush explained that there were \$50,000 in increased costs for the 2024 conference, and that there are outstanding contributions that were expected from some of the sponsors. James added that 90% of IAOHRA’s expenses are from the conference, while the income is from conference registrations, member dues, and donations from sponsors. Nikki Quintana asked, what is the organization looking to do to limit expenses and raise revenues? She also asked if the membership dues will be increased. James responded that the membership dues are based on the population size of the member’s jurisdiction, adding that the dues have not been raised in 30 years. Tejash Sanchala (Westchester County Human Rights Commission) asked for an explanation of a \$2,400 expense for a grant consultant. Diane Clements-Boyd explained that the board had begun the process of applying for a Department of Justice grant, but there were problems complying with the SAM.gov guidelines. This caused the application deadline to be missed. The board agreed that since this was not due to any error on the consultant’s part, she would be paid \$2,400 of the agreed contract amount of \$7,500.

Regional Reports

Atlantic

Cleveland Horton provided the report for the Atlantic Region. He stated that during their regional meeting they discussed the difficulty of reaching unrepresented communities, education and outreach, and expanding their digital footprint. Cleveland then asked President Warren why there are so few posts on IAOHRA’s LinkedIn page. She explained that a new LinkedIn page with a new logo had to be created

because the person who created the first one was no longer available and no one had access to it. Cleveland suggested trying to deactivate the previous account. He added that IAOHRA needs to be transparent in our messaging, and create messaging that reflects the viewpoints of all of our agencies. In addition, he suggested that IAOHRA needs to stand in the gap to address important issues that some member agencies are unable to address. He suggested when IAOHRA has its visit to Capitol Hill, we should meet with swing state legislators, in addition to those legislators who have been supportive of our issues.

Midwest

Ken Gunn (Chicago Commission on Human Relations) provided the report for the Midwest Region. The Cook County Commission on Human Rights reported that it implemented a new online complaint form, case management system and amendments to its Human Rights Substantive and Procedural Rules and Paid Leave Substantive and Procedural Rules and several additional initiatives. The Commission also conducted an extensive outreach campaign (virtual, in-person, community events, etc.) reaching an estimated 100,000 residents. The Michigan Department of Human Rights reported that it celebrated its 60th anniversary, hosted a civil rights summit focusing on disability rights, and held a its 15th Annual Hate Crime Conference among other important initiatives. The Chicago Commission on Human Relations reported that it held three community meetings to discuss to issue of Transfemicide (the murder of trans women, predominantly black and brown women) and will be releasing a report of its findings soon. The agency also held a public hearing to hear testimony about anti-Jewish hate crimes, and were engaged in several other initiatives.

Southern Region

James Davis reported that the Southern Region discussed having more regular communication to share ideas and discuss challenges impacting the work of the agencies. He also suggested that the agencies should consider receiving guidance from the U.N. on human rights issues. James also suggested that the region develop a mission statement to reflect our humanity, and consider renaming the work and retooling our strategies.

Western Region

Rob Corbisier reported for the region. He stated that civil rights are about freedom. He encouraged his region to work towards increasing community engagement within their jurisdictions. Some ideas he mentioned included hosting webinars and posting segments of the conference online. He also discussed the idea of cities in the region becoming human rights cities, and working with the United Against Hate Campaign. Rob also offered the idea of adding “No Hate in (add your area code)” messages on local products, and hosting meetings of FHAP and FEPA agencies. Finally, he suggested the region should consider connecting with territories like Guam, American Samoa, and others.

Resolutions

Kenneth Gunn, Chair of the Resolutions Committee presented the following five resolutions for approval by the body:

- A. Resolution in Support of Human Rights Regardless of National Origin
- B. Resolution in Support of Non-Discriminatory Tenant Screening Practices
- C. Resolution in Support of Co-Enforcement Efforts to Support Vulnerable Workers
- D. Resolution Honoring the Life and Legacy of Homer C. Floyd

- E. Resolution Commending Jean Kelleher
- F. Resolution Commending Jeffrey Lorick

A motion was made by Diane Clements-Boyd to accept the Resolution in Support of Human Rights Regardless of National Origin as written. The motion was seconded by Randy Duque and was approved by a vote of 33 in favor, 0 against, and two abstentions (Fort Wayne Metropolitan Human Rights Commission and the Palm Beach County Office of Equal Opportunity).

A motion was made by LaTarnya Whitmire to accept the Resolution in Support of Non-Discriminatory Tenant Screening Practices. The motion was seconded by Cleveland Horton. There was a question regarding the effect, if any on this issue based on the September 17, 2025 Guidance issued by HUD. The motion was rescinded by the Cook County Commission on Human Rights which will research the issue and consider bringing it back next year.

A motion was made by Cleveland Horton to accept the Resolution in Support of Co-Enforcement Efforts to Support Vulnerable Workers. The motion was seconded by Raymond Sexton of the Lexington Human Rights Commission and accepted by a vote of 32 in favor, 0 against, and 3 abstentions (Fort Wayne Metropolitan Human Relations Commission, Westchester County Human Rights Commission, and Minneapolis Office of Human Rights).

A motion was made by Robin Toma (Los Angeles County Human Relations Commission) to approve the Resolution Honoring the Life and Legacy of Homer C. Floyd. The motion was seconded by Diane Clements-Boyd and approved unanimously.

A motion was made by Paul Valenti (Alexandria Office of Human Rights) to approve the Resolution Commending Jean Kelleher. The motion was seconded by LaTarnya Whitmire and passed unanimously. President Warren thanked Jean for her many years of outstanding service to IAOHRA.

A motion was made by Betina Baron (Pinnellas County Office of Human Rights) to approve the Resolution Commending Jeffrey Lorick. The motion passed unanimously. President Warren offered her well wishes to Jeff, who was not able to attend, and thanked him for his service to IAOHRA.

President Warren thanked all of the delegates for attending the meeting and encouraged everyone to consider submitting a proposal to host the 2026 conference. She reminded the body that 2026 will be an election year for IAOHRA so she encouraged everyone to step up and consider running for an office.

Adjournment

A motion to adjourn was made by James Davis, and was seconded by Niki Quintana, and passed unanimously. The meeting was adjourned at 4:35 p.m. (CST)

Submitted by Kenneth Gunn, Board Secretary