Creating Systemic Collaboratives to Improve Our Communities’ Future

December 3-7, 2019
Fort Lauderdale Marriott Harbor Beach Resort
Fort Lauderdale, Florida
<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>OVERVIEW</td>
</tr>
<tr>
<td>2</td>
<td>CONFERENCE AGENDA</td>
</tr>
<tr>
<td>10</td>
<td>GREETINGS</td>
</tr>
<tr>
<td>45</td>
<td>CONFERENCE SPONSORS AND LEVELS</td>
</tr>
<tr>
<td>46</td>
<td>ADVERTISEMENTS</td>
</tr>
<tr>
<td>57</td>
<td>DAILY PROGRAM</td>
</tr>
<tr>
<td>74</td>
<td>POLICY SESSIONS</td>
</tr>
<tr>
<td>89</td>
<td>LEADERSHIPS</td>
</tr>
<tr>
<td>95</td>
<td>LEGISLATIVE REVIEW ARTICLES</td>
</tr>
<tr>
<td>106</td>
<td>BYLAWS</td>
</tr>
</tbody>
</table>
It was the perception of a growing number of African-American elected officials in the 1970s that the government’s focus was shifting from the federal to the state level. Responding to this perception and recognizing that African-American elected officials could secure parity for their constituents through the state legislatures, 18 African-American state legislators founded the National Black Caucus of State Legislators (NBCSL) in Detroit, Michigan in 1977. Today, NBCSL represents over 600 members in 45 states, the District of Columbia, and the U.S. Virgin Islands.

Headquartered in the Hall of States Building in Washington, D.C., the national office of NBCSL serves as a central clearinghouse and distribution center. Its staff monitors national, state, and local legislation with emphasis toward the impact, actual or potential, of laws upon the African-American community.

The National Executive Committee sets policy and governs the activities of the organization. National officers are elected by the regular membership and serve a term of two years. The national officers, together with the Chair and Vice-Chair of each Regional Caucus and appointed At-Large members, serve as the National Executive Committee.

NBCSL CURRENTLY OFFERS TWO CATEGORIES OF MEMBERSHIP
1. Legislative—These are African Americans elected to state legislatures who comprise the voting membership.
2. Legislative Staff—Persons who work within the legislature who provide assistance to legislators and the legislature.
3. Private Sector—This is a special category of corporate and labor representatives who act as an advisory committee.

NBCSL MISSION STATEMENT
The primary mission of the National Black Caucus of State Legislators is to develop, conduct and promote educational, research and training programs designed to enhance the effectiveness of its members, as they consider legislation and issues of public policy which impact, either directly or indirectly upon the “general welfare” of African-American constituents within their respective jurisdictions.

NBCSL OBJECTIVES
In support of its mission, NBCSL has adopted the following fundamental objectives:

1. To serve as a national network and clearinghouse for the discussion, dissemination and exchange of ideas and information among African American state legislators and their staffs.
2. To provide research, training and educational services to African-American state legislators and their staffs.
3. To improve the effectiveness and quality of African American state legislators.
4. To serve as a strong, united and effective advocate for African American state legislators and their constituents at the federal level.
### DAY ONE — TUESDAY, DECEMBER 3, 2019

#### 11:00 am – 2:50 pm
**PRE-CONFERENCES**
- Health Summit – Eli Lilly
- Education Summit – K12
- Energy Summit – Edison Electric

**GRAND SALON A**
**GRAND SALON B-C**
**GRAND SALON D**

#### 3:00 pm – 5:00 pm
**RACE IN SPORTS TOWN HALL**
**Moderator:** Tiffany Greene – ESPN

**Panelists:**
- Dawn Staley – Coach, University of South Carolina Women’s Basketball
- Mike Summers – Former NFL player, Indianapolis Colts
- Joe Briggs – Staff Counsel, Public Policy Counsel, NFLPA

**GRAND EF**

#### 5:00 pm – 6:00 pm
**OPENING NIGHT RECEPTION**
**GRAND SALONS A-D**

#### 8:00 pm – 10:30 pm
**EXECUTIVE COMMITTEE DINNER**
**OFFSITE**

### DAY TWO — WEDNESDAY, DECEMBER 4, 2019

#### 7:00 am – 8:00.m.
**FRIENDS OF BILL W.**
**ST. PETERSBURG**

**BOARDROOM**

#### 8:00 am – 10:30 am
**CORPORATE ROUND TABLE (CRT) SCHOOL VISIT**
**OFFSITE**

#### 10:00 am – 11:45 am
**OPENING CEREMONY**
**GRAND EF**

#### 12:00 pm – 12:45 pm
**PROFESSIONAL DEVELOPMENT SESSION I**

*Ethics: Who’s Covering the Tab and What Does it Really Cost?*
- Commissioner and Former Rep. Rodney Ellis [FL]

*Fundraising: Paying the Cost to Be the Boss*
- Diondra Musgrave – Elections, Policy, and International Affairs Expert, Musgrave Solutions

**GRAND EF**
### DAY TWO – WEDNESDAY, DECEMBER 4, 2019 (CONTINUED)

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</table>
| 1:00 pm – 1:45 pm | **LUNCH**  
Social Media: Is Going Viral a Good Thing? What About Your Data Privacy?  
- Love Hudson-Maggio – Director, Customer Success, Salesforce |
| 2:00 pm – 3:00 pm | **PROFESSIONAL DEVELOPMENT SESSION II**  
Public Service: Why Are you Really Here?  
- Former Senator Rhine McLin [OH]  
Relationships: Working the Chamber: Do you Know How to Count?  
- Senator Karla May [MO] |
| 2:15 pm – 3:30 pm | **AALSCC – PANEL DISCUSSION**  
A Different World: Careers in Public Policy: A Discussion with Former and Current Legislative Staffers  
Moderator:  
- Stephanie Hall – Executive Director, Maryland Legislative Black Caucus  
Invited Panelists:  
- Representative Kamia Brown – 45th District of the Florida State Legislature  
- Nathaniel Miles – VP, Strategic Initiatives, State Government Affairs, Lilly  
- Dr. Monica Taylor – Legislative Staff, North Carolina General Assembly and Policy Analyst  
- Danica Thomason – VP, State Government Relations, McGuireWoods Consulting, LLC. |
| 3:30 pm – 5:00 pm | **ANCILLARY GROUPS (MULTIPLE MEETINGS SIMULTANEOUS)**  
15 Policy Committee Meetings (Multiple times and rooms)  
Former Legislative Caucus Formation Meeting  
African American Legislative Staff (AALSCC) Meeting  
Labor Workforce Round Table Meeting |
| 5:00 pm – 6:00 pm | **PRESIDENT’S RECEPTION (TERRACE)**  
Special Guest: Former Attorney General Eric Holder |
<p>| Late Night     | <strong>LATE NIGHT HOSPITALITY</strong> |</p>
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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>7:00 am – 8:00 am</td>
<td>FRIENDS OF BILL W.</td>
<td>ST. PETERSBURG</td>
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<td>ST. PETERSBURG BOARDROOM</td>
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<tr>
<td>8:00 am – 9:45 am</td>
<td>REPRESENTATIVE LOIS DEBERRY PRAYER BREAKFAST</td>
<td>GRAND EF</td>
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<td>Keynote Speaker:</td>
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<td></td>
<td>► Rev. Terence R. Gray – Senior Pastor, Saint Mark American Methodist Episcopal Church, Orlando, FL</td>
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<tr>
<td>10:00 am – 11:30 am</td>
<td>CONCURRENT POLICY SESSION (Sessions will meet 42 minutes and rotate, to allow you the chance to attend two sessions.)</td>
<td>GRAND SALON CD</td>
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<tr>
<td></td>
<td>Generating Work, Wealth and Wages: Closing the Black Wealth Gap</td>
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<td></td>
<td>► Michael Grant – President, United Security Financial Corporation, Inc.</td>
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<td></td>
<td>► LaToya Benjamin, M.A. – Director of Economic Development - New York State Senator James Sanders Jr. (10th D)</td>
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<td></td>
<td>► Orim Graves, CFA – Executive Director, National Association of Securities Professionals (NASP)</td>
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<tr>
<td>12:00 pm – 1:30 pm</td>
<td>BENJAMIN S. RUFFIN CORPORATE ROUND TABLE LUNCHEON</td>
<td>GRAND EF</td>
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**DAY THREE – THURSDAY, DECEMBER 5, 2019 (CONTINUED)**

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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>2:00 pm – 3:30 pm</td>
<td><strong>CONCURRENT POLICY SESSIONS</strong> (Sessions will meet 42 minutes and rotate, to allow you the chance to attend two sessions.)</td>
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<tr>
<td>GRAND SALON CD</td>
<td>Census 2020 &amp; Redistricting: Getting a Complete Count</td>
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<tr>
<td></td>
<td>▶ Dr. Jeanine Abrams McLean – Vice President, Fair Count</td>
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<td></td>
<td>▶ Delegate Jheanelle Wilkins (MD) – Maryland State Delegate, State of Maryland House of Delegates</td>
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<td></td>
<td>▶ Marilyn Stephens – Assistant Regional Census Manager, The U.S. Census Bureau</td>
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<tr>
<td>GRAND SALON AB</td>
<td>Cannabis Landscape: Equity, Economics, and Opportunities</td>
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<td></td>
<td>▶ Dorothea (Dee) Dawkins-Haigler – Ordained Minister, College Educator, Community Activist, and Political Strategist, DDH &amp; Associates and TIME 1000</td>
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<tr>
<td>GRAND SALON GH</td>
<td>What State Legislators Need to Know About Online Regulation</td>
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<td>▶ Diane Holland – Senior Advisor, Technology and Telecom, Washington Bureau of the National Urban League</td>
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<td>▶ Jotaka L. Eaddy – Chief Strategy Officer, Promise Network</td>
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<tr>
<td>GRAND SALON JK</td>
<td><strong>PHRMA HEALTH EQUITY ROUNDTABLE</strong></td>
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<td></td>
<td>Nexus of Data, Innovation, and Access to Quality Care Can Improve Health Outcomes in Communities of Color</td>
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<td></td>
<td>▶ Lori Carter-Edwards, PhD, MPH – Associate Professor, UNC Chapel Hill Gillings School of Public Health</td>
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<td></td>
<td>▶ Courtney Christian – Director, Policy and Research, PhRMA</td>
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<td></td>
<td>▶ Phebe Fuqua – Patient Advocate</td>
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<tr>
<td>3:30 pm – 4:00 pm</td>
<td><strong>BREAK</strong></td>
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<tr>
<td>4:00 pm – 5:30 pm</td>
<td><strong>POLICY RESOLUTIONS DELIBERATIONS &amp; ADOPTIONS</strong></td>
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<tr>
<td>GRAND EF</td>
<td>DEPARTURE FOR HOST STATE NIGHT</td>
</tr>
<tr>
<td>6:00 pm – 6:30 pm</td>
<td>HOST STATE NIGHT (Suggested: White attire or Business Casual. Wear comfortable shoes. Outdoor Event.)</td>
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<tr>
<td>7:00 pm – 10:30 pm</td>
<td><strong>LATE NIGHT HOSPITALITY</strong></td>
</tr>
<tr>
<td>Late Night</td>
<td>CARIBBEAN II - III</td>
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### DAY FOUR – FRIDAY, DECEMBER 6, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 am – 8:00 am</td>
<td>FRIENDS OF BILL W.</td>
<td>ST. PETERSBURG BOARDROOM</td>
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<tr>
<td>8:00 am -10:00 am</td>
<td>NOBEL WOMEN’S BREAKFAST &amp; MEETING</td>
<td>GRAND EF</td>
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<tr>
<td></td>
<td><strong>Keynote Speaker:</strong> Dr. Glenda Baskin Glover – President, Tennessee State University,</td>
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<tr>
<td></td>
<td>Nashville, TN</td>
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<tr>
<td>10:00 am – 12:00 pm</td>
<td>LEGISLATOR ONLY WORKSHOP/ANNUAL MEETING</td>
<td>GRAND SALONS A-D</td>
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<td></td>
<td>(Former Legislator Caucus on Life After Serving)</td>
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<tr>
<td>10:00 am – 12:00 pm</td>
<td>AALSCC MEETING</td>
<td>CLEARWATER/ORLANDO</td>
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<td>GRAND CARIBBEAN SALONS V-VIII</td>
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<td></td>
<td>GRAND SALONS G-H</td>
<td></td>
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<tr>
<td>12:15 pm – 1:45 pm</td>
<td>LABOR WORKFORCE ROUND TABLE LUNCHEON</td>
<td>GRAND EF</td>
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<td><strong>Keynote Speaker:</strong> Fed Ingram – President of Florida Education Association</td>
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<tr>
<td>2:00 pm – 4:30 pm</td>
<td>POLICY RESOLUTION RATIFICATION, MODEL LEGISLATION &amp; BY-LAWS</td>
<td>GRAND SALONS A-D</td>
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<tr>
<td>6:30 pm – 7:15 pm</td>
<td>AWARDS DINNER RECEPTION</td>
<td>GRAND EF FOYER</td>
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<tr>
<td>7:30 pm – 10:00 pm</td>
<td>ANNUAL AWARDS DINNER</td>
<td>GRAND EF</td>
</tr>
<tr>
<td>10:15 pm – 12:30 am</td>
<td>2020 HOST STATE KICK-OFF</td>
<td>GRAND SALONS A-D</td>
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<tr>
<td>Late Night</td>
<td>LATE NIGHT HOSPITALITY</td>
<td>GRAND SALON JK</td>
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DAY FIVE – SATURDAY, DECEMBER 7, 2019

10:00 am – 2:00 pm
OPPORTUNITY ZONES WORKSHOP
GRAND EF

Keynote Speakers:
- **Ja’Ron K. Smith** – Deputy Assistant to the President, Office of American Innovation, Executive Office of the President, White House
- **Adriana Clark** – SE Region Director, U.S.DOT Office of Small Business, Southeast Region Office
- **Keith Carswell** – Advisor to the Mayor of Miami, City of Miami, FL

2:00 pm
NBCSL CONFERENCE ADJOURNMENT
Remembering our legislators who paved the way and gone on before us.

**The Lois M. Deberry Prayer Breakfast & Memorial Service is dedicated to the memory of:**

### Legislators

**SOUTH CAROLINA**  
Senator  
Ralph Anderson*  
Died: November 30, 2019  
*Former Legislators*

<table>
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<tr>
<th>Held Office:</th>
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<tr>
<td>Senator 1997 - 2013</td>
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<tr>
<td>Representative 1991 - 1997</td>
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**ARKANSAS**  
Representative  
John W. Walker  
Died: October 28, 2019  
*Former Legislators*

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<tr>
<th>Held Office:</th>
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<tbody>
<tr>
<td>2011 - 2019</td>
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**GEORGIA**  
Senator  
Leroy Johnson*  
Died: October 24, 2019  
*Former Legislators*

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<th>Held Office:</th>
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<tr>
<td>1963 - 1975</td>
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**TENNESSEE**  
Representative  
Rufus Jones*  
Died: October 20, 2019  
*Former Legislators*

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<th>Held Office:</th>
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<tr>
<td>1981 - 1996</td>
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**OREGON**  
Senator  
Jackie Winters  
Died: May 29, 2019  
*Former Legislators*

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<th>Held Office:</th>
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<tr>
<td>Senator 2003 - 2019</td>
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<tr>
<td>Representative 1999 - 2003</td>
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**NEVADA**  
Assemblyman  
Tyrone Thompson  
Died: May 4, 2019  
*Former Legislators*

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<th>Held Office:</th>
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<tr>
<td>2013 - 2019</td>
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**NORTH CAROLINA**  
Senator  
Frank W. Balance*  
Died: February 22, 2019  
*Former Legislators*

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<th>Held Office:</th>
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<tr>
<td>Senate 1989 - 2003</td>
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<tr>
<td>Representatives 1983 - 1989</td>
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### Legislative Staff

Ashley Carter-Mitchell, Esq.  
*AALSCC Staff*  
Died: May 27, 2019

*Former Legislators*
National Black Caucus of State Legislators

Presents the

2019 Annual Awards Ceremony

Friday, December 6, 2019  |  7:30 pm – 10:00 pm
Fort Lauderdale Marriott Harbor Beach Resort, Fort Lauderdale, Florida

2019 David S. Holmes Awards

AND

The David P. Richardson, Jr.
NATION BUILDERS

LIVING LEGEND

FRED GRAY, ESQ.
Civil Rights Icon

STATE RECIPIENT

SEPTIMA CLARK
Educator / Civil Rights Icon
1898 - 1987
Representing South Carolina

NATIONAL RECIPIENTS

DR. MUSTAFA SANTIAGO ALI
Environmental Justice

DESMOND MEADE
Criminal Justice
Hey Ya'll!

Welcome to sunny Fort Lauderdale and NBCSL's 43rd Annual Legislative Conference! This year’s conference theme, “Creating Systemic Collaboratives to Improve Our Communities Future,” is reflective of my belief that a holistic approach to working with systems, individuals, and organizations is the most effective manner to bring about positive change for our communities.

NBCSL has more than 40 years of service to Black legislators around the country and I am committed to doing all that I possibly can so there is an NBCSL forty-plus years from now. This first year of my administration has been spent developing and institutionalizing policies and procedures to ensure the long-term viability of the organization.

Expanding the organization's membership beyond the South, adopting methods to allow for the engagement of new members and broadening the range of partnerships and collaboratives have been my priorities. NBCSL has experimented with a change in its meeting structure, moving to a “convening of committees” concept, which has allowed almost 75% of the Standing Committees to meet already. These committee meetings have been held in various regions and will continue in the next year.

I am very proud of the collaboratives that NBCSL has developed with organizations around issues of redistricting, opportunity zones; 2020 Census complete count; smart communities; civic engagement; and education. We were proud to join with the NAACP, The National Wildlife Federation, Democracy Now and GRIST, among others, to sponsor the first-ever Presidential Candidates Environmental Justice Forum in November. Next year, we’ll have a continuation of these types of alliances.

The staff and I have put a lot of thought into how this conference can be substantive and allow time for members to increase their awareness on a variety of issues. The newly created Former Legislators Caucus is meeting for the first time and we are excited about having former members continue their involvement with NBCSL in a structured way. Every effort has been made to build in time for networking and simply enjoying Fort Lauderdale and beautiful South Florida.

A special thank you to the Florida Conference Co-Chairs, Rep. Kamia Brown and Rep. Bobby DuBose, and the Florida Host Planning Committee for all of their hard work to help make this a successful conference. Thanks also to Rep. Bruce Antone, Honorary Conference Chair and Chair of the Florida Black Legislative Caucus, for your support.

Finally, to the members of the NBCSL Corporate Round Table, we are—as always—appreciative of the time you devote to engaging young people in the conference host city and know that your visit to the school will be one that the students will cherish and remember. Thank you for being such positive role models!

That’s all folks! The beach is calling...

Gilda Cobb-Hunter
President-Elect
December 3, 2019

43rd Annual Legislative Conference of the
NATIONAL BLACK CAUCUS OF STATE LEGISLATORS

Greetings,

What a great pleasure it is for me to convene with my co-laborers and partners in creating good public policy at the 43rd National Black Caucus of State Legislators Annual Legislative Conference in Fort Lauderdale!

I want to express a special appreciation to the Florida Legislative Black Caucus and our National staff for their tireless efforts in putting together, what promises to be an extraordinary gathering to inform, create, and to champion the critical issues of this day.

Please accept my best wishes for a most successful experience at this year’s conference.

I remain,

Sincerely yours in service,

Billy Mitchell
State Representative/
President-Elect

BM/re
December 3, 2019

Dear NBCSL attendees:

I hope you are enjoying your time at the 43rd annual National Black Caucus of State Legislators Conference (NBCSL). Over the next few days, you will have the opportunity to hear from inspiring African American state legislators and discuss solutions to critical issues facing communities across the country.

NBCSL represents more than 60 million Americans every day with a commitment to innovation and advocacy. I would like to thank them for hosting this event, as well as Florida’s state legislators for their hard work and dedication to our state.

As Governor of Florida, it is important to my administration to ensure all Floridians are given the tools to live successful and healthy lives.

This year our major focus is on improving Florida’s education system, which includes over $900 million to recruit and retain the best classroom teachers and principals in our state.

Initiatives such as expanding school choice and workforce education programs will remain top priorities as we constantly search for ways to provide additional opportunities for success. I will continue to work with our state’s representatives to provide a better future for all communities in Florida.

Thank you for participating in the NBCSL. I look forward to learning about the innovative and impactful discussion you have this week.

Sincerely,

Ron DeSantis
Governor

THE CAPITOL
Tallahassee, Florida 32399 • (850) 717-9249
October 29, 2019

Dear National Black Caucus of State Legislators,

It is my pleasure to welcome you to Florida for the NBCSL 43rd Annual Legislative Conference.

Florida is rich in its arts and cultural diversity and each region of our state has its own unique flavor. From the Southern accents of North Florida to the Spanish flair of South Florida, and everything in between, Florida has it all.

The vast diversity of our state is represented best by our thriving arts and culture industry. As Florida’s Chief Cultural Officer, I encourage you to take in Florida’s rich history and cultural diversity by visiting local museums and historic sites during your stay.

I hope you enjoy your time in Fort Lauderdale and I send my best wishes to you for a successful conference.

Sincerely,

[Signature]

Laurel M. Lee
Florida Secretary of State
December 3, 2019

Greetings,

It is my extreme pleasure to welcome the National Black Caucus of State Legislators (NBCL), the nation's premier organization representing and serving the interests of African American State legislators, to South Florida. Congratulations on your 43rd Annual Legislative Conference!

I applaud your more than 700 members representing more than 60 million Americans. Your work as a national network and advocacy for public policy innovation, information exchange is critical to resolving issues affecting African Americans and other marginalized communities.

Enjoy our sunshine and warm hospitality. Let our tranquil atmosphere serve as catalyst for you to be refreshed and energized to continue your mission.

With warm regards,

Alcee L. Hastings, MOC
Greetings,

On behalf of the Florida Senate, it is my pleasure to welcome you to Senate District 33 and The National Black Caucus of State Legislators (NBCSL) 43rd Annual Legislative Conference. Today we convene to celebrate and provide an impactful and empowering experience that will motivate a transformation for all those in attendance.

The National Black Caucus of State Legislators represents and serves the interests of African American State Legislators. This year’s conference continues their mission with the theme “Creating Systemic Collaboratives to Improve Our Communities’ Future.” It is important to create spaces where African-American legislators, along with advocates, policy experts, corporate executives and community leaders can discuss policy issues that affect our communities.

On behalf of Florida’s innovative 33rd Senate District, I welcome the 43rd Annual Legislative Conference of National Black Caucus of State Legislators. We are pleased that you have chosen to join us at this year’s conference.

Best wishes for an enjoyable and stimulating conference.

Sincerely,

Perry E. Thurston, Jr.
Perry E. Thurston, Jr.
Florida Senate, District 33
December 3, 2019

Dear Legislators and Friends:

Welcome!!!! Welcome!!!!! Welcome!!!! Welcome to beautiful, warm and sunny Fort Lauderdale, and the beautiful beaches in South Florida. On behalf of the twenty nine member Florida Legislative Black Caucus, I welcome each and everyone of you to the 43rd Annual National Black Caucus of State Legislators (NBCSL) Legislative Conference. I sincerely hope your visit to Ft. Lauderdale, and your time at the 43rd Annual National Black Caucus of State Legislators Conference, will be enjoyable, rewarding, fun and a memorable time learning, networking and fellowshipping with your fellow Black State Legislators from across the nation, Puerto Rico and the U.S. Virgin Islands.

This year’s conference theme “Creating Systemic Collaboratives to Improve Our Communities’ Future” is a powerful reminder, that we can effectuate positive and long-term change in our communities, when State Elected Officials, Local Elected Officials, Industry, and community, civic, social and professional leaders and organizations work together in a collective and collaborative manner to improve our communities. Your attendance at this year’s conference reflects and underscores your commitment to creating Systemic Collaboratives to empower and improve your respective communities. I sincerely hope you leave this conference empowered, energized, and in possession of a strengthened, renewed and reinvigorated desire to effectuate change while working to improve your respective communities.

In closing, during your time at the 43rd Annual NBCSL Conference, and during your stay in Fort Lauderdale, I encourage you to enjoy the warm and sunny beaches, restaurants, nightlife, shopping, museums and local attractions. I encourage you to fellowship with your colleagues, make new friends, learn as much as you can, enjoy South Florida, and Make Your Time at the 43rd Annual National Black Caucus of State Legislators (NBCSL) Legislative Conference a Great Time and a Most Memorable Time. Make It A Great Day Good People!!!!!

Sincerely,

Florida State Representative Bruce Antone
Chairman, Florida Legislative Black Caucus
Greetings!

On behalf of the Florida House of Representatives, District 45, it is an honor and a privilege to extend greetings and a Florida welcome to you as we convene here in the Sunshine State for the 43rd Annual Legislative Conference for the National Black Caucus of State Legislators!

Over the next five days, we will gather here in the city of Fort Lauderdale, Florida, under the conference theme: “Creating Systemic Collaboratives to Improve Our Communities’ Future”. I am excited for what I know will be a fruitful gathering of the nation’s most forward thinking black elected officials. During this time, we create conversations and champion solutions to address the nation’s most pressing issues affecting African Americans and other marginalized communities. Please take full advantage of the numerous workshops, policy sessions as well as the entertainment events that will be offered throughout the duration of the conference.

As the Host Committee Co-Chair, it has been an honor to serve in this leadership capacity and I look forward to connecting with you on this week.

Sincerely,

Representative Kamia L. Brown
District 45

Committees: Government Operations & Technology Appropriations Subcommittee, Health & Human Services Committee, Health Quality Subcommittee, Workforce Development & Tourism Subcommittee
Dear President Cobb-Hunter,

It is my honor to welcome you and the National Black Caucus of State Legislators to the State of Florida. On behalf of the constituents of House District 97, I bring you warm greetings and wish you an enjoyable and productive session. As the Nation’s premier organization exclusively representing and serving the interest of African American State Legislators your choice of South Florida is humbling.

You picked the right place. Surely your members will find our landscape of sun, sand, and ocean the perfect environment for productivity! During your stay please encourage your members to make time to experience the Florida Everglades, our 23 miles of beachfront, and explore our world class restaurants. We also boast a vibrant night life and impressive art scene. We hope you love it so much; you will come back.

Again, welcome to Florida. May this year’s session themed “Creating Systemic Collaboratives to Improve Our Communities’ Future” be your greatest yet! It is my hope that your session will be productive and you accomplish the goals of your theme this year.

Sincerely,

Dan Daley
State Representative
District 97
December 3, 2019

RE: The NBCSL 43rd Annual Legislative Conference

I am honored to be greeting members and guests attending the National Black Caucus of State Legislators 43rd Annual Legislative Conference to the wonderfully diverse District 94!

All of the great cities of District 94, namely the City of Fort Lauderdale, promise you a rewarding and fun time during your stay. Be sure to visit our numerous Tree City USA parks and natural preserves, renowned beaches and waterways, or head downtown where everyone’s entertainment needs will be met.

We have award-winning amenities and cuisine, and countless historic landmarks and museums like the African-American Research Library and Cultural Center (AARLCC). The AARLCC has more black history books and publications written by black authors than any other facility in the country, making it the third of its kind in the United States.

NBCSL has over 700 members representing more than 60 million Americans, serving the interests of African American state legislators. The organization also operates as a national network, advocates and initiates public policy innovation, and calls for action on critical issues affecting African Americans and other marginalized communities. This truly exemplifies this very spirit of this year’s conference theme: “Creating Systemic Collaboratives to Improve Our Communities’ Future”

On behalf of the constituents of District 94, and as the Host Committee Co-Chair, thank you for the good you do for our communities and I wish you a very memorable time in District 94.

Kind regards,

The Honorable Bobby B. DuBose
Host Committee Co-Chair
Democratic Leader-Designate
Florida State Representative
District 94
December 3, 2019

State Legislator
National Black Caucus of State Legislators
43rd Annual Legislative Conference
Marriott Harbor Beach Resort
3030 Holiday Dr.
Fort Lauderdale, FL 33316

Dear Legislator:

As the State Representative of District 98, it is my pleasure to welcome you to the National Black Caucus of State Legislator’s 43rd Annual Legislative Conference in our hometown of Fort Lauderdale, Florida. Most people are lured to South Florida for our sunshine and beaches, but our most valuable asset is our people. While you explore our cities and all they have to offer, I hope your interactions with us and our unique brand of South Florida charm and grace leave you with a feeling of comfort, appreciation, delight, and a desire to return to our Great State.

You have demonstrated your dedication and commitment to the hard work of improving our communities by your service as a State Legislator. You have also proven you possess the capabilities and initiative necessary to succeed in moving our country forward in creating systemic improvements; together we can achieve this monumental task through collaboration and mutual encouragement. Your engagement and thoughtful discussion at this conference of new ideas and innovative approaches will make the improvements in our communities a reality.

Best wishes for an enjoyable and successful conference. If I can ever be of any assistance, please feel free to contact me at any time.

Kindest Regards,

State Representative, District 98

Committees
- Business & Professions Subcommittee
- Criminal Justice Subcommittee
- Judiciary Committee
- Justice Appropriations Subcommittee
October 21, 2019

State Legislator
National Black Caucus of State Legislators
43rd Annual Legislative Conference
Marriott Harbor Beach Resort
3030 Holiday Dr.
Fort Lauderdale, FL 33316

Dear Legislator,

I am thrilled to welcome The National Black Caucus of State Legislators 43rd Annual Legislative Conference to Broward County. Beginning my journey as president of my neighborhood Home Owner’s Association, evolving to become Broward County Commissioner, and then twice Mayor of Broward County, I can say with confidence the valuable assets of our County extend beyond our beaches and sunshine. The resilience of Broward and our ability to pull together different communities are what connects us all to thrive and push for innovative ways to effect change.

This year’s conference theme, “Creating Systemic Collaboratives to Improve Our Communities’ Future”, resonates with the idea of pulling people with differing points of view together and to find common ground. The eagerness to take on daunting challenges to create landmark initiatives is something the NBCSL and I have in common.

I am honored to welcome you as a part of the nation’s premier organization in representing and serving the interests of African American State legislators. You have demonstrated commitment to your communities in initiating the necessary collaborative efforts to push meaningful legislation and issues of policy impacting the general welfare of your African American constituents in your respective jurisdictions.

I send my best wishes to a successful conference, and congratulations to all of your continued efforts. Please contact my office if you want to connect or have any questions.

Sincerely,

Kristin Jacobs
State Representative, District 96
Greetings National Black Caucus of State Legislators!

It is my pleasure to welcome you to the 43rd Annual Legislative Conference being held in Fort Lauderdale, Florida at the Marriott Harbor Beach Resort & Spa, December 3-7, 2019. Thank you to Representatives Kamia Brown of Orlando, and Bobby DuBose of Fort Lauderdale for their commitment to the people of Florida and to the mission of NBCSL.

Since it’s founding in 1977, NBCSL has been the nation’s premier organization representing and serving the interests of African American State legislators. With more than 700 members representing more than 60 million Americans, NBCSL serves as a national network, advocate and catalyst for public policy innovation, information exchange, and joint action on critical issues affecting African Americans and other marginalized communities. Through research, education, and advocacy, NBCSL strengthens its members and helps ensure their strong, effective and influential voice in their respective legislatures.

The theme of this year’s conference is “Creating Systemic Collaboratives to Improve Our Communities’ Future,” and I believe that as members of an underserved population, we need to work together if we are going to improve our livelihoods as a whole. Black communities are heavily engaged in politics, but they rightly feel like politicians aren’t always doing enough to address their specific plights. Each one of us needs to regularly reach out to our communities, and make sure that constituents are involved in the formulation of the policies effecting them to ensure collaboration and agreement on social justice issues, criminal reform, and women’s access to healthcare.

Through your involvement in creating a sustainable future, they will become committed and motivated in pursuing the required social change that we all desire. I hope that this conference provides each of you with the inspiration and drive needed to fight for systemic change.

Sincerely,
Dear attendees of the NBCSL 2019 43rd Annual Conference:

As a newly elected Florida State Representative, it is my distinct pleasure to welcome you to the 2019 National Black Caucus of State Legislators (NBCSL) 43rd Annual Legislative Conference with this year’s theme “Creating Systemic Collaborative to Improve Our Communities’ Future”.

The NBCSL is our nation’s premier organization that represents the interests of Black State Legislators. The primary mission of the organization is to develop, conduct and promote education, research and training programs designed to enhance the effectiveness of its members, while considering legislation and issues of public policy with direct or indirect impact upon the general welfare of constituents within their respective jurisdictions. I implore you to impart the knowledge gained from this event with your constituents as we work together to make our nation a better place to live and work for our communities.

I am confident that you will be extremely delighted to join with members of the NBCSL for an exciting and productive atmosphere of planned activities.

Best wishes for a productive and successful conference! As you grace the shores of Florida with your presence, we trust that you will enjoy your time here in our sunshine state, with its vibrant and diverse cultures.

Very truly yours,

Anika T. Omphroy
State Representative
House District 95
Dear NBCSL conference attendees,

Welcome to the 43rd National Black Caucus of State Legislators Annual Legislative Conference in Fort Lauderdale, Florida! I hope you enjoy your time here with us.

It is an honor to have this conference held in one of the counties I represent as a Florida State legislator. Calling South Florida my home my entire life, I know how important it is to stand up for the most vulnerable and marginalized in my community.

As a Colombian woman of color, I have bared witness to an establishment that has not only ignored our basic needs but has degraded our existence and contributions to this great nation. As an advocate for social equality and conclusion, I have made it my mission to collaborate with those that continue to find their seat at the table and pursue policy that will restore our dignity and respect.

Collaboration is how we accomplish the great things we can't do on our own. Now more than ever, it’s imperative that we come together with diverse points of view in order to achieve a common goal.

With this year’s theme, Creating Systemic Collaboratives to Improve our Communities’ Future, we will address important topics that take on the pressing issues of today ranging from mental health to black women’s health and infant mortality.

Engaging and participating in these training programs with other legislators, policy experts and local leaders will provide a way to better serve and uplift African American communities across the country.

It is a pleasure to serve with colleagues who not only build their own table but establish a legacy that will allow our children to see a future of possibility that hasn’t always been accessible to us.

Thank you for helping create that future.

Representative Cindy Polo,
Hialeah, FL
December 3, 2019

Greetings!

On behalf of the National Organization of Black Elected Legislative Women (NOBEL Women), it is my pleasure to welcome you to the 43rd Annual Legislative Conference of the National Black Caucus of State Legislators (NBCSL). This year’s theme is “Creating Systemic Collaboratives to Improve Our Communities Future”.

NOBEL Women has the unique pleasure of representing more than 270 black women legislators from across the nation. Since 1985, NOBEL Women has worked tirelessly to increase and promote the presence of Black women in government, corporate, and nonprofit leadership.

I am excited for the 2019 Annual Legislative Conference, and I believe this will be an informative and productive week. I want to personally invite you to attend NOBEL Women’s Annual Legislative Breakfast. Our Annual Legislative Breakfast is held each year in conjunction with the National Black Caucus of State Legislators’ Annual Legislative Conference. We assemble policy makers, industry leaders and stakeholders for thought provoking conversation around real issues that directly affect black women and their families. The Annual Legislative Breakfast will be taking place December 6, 2019, from 8:00 am to 10:00 am.

I am hopeful for a successful conference, and I look forward to continuing our partnership with NBCSL.

Sincerely,

[Signature]

Representative Karen Camper (TN)
National President
National Organization of Black Elected Legislative Women
October 18, 2019

Welcome to the National Black Caucus of State Legislators’ (NBCSL) 43rd Annual Legislative Conference.

On behalf of the Florida Department of Education, I would like to welcome everyone who has made the trip to the wonderful State of Florida. I sincerely hope that the 43rd Annual Legislative Conference (ALC) is a productive event for all involved. Through meaningful collaboration and robust discussion, this is a chance to come together and tackle the critical issues facing each of your communities. Your constituents are fortunate to have Legislators that tirelessly work to create opportunities for their constituents to succeed.

As you know, the NBCSL is dedicated to uplifting marginalized communities and finding innovative policy solutions. Your membership is comprised of genuine public servants who strive to make a meaningful impact. Each member, regardless of where they are from, is charged with a responsibility to promote and protect the equity of all citizens.

Through a variety of initiatives and policies, it is the Department’s goal to ensure that every student in Florida receives a world class education – no matter their race, socioeconomic status, or zip code. We are proud that this objective aligns with the mission of the NBCSL and we hope this issue will be at the forefront of the ALC.

Once again, please accept my greetings for this occasion. Thank you for taking the time to visit our great State and I hope you will return soon.

Regards,

Richard Corcoran
Commissioner
Florida Department of Education
December 3, 2019

To My Esteemed Colleagues,

Hello and welcome to the National Black Caucus of State Legislators 43rd Annual Legislative Conference in Fort Lauderdale, Florida. At the heart of its mission, the NBCSL works to ensure its members have a powerful voice across the nation.

With over 700 members representing more than 60 million people, the NBCSL Legislative Conference brings together advocates, leaders, and innovators to raise the voices of marginalized communities and improve our collective future.

These efforts are laying the foundation for a better tomorrow — and in that tomorrow, know that the strength of your efforts will continue to guide future generations towards progress. While you are here, I hope you will enjoy opportunities to learn from others, challenge yourself and your peers, and be open to new opportunities and strategies for growth.

The ability to collectively turn knowledge, passion, and determination into action is what puts NBCSL’s members on the path to overcome any obstacle. Working together, we will stand up for African American citizens, rally against injustices, and break down barriers. Communities are counting on your determined leadership.

Thank you for your efforts to move our nation forward, and welcome to the Sunshine State. You are the catalyst for change our country needs now, more than ever.

Nicole Fried
Commissioner of Agriculture
December 3, 2019

Welcome!

On behalf of the Broward County Board of County Commissioners, it is my distinct honor and sincere pleasure to welcome you to the National Black Caucus of State Legislators (NBCSL) 43rd Annual Legislative Conference being held at the beautiful Fort Lauderdale Marriott Harbor Beach Resort and Spa, December 3-7, 2019.

As you enjoy your time here in Broward County, I hope that you will take advantage of our beautiful weather and enjoy our 26 miles of certified beautiful beaches, along with our amazing restaurants, nightlife, shopping, arts and entertainment. There are so many wonderful things to see and do here.

I encourage you to take advantage of every opportunity available to you during the 43rd Annual Legislative Conference of the National Black Caucus of State Legislators (NBCSL) and wish everyone continued success.

With kindest regards,

Dr. Barbara Sharief, MSN, APRN, DNP
Commissioner
Broward County Board of County Commissioners
December 3, 2019

Greetings National Black Caucus of State Legislators!

It is a pleasure to welcome you to our beautiful city. It is an honor that you would select Fort Lauderdale to host this 43rd Annual Legislative Conference. Thank you to Representatives Kamia Brown of Orlando and Bobby DuBose of Fort Lauderdale for your commitment to the people of Florida and to the mission of NBCSL.

NBCSL centers the inclusion and propulsion of black state legislators so that they can affect public policy and advocate for the prosperity of marginalized communities. NBCSL develops state legislators to become leaders in their respective states and communities and enables those leaders to raise up other people to follow in their footsteps.

The theme of this year’s conference is “Creating Systemic Collaboratives to Improve Our Communities’ Future.” The future that is in front of us is one that we are going to experience together. We are all going to experience the impact of climate change, for example, and marginalized communities are poised to experience the deepest impact because of it. It’s important to understand the universality of that future. Our communities are going into that future together. Thus, to improve the future for our communities, we need to collaborate and create systemic solutions now. That’s the purpose here.

I hope that this conference provides each of you with the tools to create these solutions so that we have a resilient and prepared force of legislators to combat the problems we all face.

Sincerely,

[Signature]

Commissioner Ben Sorensen
Greetings:

Congratulations to The National Black Caucus of State Legislators (NBCSL) on their 43rd Annual Legislative Conference scheduled for December 3rd – 7th, 2019 in Fort Lauderdale, FL. Greetings and a warm South Florida welcome to all speakers, guests, honorees, residents and friends who are attending this great event!

As your Broward County Vice-Mayor, I am delighted to congratulate NBCSL. I have been a long-time advocate of this organization as you fulfil your mission of developing, conducting and promoting educational, research and training programs designed to enhance the effectiveness of your members, as you all consider legislation and issues of public policy which impact, either directly or indirectly upon "the general welfare" of African American constituents within your respective jurisdictions. I thank you on behalf of the 1,950,000 residents of Broward County for your tireless efforts and your many sacrifices in working to build a more equitable country for all of us. Your efforts to empower those who have not been at the table, to have access to opportunities and a chance of prosperity, is to be commended. Broward County’s 587,182 black population makes us the 2nd most black populated county in the United States of America. We are a progressive and welcoming community committed to dismantling racism. To that end, Broward County recently created an Office of Equity and Community Investment, which is charged with addressing disparities based on race across all public systems. By establishing a common language and analysis regarding structural and institutional racism through training and technical assistance, Broward County will be a community where outcomes are not determined by the color of one’s skin.

Finally, I extend my congratulations to the event committee on putting together this remarkable event.

Sincerely,

Dale V.C. Holness
Broward County Mayor
Greetings!

On behalf of my fellow commissioners and the citizens of our great city, I am honored to welcome everyone to Fort Lauderdale for the 43rd Annual Legislative Conference of the National Black Caucus of State Legislators (NBCSL).

Fort Lauderdale is proud to be the host city for this important event that will bring together leading African-American legislators, along with advocates, policy experts, corporate executives and community activists to examine many of our nation’s most pressing issues that affect African Americans and other marginalized communities.

The theme of this year’s conference, “Creating Systemic Collaboratives to Improve Our Communities’ Future,” underscores the importance of working cooperatively to formulate innovative solutions to address the challenges that will define our future including education reform, gun violence, mental health, the environment, and economic opportunity. We are confident that the NBCSL’s leadership will ensure the organization continues to have a strong voice at the state and federal level.

While you are in town, we invite you to experience our beautiful city. From relaxing on our world-famous beach, shopping on Las Olas Boulevard, and enjoying outstanding entertainment along downtown’s Riverwalk, to seeing our African-American history come alive at the Old Dillard Museum and the African-American Research Library and Cultural Center, Fort Lauderdale offers endless opportunities for relaxation, fun and excitement.

We congratulate Florida State Representatives Bobby DuBose (District 94) and Kamia Brown (District 45), co-chairs of this year’s host committee, and we extend our best wishes to everyone for a successful conference and an enjoyable stay in our city.

Sincerely,

Dean J. Trantalis
Mayor
December 2019

On behalf of the City of Wilton Manors, we welcome you to our region, Broward County, and our community.

We are delighted that the National Black Caucus of State Legislators (NBCSL) has decided to hold their 43rd Annual Legislative Conference in our region. Your event will benefit our local communities and promote a wonderful climate of camaraderie among key decision and policy makers, one of whom proudly represents the City of Wilton Manors in the Florida House of Representatives - State Representative Bobby DuBose.

We hope all attendees enjoy not just the conference but also the entertainment, nightlife, dining options, and shopping the City of Wilton Manors and our neighbors have to offer.

The City of Wilton Manors shares a commitment from policy to practice to being inclusive and understanding that the voices of all members who make up the majesty and character of who we are as a people have a place to be heard. The NBCSL is vital in that role and one I am honored to share with state legislators such as yourselves who understand this interconnection.

On behalf of the City of Wilton Manors, we wish you a successful and productive conference.

In shared public service,

Justin S. Flippen, J.D.
"The People's Mayor"
Mayor
City of Wilton Manors
Welcome Legislators,

On behalf of the City of Lauderhill, we exuberantly welcome the National Black Caucus of State Legislators for the 43rd Annual Legislative Conference. We recognizes the NBCSL as the nation's premier organization representing and serving the interests of African American State legislators. We also applaud the NBCSL for its vital work as a national network, advocate and catalyst for public policy innovation, information exchange, and joint action on critical issues affecting African Americans and other marginalized communities. The research, education, and advocacy of NBCSL strengthens its members and helps ensure their strong, effective and influential voice on Capitol Hill.

We congratulate you all on your hard work on Capitol Hill and at the conference where innovative ideas are conceived, shared, and implemented. During the conference, I personally invite you all to come experience the beautiful city of Lauderhill. We hope you will get to experience the City of Lauderhill’s many excellent venues, restaurants, parks, and cultural events during your stay in South Florida. The City of Lauderhill is a wonderful city to live, work, relax, and play in! Enjoy your stay!

Sincerely,

Mayor Ken Thurston,
City of Lauderhill
October 21, 2019

Welcome attendees to the NBCSL 43rd Annual Conference

As the Governing Body of the City of Lauderdale Lakes, it is our distinct pleasure to welcome you to the 2019 National Black Caucus of State Legislators (NBCSL) 43rd Annual Legislative Conference with this year’s theme “Creating Systemic Collaboratives to Improve Our Communities’ Future”. We are excited that Florida, and most specifically, Broward County was chosen as the destination to host the conference.

The NBCSL is the nation’s premier organization that represents the interests of African American State Legislators. The primary mission of the organization is to develop, conduct and promote educational, research and training programs designed to enhance the effectiveness of its members, while considering legislation and issues of public policy with direct or indirect impact upon “the general welfare” of African American constituents within their respective jurisdictions. In the City of Lauderdale Lakes, we are proud to be an all-female Commission of color and we are very delighted to support the NBCSL. We implore you to impart the knowledge gained from this event with your constituents as we work together to make our nation a better place to live and work for our Communities.

We are confident that you will be extremely delighted to join with members of the NBCSL who will, no doubt, consider it a privilege to provide a stimulated and productive atmosphere of planned activities.

Best wishes for a productive and successful conference! As you grace the shores of Florida with your presence, we trust that you will enjoy your time here in our sunshine state, with its vibrant and diverse culture.

Warm regards,

Hazelle Rogers, Mayor
Sandra Davey, Vice Mayor
Marilyn Davis, Commissioner
Veronica Edwards Phillips, Commissioner
Beverly Williams, Commissioner

Governing Body:
Mayor Hazelle Rogers, Vice-Mayor Sandra Davey,
Commissioner Marilyn Davis, Commissioner Veronica Edwards Phillips, Commissioner Beverly Williams

Lauderdale Lakes
4330 Northwest 36th Street, Lauderdale Lakes, FL 33319 • 954.535.2730 • www.lauderdalelakes.org
Dear Conference Attendees,

On behalf of VISIT FLORIDA and the entire Florida tourism industry, it is my pleasure to welcome you to the National Black Caucus of State Legislators 43rd Annual Legislative Conference in beautiful Fort Lauderdale.

As the state’s No. 1 industry, Florida tourism serves an essential role in the growth of the state’s economy. VISIT FLORIDA is the driving force that brings together the public and private sectors to create programs promoting the Sunshine State to travelers around the globe. The Florida tourism industry has achieved eight consecutive years of record visitation, supports 1.5 million Florida jobs, and has helped the state become the top vacation destination for domestic visitors, families, beach-goers, Baby Boomers, Gen Xers, Millennials and African American leisure travelers.

I trust you will enjoy your time at the Fort Lauderdale Marriott Harbor Beach Resort & Spa and encourage you to take full advantage of the opportunities provided during the conference to explore all there is to see and do in Fort Lauderdale and beyond. This welcoming community, known for its beaches, arts, culture and events, is delighted to host you this week as you gather together with fellow policymakers, corporate executives, advocates, and community leaders to enhance your knowledge of critical African-American policy issues.

Best wishes for a productive and memorable conference.

Sincerely,

Dana D. Young  
President & CEO  
VISIT FLORIDA
Welcome to Fort Lauderdale!

On behalf of our entire Urban League family, welcome to Fort Lauderdale – the Venice of America, proud host city of The National Black Caucus of State Legislators (NBCSL) 43rd Annual Legislative Conference, and home to some of the most beautiful beaches in sunny South Florida. We are glad that you are here!

Bringing the NBCSL Conference to Broward County means so much to our community. The theme, Creating Systemic Collaboratives to Improve Our Communities' Future is very fitting as we approach a new era. Throughout urban communities, we champion critical issues and invest in opportunities to help people in meaningful ways. That includes addressing employment disparities, Black infant mortality rates, wealth equity and education gaps. Like NBCSL, the Urban League has built its capacity to energize communities by identifying how disparity increases the gap between low income and higher income communities. It is imperative that we continue to encourage urban cores to reclaim their communities by highlighting concerns that negatively impact where they live, work and play.

Locally, we are specifically interested in high unemployment affecting minority populations, law enforcement relations, Child Welfare removals, and lack of affordable housing in lower income zip codes. The NBCSL Conference will serve as a convener to bring community members, partners and influencers together to address these critical issues. It is through such collaborations that Urban Leagues across the nation can continue to elevate the standard of living for thousands of underserved families each year.

In 2020, the Urban League of Broward County will celebrate 45 years of service to our community. That’s 45 years preparing young people for college, healthy lifestyles and successful careers; providing training and certification courses for individuals that lead to gainful employment; and helping individuals achieve the dream of homeownership and entrepreneurship. We look forward to continuing our partnership with local and national leaders to advance these efforts and to help create opportunities for families in our community to thrive.

I hope you will have time to explore our dynamic City and to visit the Urban League’s Community Empowerment Center in the Historic Sistrunk Neighborhood. Please enjoy the incredible hospitality, food and culture that Fort Lauderdale has to offer. Have a fantastic conference.

Best regards,

Germaine Smith-Baugh, Ed.D
President and CEO
October 22, 2019

Dear NBCSL members,

On behalf of the School Board of Broward County, Florida, it is our pleasure to extend to each of you a warm welcome to the city of Fort Lauderdale for NBCSL’s 43rd Annual Legislative Conference. We hope you enjoy your visit and take time to explore the many restaurants, beaches and attractions that make Fort Lauderdale and Broward County a world-class destination.

As the sixth-largest school district in the nation and second-largest in Florida, Broward County Public Schools (BCPS) serves nearly 270,000 students in 241 schools, centers and technical colleges. Our District is proud of its diversity and is committed to educating all students to reach their highest potential.

BCPS proudly offers:

- Rigorous academic options, including Cambridge, International Baccalaureate, Advanced Placement, dual enrollment and more;
- Nearly 170 magnet and innovative themed programs designed to engage students in specific areas of interest;
- Career and technical education programs with more than 14,000 industry certifications earned by students during the 2018/2019 school year; and
- The largest debate initiative in the world with approximately 15,000 students participating in elementary, middle and high schools.

In addition, U.S. News & World Report consistently ranks BCPS high schools among the Best High Schools in the nation. Our District is also the first in the country to receive the Cambridge District of the Year distinction for increasing Cambridge opportunities across the District. These are just some of our District’s accomplishments and reflect the hard work each day by our teachers, administrators, staff and students. You can learn more about our District by visiting our website, browardschools.com.

Once again, thank you for visiting Fort Lauderdale and Broward County. We wish you an enjoyable and successful conference.

Sincerely,

Heather P. Brinkworth, Chair
School Board Member – District 3

Robert W. Runcie
Superintendent of Schools

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Educating Today’s Students to Succeed in Tomorrow’s World
Broward County Public Schools is an Equal Opportunity/Equal Access Employer
October 25, 2019

Dear NBCSL Conference Attendees:

Greetings and welcome to the Sunshine State! I hope that your participation in the 43rd Annual Legislative Conference of the National Black Caucus of State Legislators in Fort Lauderdale this week is both fruitful and fulfilling. The citizens and communities we serve deserve sound public policies that promote prosperity, encourage collaboration and perpetuate opportunity.

At Enterprise Florida, the state’s public-private economic development organization, we are devoting ourselves daily to these shared goals. From rural communities to urban cores, our state has diverse interests and unique challenges. We are meeting these challenges head-on through cohesive strategies that emphasize coordinated workforce training strategies, strategic partnerships at both the state and local levels, and export markets for Florida-made goods.

We hope you enjoy the Sunshine State during your visit this week. May you be enriched by the sharing of ideas, initiatives and innovations from which all our states can benefit.

Sincerely,

Jamal Sowell
Secretary of Commerce
President & Chief Executive Officer
Enterprise Florida, Inc.
More than thirty years ago, the Corporate Round Table (CRT) was founded to support the mission of NBCSL while developing and maintaining fruitful connections with African-American legislative members. Members of the CRT are provided the opportunity to join forces not only with legislators, but also with other leaders inside and outside their professional arena to help raise awareness and resolve issues of importance nationwide.

The CRT also fosters an excellent opportunity for collaboration, innovative ideas, and common policy themes to be shared across several industries which may not otherwise interact but can come together to promote sound public policy.

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<thead>
<tr>
<th>OFFICERS</th>
<th>CRT MEMBERS</th>
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<tr>
<td>CRT Chair-Elect</td>
<td>Patrick Hannah, Liberty Mutual</td>
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<tr>
<td>CRT Vice Chair</td>
<td>Kristin Givens, State Farm</td>
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<tr>
<td>Recording Secretary</td>
<td>Yvette Williams, Johnson &amp; Johnson</td>
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<tr>
<td>Member At-Large</td>
<td>LaKeitha Anderson, RAI Services Company</td>
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<td>Member At-Large</td>
<td>Tami Brown, Merck &amp; Co., Inc.</td>
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<tr>
<td>Member At-Large</td>
<td>LaShonda Kennedy, American Heart/Stroke Association</td>
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December 3, 2019

Greetings,
On behalf of the National Black Caucus of State Legislators (NBCSL) Corporate Roundtable, it is my honor to welcome you to the great State of Florida as the host for the 43rd NBCSL Annual Legislative Conference.

The Corporate Roundtable looks forward to our continued partnership as we share ideas and explore new strategies together to create systematic collaborations and improve our community’s future.

If there is anything any member of the Corporate Roundtable or I can do to assist you, please do not hesitate to ask.

Thank you for your selfless dedication to forging a brighter future for generations to come. We look forward to joining you and having a phenomenal conference.

Sincerely,

Paula J. Hoisington
Chair, Corporate Round Table
Greetings!

As Broward County Property Appraiser, it is my pleasure to welcome you to the National Black Caucus of State Legislators 43rd Annual Legislative Conference. I commend the NBCSL for selecting Broward County to host this premier conference. I truly believe Broward County is one of the greatest communities to live, work and vacation.

The significance of “Creating Systemic Collaboratives to Improve Our Communities” Future” as this year’s theme is unparalleled. With NBCSL’s primary mission to enhance the effectiveness of its members to create and promote important legislation and public policy within their communities, your members serve as an important catalyst for change. The next few days will provide you with unlimited opportunities to network and the knowledge gained will be a tremendous asset for you as you return home and work together to make a difference for your constituents.

While visiting, I encourage you to explore all Broward County has to offer from the 24 miles of sandy beaches to the largest subtropical wilderness of the Everglades. Broward County is an exceptional community and we are thrilled you have chosen to have your conference here.

Best wishes on a successful conference!

Sincerely,

Marty Kiar, CFA
Broward County Property Appraiser
December 4, 2019

Dear President Gilda Cobb-Hunter:

On behalf of the Members of the Corporate Round Table, I congratulate you and the National Black Caucus of State Legislators on 43 years of service to the women, children, and men across this great nation.

As 2019 ends, and look toward 2020, and our future, this year’s theme "Creating Systemic Collaboratives to Improve our Communities Future" is fundamental to the framework of the relationship between the CRT and NBCSL. Your leadership in this transformative period in NBCSL’s history gives up hope for the promise of the future.

The CRT motto: “Their Constituents are our Customers,” is an important reminder of the intersectionality between the work we do in the private sector and your work in the public sector.

The sustainable success of this organization deeply depends on this collaborative approach for all of us. Your vision and leadership are appreciated by the CRT and your constituents across the country. We wish you the very best for a productive and fulfilling Annual Legislative Conference in Fort Lauderdale, Florida.

Respectfully yours,

Patrick Hannah, Esq.
Chairman-elect NBCSL Corporate Roundtable
Liberty Mutual Insurance
Corporate Legal
Sr. Counsel
Greetings!

Welcome to the 43rd Annual Legislative Conference of the National Black Caucus of State Legislators. I am delighted that you have chosen to participate this year as we celebrate “Creating Systemic Collaboratives to Improve Our Communities’ Future.” As you participate this week, it is our sincere hope that you will find exciting and engaging topics being presented that will spark new energies as you return to your communities.

Thanks to President Gilda Cobb-Hunter for her dedication and leadership to advance the organization through her efforts to enhance the awareness of NBCSL.

This year has been action packed with several events. During January, we held the 1st Convening of Committees in Columbia, SC, with the Agriculture & Conservation; Energy, Transportation, & Environment; and the Labor & Workforce Committees discussing Environmental Justice issues. In June, the 2nd Convening met in St. Louis, MO, and consisted of topics from the Health & Human Services; Housing & Community Development; and Military & Veterans’ Affairs. August was a busy month as we attended NCSL and hosted a 3rd Convening of Committees in Dallas, TX. This Convening brought interesting topics from the Emergency Preparedness, Cyber & Homeland Security; Gaming, Sports, Tourism & Entertainment; and Telecommunication, Science, & Technology Committees. In October, we held an Educational Symposium in Charlotte, NC, and November began with our hosting an Environmental Justice Presidential Candidates Forum, at South Carolina State University, an HBCU in SC.

We continue to forge relationships with other organizations and look forward to joint opportunities with the Quad Caucus.

I thank all of you for your continued support and commitment to NBCSL and look forward to a productive 2020. Special appreciation is given to our staff and consultants for their dedication, to our Members and the Corporate Round Table for their support, to the Labor Workforce Community for the desire to work with us, and to AALSCC for 25 years of service. Final thanks to the Florida planning Team and Host Committee for hosting the conference. I hope each of you will have a great time here on the Beach!

Sincerely,

Juanzena L. Johnson
Executive Director
Dear AALS CC Members:

Greetings and a warm welcome to you on behalf of the African American Legislative Staff Coordinating Committee (AALSCC). As Chair and Vice Chair of this organization, we are proud to say that we could not be more thrilled to celebrate the 43rd Annual Legislative Conference and AALSCC’s 25th Anniversary with you.

As an extension of the National Black Caucus of State Legislators (NBCSL), we welcome you to Fort Lauderdale! NBCSL has a lot of exciting events planned for us during the conference, as does the AALSCC. This year’s NBCSL theme, “Creating Systemic Collaboratives to Improve Our Communities’ Future”, reminds us that working together we can change our communities, our state and our world! We have a dynamic lineup of speakers, and we are certain they will peak your interest, elevate, encourage, and re-ignite your flame! Included within our sessions is an interactive training session. It is the desire of this administration that you receive relative information that promotes quality. We hope the material you receive will serve as an additional tool that enhances and increases effectiveness within your respective roles.

Additionally, you will have the opportunity to network, fully understand the mission and collectively further the vision of AALSCC, cultivate sustainable working relationships with your counterparts from other states, and have a great time while doing so.

We would like to offer a heartfelt thank you and appreciation to the NBCSL Staff, the AALSCC Executive Committee, volunteers and friends for their time and effort in making this year’s meeting a success. And, we thank you all for your support and commitment to the mission and vision of the AALSCC.

Shawna Williams
Chair

Michelle Johnson
Vice Chair
2019 CONFERENCE SPONSORS & LEVELS

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With a talented workforce of over 21,000, we’ve found that bringing all kinds of people together makes us stronger, smarter and more innovative. We believe a diverse team is an opportunity to explore new ideas and deliver our best to every community.

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Our work extends beyond the medicines we create. Together, we’re working to improve health and access to life-saving medicines in our local communities and around the globe. Through partnerships and our signature volunteer programs, we aim to identify and promote successful solutions to health issues that can be scaled and replicated to make life better for people here at home and around the world.

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December 3, 2019

Dear Legislators and Friends:

Welcome!!!! Welcome!!!! Welcome!!!! Welcome to beautiful, warm and sunny Fort Lauderdale, and the beautiful beaches in South Florida. On behalf of the twenty-nine member Florida Legislative Black Caucus, I welcome each and everyone of you to the 43rd Annual National Black Caucus of State Legislators (NBCSL) Legislative Conference.

I sincerely hope your visit to Ft. Lauderdale, and your time at the 43rd Annual National Black Caucus of State Legislators Conference, will be enjoyable, rewarding, fun and a memorable time learning, networking and fellowshipping with your fellow Black State Legislators from across the nation, Puerto Rico and the U.S. Virgin Islands.

This year’s conference theme “Creating Systemic Collaboratives to Improve Our Communities’ Future” is a powerful reminder, that we can effectuate positive and long-term change in our communities, when State Elected Officials, Local Elected Officials, Industry, and community, civic, social and professional leaders and organizations work together in a collective and collaborative manner to improve our communities. Your attendance at this year’s conference reflects and underscores your commitment to creating Systemic Collaboratives to empower and improve your respective communities. I sincerely hope you leave this conference empowered, energized, and in possession of a strengthened, renewed and reinvigorated desire to effectuate change while working to improve your respective communities.

In closing, during your time at the 43rd Annual NBCSL Conference, and during your stay in Fort Lauderdale, I encourage you to enjoy the warm and sunny beaches, restaurants, nightlife, shopping, museums and local attractions. I encourage you to fellowship with your colleagues, make new friends, learn as much as you can, enjoy South Florida, and Make Your Time at the 43rd Annual National Black Caucus of State Legislators (NBCSL) Legislative Conference a Great Time and a Most Memorable Time. Make It A Great Day Good People!!!!

Sincerely,

Florida State Representative Bruce Antone
Chairman, Florida Legislative Black Caucus
SPECIAL THANKS TO OUR SPONSORS
FEARLESS IS BUILDING A SOLID FOUNDATION
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Leilani M. Brown,
Senior Vice President of Strategic Partnerships and External Engagement, K12 Inc.

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For more than 125 years, Experian® has helped consumers and clients prosper and economies and communities flourish — and we’re not done.

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RACE IN SPORTS TOWN HALL
Tuesday, December 3, 2019 | 3:00 pm – 5:00 am | GRAND EF

MODERATOR
Tiffany Greene
ESPN

PANELISTS
Dawn Staley
Coach, University of South Carolina Women’s Basketball

Mike Summers
Former NFL player, Indianapolis Colts

Joe Briggs
Staff Counsel, Public Policy Counsel, NFLPA

DAWN STALEY
Coach, University of South Carolina Women’s Basketball

MIKE SUMMERS
Former NFL player, Indianapolis Colts

JOE BRIGGS
Staff Counsel, Public Policy Counsel, NFLPA
OPENING CEREMONY

Wednesday, December 4, 2019 | 10:00 am – 11:45 am | GRAND EF

CALL TO ORDER

PRESIDING AND OPENING REMARKS
Representative Gilda Cobb-Hunter (SC)
President, NBCSL

PRESENTATION OF THE COLORS
Dillard High School JROTC
Ft. Lauderdale, FL

NATIONAL ANTHEM
Phedre Brown

INVOCATION
Representative James Bush, III, (FL)
District 109, Miami, FL

INTRODUCTION OF THE LT. GOVERNOR
Representative Bobby DuBose (FL)
Conference Co-Chair
Ft. Lauderdale, FL

GREETINGS
Jeannette Nuñez
Lt. Governor Florida

Mayor Dean J. Trantalis
City of Ft. Lauderdale, FL

Mayor Dale V. Holness
Broward County, Ft. Lauderdale, FL

Representative Bruce Anton (FL)
Honorary Conference Co-Chair
Florida Legislative Black Caucus

Albert Tucker
Vice President, Greater Fort Lauderdale Convention & Visitors Bureau

Florida House of Representatives Minority Caucus Leader

ROLL CALL OF STATES
Senator Rena Moran (MN)
Secretary, NBCSL

PRESIDENT’S MESSAGE & PRESENTATION
Representative Gilda Cobb-Hunter (SC)

ENTERTAINMENT

CLOSING REMARKS
Representative Billy Mitchell (GA)
President-Elect, NBCSL

NATIONAL BLACK ANTHEM
Phedre Brown

BENEDICTION
Bishop Randall E. Holts
New Hope Missionary Baptist Church, Miami, FL
**Ethics: Who’s Covering the Tab and What Does it Really Cost?**

**KEYNOTE SPEAKER**
Commissioner and Former Rep. Rodney Ellis [FL]

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**Fundraising: Paying the Cost to Be the Boss**

**KEYNOTE SPEAKER**
Diondra Musgrave
*Elections, Policy, and International Affairs Expert, Musgrave Solutions*

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In 2014 Diondra earned my Bachelor of Arts at George Mason University in Global Affairs, with a concentration in Global Governance.


Her passion for politics led me to complete the Women’s Campaign School at Yale University, a non-partisan, issue-neutral leadership program designed to increase the number and influence of women in elected and appointed office in the United States and around the globe.

In 2017 She supervised the successful fundraising operations and budget of the highest targeted House of Delegates race in Virginia. Raised $500K in 2.5 months. Managed finance reporting. In 2018 Diondra worked for Virginia’s Joint Democratic Caucus and raised approximately $350K in 3 months between five General Assembly members (2 delegates, 3 state senators) in the off-year election.

She later served as the Interim Director for Virginia Legislative Black Caucus (VLBC) for the 2019 legislative session. Diondra helped expand state-wide engagement, donor relations and planned the first Joint Virginia and Maryland Black Caucus Reception which raised over $175,000.

Diondra now owns Musgrave Solutions llc, a fundraising consultancy that connects candidates to identity- aligned donors. In 2019 she helped raise approximately $1,000,000 for state and local candidates.
Global focus. Innovative data strategies. Exemplary leadership. Love Hudson-Maggio is a strategic executive who is exceptionally skilled at aligning people and technology in ways that enable significant growth for top-tier clients. With a demonstrable history of success working with multinational clients, Love has a unique ability to craft and execute strategies that result in millions of dollars in ongoing revenue growth, both for her organization and those of her clients. Love believes that the best way to advocate for her clients’ successes is to become their partner, a mindset that has come to define her career and shape her industry reputation.

In her most recent role as Director of Customer Success for Salesforce, Love was recognized for using her background in and knowledge of enterprise technology solutions to transform her clients’ businesses. She led the platform integration for a major Fortune 500 client, a project which entailed identifying and defining requirements across multiple global locations for domestic accounts. Within Love’s purview was the management of all customer training and implementation of new technology, as well as creating the ROI models and analyses that were shared with senior stakeholders. As a result of her success on this project, Love was invited to become a member of an international steering committee that provided strategic direction on data governance and information security.

Previously, Love was Director, Programmatic Marketing & Data Governance with InterContinental Hotels Group (IHG), where she oversaw all global digital marketing across the North and Latin America, Greater China, Europe, Middle East, and Africa (EMEA). Partnering with IHG’s office of general counsel, Love created and implemented data capture and storage policies that aligned with each country’s regulation as well as with IHG corporate policy. In this role, she also gained buy-in to launch the company’s first internal trading desk in Singapore. Leading a high-performing team, she executed successful, data-driven branding campaigns for IHG’s global market and provided analytical revenue reporting for all global markets. As part of this initiative, she created a global analytics dashboard that aligned with internal revenue metrics.

From 2007-2015, Love held a variety of strategic and marketing roles at Cox Enterprises. One of her early successes at Cox was to revise the department budget and inventory to realize both a 60% cost savings and a 32% increase in product deployment. During her time at Cox, Love created and implemented demand-side, supply-side, and trading desk solutions for Cox Media Group. Proving herself to be an invaluable asset to the organization, Love received a succession of promotions while at Cox, ultimately to Director of Digital

<continued on next page>
LOVE HUDSON-MAGGIO
(Continued)

Products, where she drove increased revenue and profits. She was directly responsible for doubling partnerships and for increasing revenue growth by 30%. At Cox, Love grew her passion for client advocacy and collaboration as evidenced by her tremendous success in what was the burgeoning, emerging market for streaming content. She transitioned local television and radio programming from a broadcast to a streaming model to better align with consumer demands and expectations.

Love is a member of the Internet Advertising Bureau (IAB) Programmatic Mobile Working Group & Programmatic Industry Education Council. She holds a Bachelor of Arts in English & Political Science from Miami University (Ohio) and an Executive Master of Business Administration (EMBA) from Georgia State University.
A Dayton native, Rhine McLin has a long history of active community involvement, which attests to her commitment to public service. In 2002, she became the third African American Mayor and the first female Mayor in the city's history. She previously served six years in the Ohio House of Representatives from 1988 to 1994, and was then elected State Senator for the 5th Ohio Senate District, serving Montgomery and Miami counties. When elected in 1994, she became the first African American woman to serve in the Ohio Senate. In 1998, McLin was elected by her peers to serve in leadership as the Minority Whip. Two years later, she was elected again to serve in the Senate leadership as Minority Leader and the first woman.

Currently, McLin is the Interim Executive Director of the Wesley Community Center. The Center meets the spiritual and basic needs of families of all ages offering assistance in education and training, employment, and human assistance in transitioning families toward self-sufficiency. This role falls right in line with her passion and commitment to community service. In this capacity, McLin focuses on fund raising activities and partnering with other Dayton community service agencies to directly impact the lives of the underserved in West Dayton.

In addition, McLin is Chair of the Montgomery County Board of Elections, Vice Chair of the Ohio Democratic Party, Vice Chair of the Midwest Caucus-Democratic National Committee, and Secretary of the Association of State Democratic Committee. In addition, McLin serves as commentator of a weekly WDAO AM/FM Radio call-in talk show, entitled “Fluff & Stuff,” which shares facts, trivia, and lighthearted information. McLin host “Funk Chronicles” on DATV which interviews people from the funk era and supports the Funk Music Hall of Fame and Exhibition Center in Dayton. After serving as an adjunct professor at Central State University, McLin now supports students as a substitute teacher in the Dayton Public School system. In October 2017, she was chosen to monitor the elections in the Country of Georgia.

McLin earned a B.A. from Parsons College, Fairfield, Iowa; M.Ed from Xavier University, Cincinnati, Ohio; AA from Cincinnati College of Mortuary Science, CERA (Certified Elections Registration Administrator) certification.

McLin is a Member of Tabernacle Baptist Church, National Council of Negro Women, NAACP, YWCA, Delta Sigma Theta Sorority, and the League of Women Voters of Greater Dayton. McLin accepts countless speaking engagements throughout the United States and abroad.
Senator Karla May, a Democrat, represents the 4th Senatorial District comprised of a portion of the City of St. Louis, Richmond Heights and Shrewsbury; Townships of Clayton, Hadley, Jefferson and Gravois; and portions of Maplewood. She was sworn into office on Jan. 9, 2019. Before being elected to the Missouri Senate, Senator May served as State Representative for the 84th District in the Missouri House of Representatives. First elected in 2010, she served eight years in the Missouri House. As a state representative, she served on the Budget and Transportation committees. She was also the ranking minority member of both the Subcommittee on Appropriations – Public Safety, Corrections, Transportation and Revenue and the Special Committee on Employment. She formerly served as the Vice Chair of the Missouri General Assembly’s Black Legislative Caucus; Treasurer of the bipartisan Missouri Women’s Legislative Caucus; and has served as a member of the Budget & Revenue Committee for the National Conference of State Legislatures. Senator May served as the Region XI chair for the National Black Caucus of State Legislators from 2012-2018, serving Iowa, Kansas, Missouri and Nebraska and currently serves on the Executive Committee as Chaplain.

Aside from her legislative duties, Senator May is President and Board Member of the St. Louis Philanthropic Organization. She has been involved with the organization for the past 21 years, helping award grants to agencies focused on education and programs that benefit residents of the City of St. Louis. She is an executive board member of the Coalition of Black Trade Unionists (CBTU) St. Louis Chapter and has served as an international at-large board member.

Born and raised in the City of St. Louis, Senator May currently resides in the city’s 26th Ward.
A Different World: Careers in Public Policy.
A Discussion with Former and Current Legislative Staffers. The panel will consist of current and former legislative staffers who have transitioned to other careers or who serve in a dual capacity. We hope to provide attendees with opportunities to engage in a robust discussion about some of the careers around Public Policy and touch on pressing political issues of the day.

**INVITED PANELISTS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tr>
<td>Representative Kamia Brown</td>
<td>45th District of the Florida State Legislature</td>
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<tr>
<td>Nathaniel Miles</td>
<td>VP, Strategic Initiatives</td>
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<td>State Government Affairs, Lilly</td>
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<tr>
<td>Dr. Monica Taylor</td>
<td>Legislative Staff, North Carolina General</td>
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<td>Assembly and Policy Analyst</td>
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**Danica Thomason**

VP, State Government Relations
McGuireWoods Consulting, LLC.

**MODERATOR**

Stephanie Hall
Executive Director
Maryland Legislative Black Caucus

“Highly respected”, “extremely versatile” and “tremendously effective” is how many describe Nathaniel "Nate" Miles, Vice President for Strategic Initiatives for Eli Lilly and Company. For more than 30 years, Nate has been a major force in the national healthcare, community and non-profit sectors.

He has been called upon time and again to serve his community, state and country. He is recognized by local and national leaders, elected officials and advocates as a powerful agent of change and reliable voice of reason. In addition to his leadership in the business community, Nate has spent nearly thirty years building coalitions among some of the most diverse populations to support public policy initiatives and affect change.

As a trusted confidante and recognized problem solver throughout his career, Nate is constantly sought out by elected officials, and community based organizations, to serve in various leadership capacities including the boards of directors for many community and civic groups.

Nate’s work has been recognized on over 300 occasions, receiving a variety of honors and awards including the Edward “Eddie” Carlson Award for Seattle’s Leadership Tomorrow program; “Lifetime Achievement Award” from the Central Area Motivation Program; a “Friends of JACL” (The Japanese American Citizen’s League) Award, and being selected as one of “30 Leaders of the Future” by Ebony Magazine.

Born and raised in Washington State, he is a distinguished graduate of the University of Washington, who resides in the Seattle area and is a married father of three.
Monica M. Taylor, PhD, MPH, is a faculty member at Colorado State University - Global Campus (Healthcare Administration/Business), Adjunct Full professor at the University of Maryland University College (Health Services Management) and Franklin University (Healthcare Management). She holds a Ph.D. from the Edward J. Bloustein School of Planning and Public Policy at Rutgers University, a Masters in Urban Public Health from Hunter College and Bachelor of Arts Degree in Biology from Syracuse University. Since 2010, Dr. Taylor provided instruction to undergraduate, graduate and doctoral level students in the following subject areas: public policy, policy analysis, public health, health care policy and research methods. She also served as course instructional designer for various Universities and developed courses in public policy, public health, sociology and research methods for fully online and blended Institutions. Additional work experiences include: Policy Analyst/Consultant, Health Scientist/Evaluator at the Centers for Disease Control and Prevention, Senior Researcher and Policy Analyst at the Poverty Research Institute at Legal Services of New Jersey and Manager of Outreach and Education at the Mount Sinai School of Medicine. Her current research focuses on income and geographical inequalities, political, social and planning theories, social justice, Social Determinants of Health and health disparities. She is the author of four books including *The Obesity Epidemic: Why a Social Justice Perspective Matters* and *Application of the Political Economy to Rural Health Disparities* and has published articles on the Political Economy, Policy Theory and the Social Determinants of Health.

Danica Thompson is experienced in civic engagement with a focus in government relations. She currently serves as a vice president of state government relations where she provides strategic advice and lobbying services to help clients meet their corporate and public affairs objectives. Prior to joining McGuireWoods Consulting, Danica worked with state elected officials for 13 years at the Atlanta-based Georgia Legislative Black Caucus, Inc. Starting as a legislative intern, she seamlessly rose through the organization’s ranks to the position of executive director where she managed the daily operations of the caucus, coordinated legislative conferences and ensured that the caucus fulfilled its mission to protect the general welfare of people of color, the disadvantaged and the underserved citizens throughout the state of Georgia.

Throughout her professional career Danica has committed herself to making a difference at work and within her community. She is a member of Alpha Kappa Alpha Sorority, Inc. and the Georgia Women’s Policy Institute. Presently, Danica serves as chair of the National Black Caucus of State Legislators Corporate Roundtable Gaming, Sports and Entertainment Policy Committee, serves as a board member for the United Methodist Children’s Home, and volunteers as a Court Appointed Special Advocate (CASA) to support children in foster care. She was also recently selected to serve on the Grady Ambassador Force, which consists of nearly 100 community leaders, to create awareness and community support for the Grady Health System.

Danica has been recognized by her peers for the past three years as a “Top Lobbyist in the James magazine and a Top 40 Under 40 Fabulous and Fierce Alumni by her alma mater Spelman College where she received her Bachelor of Arts. Danica also holds a Juris Doctorate from Birmingham School of Law.
Many search a lifetime for purpose while others are fortunate enough to find their way early in life. Terence Renard Gray’s calling in life came to him in a dream in which he found himself walking through a garden in darkness. Although it was dark he was not afraid, for wherever he walked, he found light. He sensed death and hopelessness in the darkness, but was able to provide life, hope and light. At age 9 he delivered his first sermon at Allen Chapel AME Church in Calhoun, GA. His purpose was clear.

Born in Atlanta, GA on July 20, 1965, Terence Renard Gray is the son of the late Reverend Frank M. Gray and Lillie Mae Gray. He was blessed to grow under the wise watchful eye of his parents, great-grandmother, grandparents, aunts, and uncles. Not only was his family supportive of Terence in the physical, they were “prayin’ folk” and also supportive of him.
spiritually. The elders provided Terence with the confidence he would need to fulfill the purpose that burned in his spirit. He believes that through the struggles and triumphs of his beloved elders, he was able to reach his potential. At age 12 he was licensed to preach by Presiding Elder W. D. Wiggs, and at age 16, Bishop Fredrick H. Talbot admitted him into the African Methodist Church and ordained him both Itinerant Deacon in 1983 and Itinerant Elder in 1986.

A graduate of Morris Brown College in Atlanta, Terence established himself as a leader early in life. He continued his education at the Interdenominational Theological Seminary where he received his Masters of Divinity in Homiletics in 1989.

Bishop Talbot initially sent Reverend Terence Renard Gray to the following churches in Georgia from June 1985 to June 1988: Washington Circuit, Graves Chapel in Social Circle, and Smith Chapel in Atlanta. On June 17th 1989 Bishop John H Adams sent Reverend Gray to Saint Paul AME Church in Macon, GA, a place he called home for fifteen and a half years. In that time, Saint Paul enjoyed constant growth spiritually by providing three Sunday worship services and an outstanding Christian Education Ministry. The church grew financially from $62K to $1.2 million annually. The church grew through numerous community outreach ministries, Health Care Clinic, Summer Program, Clothing Bank, weekly radio and daily TV ministry. The church grew through servant leadership by twenty-four person entering the preaching ministry while Terence was Pastor.

Terence made history at Saint Paul by serving the longest tenure of any pastor. Terence was called by God and appointed by Bishop McKinley Young during the month of November 2004 to serve as Senior Pastor of Saint Mark AME Church in Orlando, Florida.

Terence Gray’s tenure at Saint Mark has been equally exciting and impactful. The revamping of our Educational Enterprises has richly increased the quality of our program. The introduction of the Infant Toddler Unit and the reduction of our Alpha Learning Center’s grade level to 5th has assisted in our focus areas and propelled our student’s learning experience to an average 2 grade levels above the National Average in Math and Reading. Saint Mark has increased our Worship Services by expanding to include an East Campus location and renewed our Youth Church every Sunday.

Terence Gray has many dreams and aspirations. He aspires to empower those who are in need, touch the lives of those who are broken, tear down the walls which divide, build a future for his family, and fight poverty and injustice. His awards from the AME Church, the NAACP, the city of Macon and others indicate that he is effecting positive change. The dream of walking through the darkness that he had as a child, has shaped his life and enables him to provide to those who come into his presence with the greatest gift of all – the ability to know God.

Terence Gray finds joy in the faces of his daughter, Jocelyn Bianca Gray and his two sons, Terence Renard Gray II and Tramaine Raphael Gray who he has had the joyful opportunity to watch grow and develop into adults.
GREETINGS
Paula Hoisington  
*NBCSL Corporate Round Table Chair*  
*Sr. Vice President, State Government Relations*  
*Net Communications*

INVOCATION
Yvette Williams  
*Senior Manager, Grassroots Advocacy*  
*Worldwide Government Affairs & Policy*  
*Johnson & Johnson Services, Inc.*

OCCASION
LaKeitha Anderson  
*NBCSL Corporate Round Table Member At-Large*  
*Federal Government Relations*  
*RAI Services Co.*

PRESIDENT’S GREETINGS
Representative Gilda Cobb-Hunter (SC)  
*President, NBCSL*

LUNCH SERVED

INTRODUCTION OF KEYNOTE SPEAKERS AND FIRESIDE CHAT
Patrick Hannah, Esq.  
*NBCSL Corporate Round Table Chair Elect*  
*Senior Public Affairs Officer & Sr. Counsel*  
*Corporate Legal*

PRESENTATION OF NBCSL AWARD
Paula Hoisington

CLOSING REMARKS
Paula Hoisington

BENEDICTION
Olivia Lang
NOBEL WOMEN’S BREAKFAST & MEETING
Friday, December 6, 2019 | 8:00 am – 10:00 am | GRAND EF

MISTRESS OF CEREMONIES
Representative Kamia Brown (FL)

WELCOME
Representative Karen Camper (TN)
National President, NOBEL Women

INVOCATION AND BLESSING OF THE FOOD
Representative Sharon Beasley Teague (GA)
National Chaplain, NOBEL Women

GREETINGS
Senator Audrey Gibson (FL)
Representative Gilda Cobb-Hunter (SC)
President, NBCSL

SPONSOR REMARKS

NOBEL WOMEN UPDATE
Representative Karen Camper (TN)

INTRODUCTION OF KEYNOTE SPEAKER
Senator Raumesh Akbari (TN)

KEYNOTE SPEAKER
Dr. Glenda Baskin Glover
President, Tennessee State University
Nashville, TN

SWEARING IN OF NEW OFFICERS

NOBEL WOMEN OF THE YEAR
Representative Karen Camper (TN)

CLOSING REMARKS
Representative Karen Camper (TN)

BENEDICATION
Representative Sharon Beasley Teague (GA)
Dr. Glenda Baskin Glover serves as President of Tennessee State University in Nashville, Tennessee, a position she has held since January 2013. Under her leadership as the university’s first female president, student enrollment has continuously ranked among the highest amid the nation’s HBCUs. TSU has also experienced a significant increase in alumni fundraising, research dollars and academic offerings with her at the helm. She is the recipient of numerous awards and honors, including being recently named the 2018 Thurgood Marshall College Fund HBCU President of the Year. In 2013, President Glover was named to Diverse Issues in Higher Education’s prestigious list as one of the “Top 25 Women in Higher Education.

Dr. Glover is a certified public accountant, an attorney, and is one of two African American women to hold the Ph.D-CPA-JD combination in the country. Her past employment also includes high level positions in the corporate sector as she is among few women to rise to the heights to serve on corporate boards of publicly traded corporations. These include Pinnacle Financial Partners, The Lenox Group, Citigroup-Student Loan Corporation and First Guaranty Bancshares, where she chairs the audit committee, and is experienced in corporate governance. She is a frequently sought keynote speaker at churches, national conventions, professional associations and community groups.

Dr. Glover’s educational development began as a student at Tennessee State University, where she majored in mathematics. After graduating with a Bachelor of Science degree, she pursued the Master of Business Administration from Clark Atlanta University. She then completed her doctorate in business from George Washington University, and later completed her law degree from Georgetown University.

Dr. Glover also serves as International President of Alpha Kappa Alpha Sorority, Incorporated, the oldest Greek-letter organization established by African-American college-educated women. She is the immediate past International First Vice President and former International Treasurer of the Sorority, and has served on several international committees. These include Finance, Building and Properties, Investments, and the Legacy Endowment Fund and Corporate Support Committees.

Dr. Glover is a member of several professional, civic, and non-profit organizations. She and her husband, Charles, are the parents of two adult children, Attorney Candace Glover, and Dr. Charles Glover II. They are also the proud grandparents of two grandsons, Lincoln Mathis Glover and Langston Emmanuel Datcher.
LABOR WORKFORCE ROUND TABLE LUNCHEON
Friday, December 6, 2019 | 12:15 pm – 1:45 pm | GRAND EF

WELCOME
Darryl “Mike” Payne
*International Longshoremen’s Association*

MASTER OF CEREMONIES
Hasan Solomon
*Machinists Union*

GREETINGS
Julie Greene
*National AFL-CIO*

INVOCATION
Regina Thomas
*American Federation of Teachers*

INTRODUCTION OF KEYNOTE SPEAKER
Tony Hill
*Former Florida State Senator*

KEYNOTE SPEAKER
Fed Ingram
*President of Florida Education Association*

CLOSING REMARKS
Representative Gilda Cobb-Hunter (SC)
*President, NBCSL*
Ja’Ron Smith serves as a Deputy Assistant to the President for the White House Office of American Innovation. As a Deputy Assistant to the President, Ja’Ron spearheads initiatives such as Criminal Justice Reform, Workforce Development, Opportunity Zones, and others. Prior to his role as Deputy Assistant to the President, Ja’Ron served as Special Assistant to the President in the Office of Legislative Affairs.

As a Special Assistant to the President, Ja’Ron was the President’s liaison to the United States House of Representatives Ways and Means Committee, Agriculture Committee, Education and Workforce Committee, Homeland Security Committee, Congressional Black Caucus, and Congressional Hispanic Caucus. In that role, Ja’Ron was instrumental in policy negotiations and was a catalyst in policy reform. Ja’Ron’s leadership and expertise have been exemplified through the imperative roles that he played in national issues such as the Opportunity Zones Act and the First Step Act. Ja’Ron’s leadership was integral to the bills’ success; from their inception to their implementation. Mr. Smith is often sought after by professionals nationwide for his perspectives on these and other national initiatives.

Prior to serving as the Special Assistant to the President in the Office of Legislative Affairs, Ja’Ron served as a Special Assistant to the President for Domestic Policy and served as the Director of Urban Affairs and Revitalization. In this capacity, he was a chief policy strategist, an advisor to the President, along with serving as a manager of HBCU initiatives, crime and reentry, and the manager of the White House Faith and Opportunity Initiative.

A policy and congressional connoisseur, Mr. Smith has played a dynamic role in policy development and social change in the D.C. Metropolitan Area through his service in the non-profit and political sectors. His extensive knowledge and ability have proven an invaluable asset to Congressmen Scalise, Jordan, and Hensarling, along with Senator Scott and prior Chairman Mike Pence; all of whom Ja’Ron served during his career.

As evidenced by his personal and professional commitments, Mr. Smith has been a longtime advocate for economic development, crime prevention, entrepreneurship, and workforce development. Ja’Ron Smith was most recently awarded the 2020 Bipartisan Justice Award.

Ja’Ron is a graduate of Howard University School of Business and Howard University School of Divinity.
Adriana Clark is the SE Region Director of the U.S. Department of Transportation Office of Small and Disadvantaged Business Utilization (OSDBU) Southeast Region Office. She is tasked with administering programs designed to enhance the competitive landscape of DOT Small Business customers including DBEs, WOSB, SDBs, 8(a), HubZone, SDVOSB and VOSBs, in order to enhance their ability to perform on transportation infrastructure projects.

For the past 18 years, she has utilized her strong business acumen to create value and strengthen capacity for small and minority entrepreneurs to launch, grow and succeed in business. Ms. Clark is well versed in public-sector regulatory requirements applicable to programs (federal, state, local) and designations of special groups (small and disadvantaged), and uses this knowledge to advance others. She regularly present and facilitate notable workshops, trainings and development forums.

Ms. Clark received her Masters Degree in International Business from the Huizenga School of Business at Nova Southeastern University and is currently completing an Ed.D. (Doctorate in Education) in Organizational Leadership at Nova University.

In his role, Mr. Carswell serves as advisor to the Mayor on strategic short- and long-term planning goals and objectives in the area of urban revitalization and resiliency. Mr. Carswell is the Mayor’s chief liaison to the administration’s executive team and city attorney’s office with respect to assisting entitlement applicants, particularly applications for affordable housing and large-scale multi-use real estate development, with permitting. Resiliency objectives entail advising on a variety of administrative, technical and professional work in the preparation and implementation of efforts that address sea level rise and hurricane preparedness. For urban revitalization and resiliency projects, Mr. Carswell serves as liaison for the Mayor with various local, State, and Federal agencies.

As previous Director for Economic Development with the City of Miami (City), Mr. Carswell implemented strategic initiatives via public/private partnerships that encouraged real estate and business development activities in targeted communities.
DESCRIPTION
This session will take a glimpse into the economic disparities facing the Black community in the United States and what we can do to close the Black Wealth Gap.

PANELISTS
- **Michael Grant**  
  President, United Security Financial Corporation, Inc.
- **LaToya Benjamin, M.A.**  
  Director of Economic Development - New York State Senator James Sanders Jr. (10th D)
- **Orim Graves, CFA**  
  Executive Director, National Association of Securities Professionals (NASP)

Michael Grant currently holds the position as President of United Security Financial Corporation, Inc. located in Salt Lake City, Utah.

Grant is the former president of the National Bankers Association where he served for over nine years. He was also board secretary for the MinBanc Scholarship Fund for minority banks.

Grant received his juris doctorate degree from Howard University School of Law in 1983. Recognized today as a leading proponent for Black economic empowerment, Grant has spoken to audiences all over America, in the Virgin Islands, Puerto Rico and Jamaica. As a corporate consultant for fifteen years, Grant provided leadership development training for some of America’s best known companies including, Marriott and Ritz-Carlton Hotels, McDonalds Corporation, Harrah’s Casinos, the Cracker Barrell Corporation and many others. The author of two books: Beyond Blame (1994) and Your Marvelous Mind (2000), Grant also served on the Commission for the Future of the Tennessee Judicial System, president of the Nashville Branch of the N.A.A.C.P. and was co-founder of the Greater Nashville Black Chamber of Commerce.

Grant has been the recipient of numerous awards and citations which include the following: the Minority Business Development Agency’s Lifetime Achievement Award, Ebony Magazine's 50 Top Leaders of Black Organizations and Who’s Who in Washington, D.C.

Grant presently serves as a founding member of Black Wealth 2020, a coalition of national Black organizations. The overarching goal of Black Wealth 2020 is to increase the collective wealth of Black America by 2020.
For over three years, Ms. Benjamin has been responsible for compiling & analyzing economic, demographic, industry, & occupational data; conducting industry cluster & economic impact analyses, asset mapping; & other research using economics-based statistical techniques to support policy and district wide initiatives. Most noted for her role in leading the development of dynamic coalitions around strategic projects like the redevelopment of JFK Airport and Black Wealth 2020, she is also responsible for organizing Senator Sanders Banking and MWBE forums while serving as an advisor to the MWBE community for upcoming construction projects and procurement programs.

Her track record to plan and implement innovative agendas has proven to build trust within the public sector with impactful results. Possessing over 10 years of professional experience—Ms. Benjamin is passionate about driving change through education, effective leadership and advocacy at the state and local level.

A graduate of New York City public schools, Ms. Benjamin attended Queensborough Community College where she received an associate’s degree in Liberal Arts and Science, John Jay College of Criminal Justice where she received a bachelor’s degree in Public Administration and Brooklyn College where she received a master’s degree in Urban Policy and Administration.

Orim Graves, CFA is Executive Director of the National Association of Securities Professionals (NASP), a trade association established in 1985 for diverse professionals in the financial services industry headquartered in Washington, D.C. Over 150 companies, including small and emerging firms in all aspects of the financial services industry, are represented in NASP’s membership across the U.S. including eleven chapters in major financial centers.

Prior to joining NASP, Mr. Graves was a partner at an investment firm and was responsible for the firm’s performance evaluation, reporting and risk analysis and was a member of the Investment Committee. Mr. Graves also has held positions as a senior member of a leading investment consulting firm, where he provided investment counsel to a number of institutional clients across the country. He specialized in introducing new alternative strategies and innovative managers to the firm’s client base.
CONCURRENT POLICY SESSION

MOTHER’S LIVES MATTER: ENDING THE MATERNAL MORTALITY CRISIS

Thursday, December 5, 2019 | 10:00 am – 11:30 am | GRAND SALON AB

DESCRIPTION
Black women, specifically, have a very high chance of death during childbirth. This policy session will discuss this disparity as well as solutions to the epidemic.

PANELISTS

- Jennie Joseph
  Executive Director, Commonsense Childbirth, Inc.
- Robyn Jones
  Senior Director of Women’s Health, Johnson & Johnson

Jennie Joseph is a British-trained midwife who fights to ensure every woman has their healthiest possible pregnancy, birth and postpartum experience with dignity and support.

Jennie created The JJ Way® which is an evidence-based maternity medical home model delivering readily-accessible, patient-centered, culturally-congruent care to women in areas that she terms ‘materno-toxic zones’.

She is the Executive Director of her own non-profit corporation Commonsense Childbirth Inc. which operates a midwifery school & training institute, health clinics and a birthing center in Orlando, Florida where she has lived since 1989. Jennie is also the founder of the National Perinatal Task Force, a grassroots organization whose mission is the elimination of racial disparities in maternal child health in the USA.
Dr. Jones is a board-certified Obstetrician/Gynecologist who received degrees from Brown University, Temple University School of Medicine and specialty training at the Medical College of Pennsylvania (now Drexel University).

Her integrative medicine training and experience includes the University of Arizona Program in Integrative Medicine, the Duke University Integrative Health Coach Professional Training Program and the Jefferson University Myrna Brind Center Mindfulness Based Stress Reduction program.

Her healthcare experience includes a current role as Senior Medical Director of Women's Health at Johnson & Johnson. The group's vision is to better the health of women now and for future generations. Their mission is to deliver life-changing healthcare solutions tailored for women.

She currently serves on the board of directors for the Temple University Medical Alumni and The Ivy Legacy Foundation. She has previously served as a director on the Women's Medical Fund Board and the 3501 Community Health Center Board. She served as immediate past president of Alpha Kappa Alpha Sorority, Inc., Rho Theta Omega Chapter and is a member of the Penn Towne Chapter of the Links Inc. She is also the Parliamentarian for the Philadelphia Northeasterners.

Her passions include: partnering with people in their quest for wellness by integrating conventional and complementary medicine with accountability that leads to a transformational lifestyle change; mentoring youth for life changing impact; and advancing appreciation of the arts as a tool for inspiring creativity, innovation and maintaining our humanity.

Robyn and her husband, Adrian, are avid art collectors and the owners of the Moody Jones Gallery. They are the proud parents of two sons; Nick, a former player in the NFL and Dylan, an interdisciplinary designer. “They Both Matter.”

Personal Statement
“Medicine has been described as an art and a science. Medicine is a scientific study and its practice is art. Part and parcel in the “art” is the concept of being a Healer. I am a Healer.”
CONCURRENT POLICY SESSION
ENVIRONMENTAL JUSTICE: COMMUNITIES MOVING FROM SURVIVING TO THRIVING
Thursday, December 5, 2019 | 10:00 am – 11:30 am | GRAND SALON GH

DESCRIPTION
Many communities of color are hit the hardest by environmental injustices. This policy session will discuss how we can work together to protect our communities from environmental harm.

PANELISTS
- Harold Mitchell, Jr.
  Fmr. South Carolina State Representative and Board Member, Environmental Justice Conference, Inc.
- Mustafa Santiago Ali
  Vice President for Environmental Justice, Climate and Community Revitalization - The National Wildlife Federation

HAROLD MITCHELL, JR.
Fmr. South Carolina State Representative and Board Member, Environmental Justice Conference, Inc.

The Honorable Harold Mitchell of Spartanburg, South Carolina, is a lifelong resident of his community. He was born in Spartanburg as the 1st of three sons of SGT. Harold Mitchell and Margaret V. Mitchell. In 1988 he married Wanda Dawkins and three children Elizabeth, David and Hannah have been created from this union. Harold attended Spartanburg High School and played football at SC STATE, and USC. He spent years recovering from a still undiagnosed illness that led to his inquiries about the IMC Fertilizer plant that occupied a large lot immediately across the street from the Mitchell family home on 505 North Street in the Arkwright Neighborhood. The record of Representative Mitchell’s achievement in the creation of the ReGenesis Project are well established in the work of the Environmental Justice, Environmental movements, and in that of the Environmental Protection Agency. Achievement within these arenas and in related areas, are reflected in the numerous awards and recognitions he has received.

MUSTAFA SANTIAGO ALI
Vice President for Environmental Justice, Climate and Community Revitalization - The National Wildlife Federation

Ali is a nationally recognized leader on environmental justice and climate policy. His work has been grounded in the 17 principles of the environmental justice movement. The first principle affirms the sacredness of Mother Earth, ecological unity and the interdependence of all species, and the right to be free from ecological destruction.

Ali recently served as senior vice president of Climate, Environmental Justice and Community Revitalization for the Hip Hop Caucus and as senior adviser at the Environmental Protection Agency where he helped found and lead the Office of Environmental Justice during his 24 years with the Agency and he led the 17 Agency Interagency Working Group (IWG) on Environmental Justice, which took a holistic approach to addressing the impacts and opportunities many communities across our country face on a daily basis. Ali also served as a Brookings Institute Congressional Fellow for former Congressman John Conyers, which provided him with a unique perspective on how to integrate and strengthen the needs of vulnerable communities through our legislative process.
CONCURRENT POLICY SESSION
CRISPR/CAS9 — GENE EDITS TECHNOLOGY: UNLOCKING A CURE FOR SICKLE CELL
Thursday, December 5, 2019 | 10:00 am – 11:30 am | GRAND SALON JK

DESCRIPTION
Sickle Cell is a genetic disease that mostly only people of color are affected with. This policy session will discuss some of the ways technology is being used to cure this disease.

PANELISTS
► Dr. Steve Caffe
   Head of Regulatory Affairs, CRISPR Therapeutics
► Dr. Biree Andemariam
   Hematologist, Chief Medical Officer for Sickle Cell Disease Association of America
► Ashley Valentine
   Executive Director of Sick Cells

Dr. Steve Caffé brings to CRISPR Therapeutics a 25-year track record in global product development and regulatory affairs, having held senior leadership positions at several leading biotechnology and pharmaceutical companies. During his career, Steve has demonstrated exceptional leadership in global regulatory affairs and patient safety. He has contributed to over 40 new drug approvals and major new indications worldwide in a wide range of therapeutic areas, including oncology, hematology, cardiology and rare diseases. Prior to joining our company, Steve served as Senior Vice President at Ra Pharmaceuticals, where he led Regulatory Affairs, Pharmacovigilance, Quality and Patient Advocacy. Before that, he held senior level regulatory positions at a number of publicly traded biopharmaceutical companies including Sucampo Pharmaceuticals, AMAG Pharmaceuticals, MedImmune (Biologics Division of AstraZeneca), Baxter, Sanofi-Aventis and Merck. Steve received his M.D. at the Université Pierre et Marie Curie in Paris, France.

Biree Andemariam, M.D. received her undergraduate degree in molecular biology and African studies from Princeton University and her medical degree from Tufts University School of Medicine, graduating with research honors. She completed her medical training at New York Presbyterian Hospital–Cornell University. She is an Associate Professor of Medicine at the University of Connecticut in the Division of Hematology/Oncology, Founding Director of the New England Sickle Cell Institute (NESCI), and Director of the Connecticut Bleeding Disorders Center. Dr. Andemariam joined UConn in 2007 as a physician-investigator and established the region’s only adult sickle cell disease (SCD) program. NESCI’s mission is to provide a medical home for adults with SCD as well as a transition destination for children with SCD. In addition to treating over 300 adults with SCD, the center is also home to numerous clinical and translational research studies. Dr. Andemariam is also Chief Medical Officer of the Sickle Cell Disease Association of America, Inc.
Ashley is a Co-Founder and President of Sick Cells nonprofit. She is the youngest sibling of her family. Her older brother and Co-Founder of Sick Cells, Marqus Valentine, has sickle cell anemia, Hgb ss.

Ashley first recognized the disparities for SCD when her brother developed seizures due to strokes caused by SCD. The family’s insurance would not cover Marqus’ rehabilitation, because sickle cell is an unknown chronic disease. This event solidified the drive in Ashley to educate others about SCD and advocate on behalf of her family and the sickle cell community.

Currently, Ashley works as President of Sick Cells. The organization focuses on bringing the patient voice to decision-makers. Sick Cells has activated the SCD community to advocate to pass federal legislation in 2018, which was signed into law. Sick Cells also recruited the largest showing of SCD advocates to attend Rare Disease Week and lobby on Capitol Hill for rare disease and sickle cell disease legislation. Most recently, Sick Cells worked with partners and SCD advocates to submit over 90 comments, the highest comment submission, for a value assessment that is currently underway.

In her professional career, Ashley has worked as a policy researcher. While in this role, Ashley successfully wrote sickle cell disease into part of an $8 million Centers for Medicaid and Medicare Services (CMS) funding opportunity. Ashley also worked at Children's National Medical Center in Washington, DC as a clinical researcher for their sickle cell department.

Ashley received a Master's Degree in social research methods from the University of Aberdeen in Scotland. While there, she focused on health disparities for people living with SCD in the United Kingdom.
CONCURRENT POLICY SESSION

CENSUS 2020 & REDISTRICTING: GETTING A COMPLETE COUNT
Thursday, December 5, 2019 | 2:00 pm – 3:30 pm | GRAND SALON CD

DESCRIPTION
The census is critical in making sure that every district gets adequate government resources and representation. This policy session will discuss what we can all do to ensure that communities of color get counted fairly in the upcoming 2020 Census.

PANELISTS

► Dr. Jeanine Abrams McLean
  *Vice President, Fair Count*

► Delegate Jheanelle Wilkins (MD)
  *Maryland State Delegate, State of Maryland House of Delegates*

► Marilyn Stephens
  *Assistant Regional Census Manager, The U.S. Census Bureau*

Dr. Jeanine Abrams McLean is the Vice President at Fair Count, a nonprofit, nonpartisan organization, founded by Stacey Abrams. The goal of Fair Count is to facilitate and ensure a fair and accurate count during the 2020 Census in Georgia and nationally. Jeanine is a highly skilled researcher with over 15 years of experience designing, managing, and implementing population-based studies and projects. Jeanine graduated from Duke University with a bachelor’s degree in Biology, and she earned a doctorate in Ecology, Evolution, and Behavior from the University of Texas at Austin. While at the Centers for Disease Control and Prevention, she applied her expertise in computational biology and population research to advance public health initiatives. She has extensive project management experience as well as work in community organizing. In addition to her work in public health, she is passionate about finding creative ways to tackle community-based issues using both strategic planning and innovative ideas.
Jheanelle Wilkins is an advocate for underserved communities and dedicated to creating greater opportunity for all people to live their best lives. She has pursued this passion through advocacy for 10 years at The Leadership Conference on Civil and Human Rights, the nation’s premier civil rights coalition, where she is the Director of State and Local Government Affairs. At the Leadership Conference, Jheanelle has led national strategies that advance criminal justice reform, educational equity, and immigrant rights. She is responsible for engaging state and local leaders and across the country, facilitating trainings, providing technical assistance, and mobilizing diverse communities to take action on civil and human rights.

In November 2016, Marilyn Stephens was promoted to Assistant Regional Census Manager for the 2020 Census for the Atlanta Region. In this capacity, she will manage the community engagement and partnership program throughout the region. Moreover, she will meet with and serve as the agency’s liaison to the region’s seven governors. The Atlanta Region is responsible for census operations in Alabama, Florida, Georgia, Louisiana, Mississippi, North Carolina and South Carolina. She will manage the outreach team and program. Recently she held the position of Data Dissemination Specialist, Media Lead, and Congressional Liaison for the United States Census Bureau.

For the 2010 Census, she held the position of Assistant Regional Census Manager, the third level of supervision for the Atlanta Regional Census Center. In this capacity, she was responsible for a staff of more than 400: 5 program coordinators, 12 team leaders, more than 200 partnership specialists, 20 media specialists, 190 partnership assistants and clerical support staff.

DEL. JHEANELLE WILKINS (MD)
Maryland State Delegate, State of Maryland House of Delegates

MARILYN STEPHENS
Assistant Regional Census Manager, The U.S. Census Bureau
POLICY SESSIONS

CONCURRENT POLICY SESSION
CANNABIS LANDSCAPE: EQUITY, ECONOMICS, AND OPPORTUNITIES
Thursday, December 5, 2019 | 2:00 pm – 3:30 pm | GRAND SALON AB

DESCRIPTION
The Cannabis industry has grown exponentially in the recent years as it is becoming legal in many states. This policy session will discuss how people of color can profit from this industry.

PANELISTS
- **Dorothea (Dee) Dawkins-Haigler**
  *Ordained Minister, College Educator, Community Activist, and Political Strategist, DDH & Associates and TIME 1000*
  *Illinois State Representative – Illinois House of Representatives*

Dorothea (Dee) Dawkins-Haigler dedicates her life to public service through her role as an ordained minister, college educator, community activist, and political strategist. Dee served 8 1/2 years as a Georgia State Representative from June 2008 – January 2017.

During her tenure in the Georgia General Assembly she served as Chair of the Georgia Legislative Black Caucus and Chair of the Georgia Women’s Legislative Caucus. Dee served as the Chaplain for the National Black Caucus of State Legislators (NBCL) and the National Director of Regional Coordinators for the National Organization of Black Elected Legislative Women (NOBEL Women). She served as a State Director for both Women in Government and the National Council of State Legislators Women's Network. She is a sought-after media personality and is a regular commentator on FOX News, ABC, CBS, NBC and RT America.

Dee is the Owner of DDH & Associates and Executive Director of TIME 1000—an organization dedicated to helping 1000 women and minorities get elected to public office or receive board appointments. She has trained women from Liberia, Nigeria, Ghana, Rwanda, Ethiopia, South Africa, Burundi, Tanzania and the Democratic Republic of Congo on gender issues, health, entrepreneurship, education and running for office.
Sonya Marie Harper has been a community activist on the South Side since she was 16 years old. Her passions include promoting community, economic development and civic engagement in an effort to create more peaceful and prosperous neighborhoods. Harper has been a member of the Illinois House of Representatives since 2015. She is the Chair of the Agriculture & Conservation committee. She also serves as Chair of the Economic Opportunity & Equity committee and the following committees: Appropriations - Public Safety, Elementary and Secondary Education Curriculum & Policies, Energy & Environment and Human Services.

The state of Illinois now recognizes urban agriculture and provides incentives for urban farmers because of a new law sponsored by Harper. She has assisted in molding what is now the country’s most equitable cannabis legalization legislation bill by chairing the Illinois Legislative Black Caucus’s cannabis equity workgroup and engaging communities that have been harmed the most by the war on drugs in the policy conversation. Her grassroots engagement around the issue led to the creation of the Illinois Cannabis Equity Coalition.

Because of Harper’s work in passing healthy food access related legislation the state also now has to track and report the locations of food deserts throughout the state and another law requires all schools in Illinois test for lead in their drinking water. Harper is also responsible for legislation that created a statewide taskforce to develop opportunities for disconnected youth who are jobless and out of school.
CONCURRENT POLICY SESSION

WHAT STATE LEGISLATORS NEED TO KNOW ABOUT ONLINE REGULATION

Thursday, December 5, 2019 | 2:00 pm – 3:30 pm | GRAND SALON GH

DESCRIPTION
In the wake of massive data breaches and privacy abuses at various companies, this policy session will explore what role can and should states play in online privacy regulation.

PANELISTS
▶ Diane Holland
Senior Advisor, Technology and Telecom, Washington Bureau of the National Urban League

▶ Jotaka L Eaddy
Chief Strategy Officer, Promise Network

Diane Holland is Senior Advisor for Technology and Telecom at the Washington Bureau of the National Urban League. In this role, she develops strategic advocacy and analysis for issues important to the Urban League’s mission, programs, and constituents, in support of the organization’s goals to provide economic empowerment, educational opportunities, and the guarantee of civil rights to the underserved in urban communities.

Ms. Holland recently served as Vice President, Law and Policy at USTelecom – The Broadband Association, where she developed and implemented the association’s policy and advocacy work on behalf of broadband companies at the Federal Communications Commission (FCC) and in the courts. During her tenure at USTelecom, Ms. Holland was appointed to serve as Vice Chair of the FCC’s North American Numbering Council.

Prior to that, Ms. Holland served in various leadership roles at the FCC. As Deputy Associate General Counsel for Administrative Law, she oversaw the legal review of all matters relating to broadband and wireline competition. She also served as Chief of Staff to the General Counsel and held numerous positions in the Wireline Competition Bureau, including Associate Bureau Chief, Chief of Staff, and Division Chief.

Ms. Holland has a J.D., cum laude, from Howard University School of Law, and Master of Laws (LL.M.) from Georgetown University Law Center.

Jotaka L. Eaddy is a tech executive and seasoned strategist with more than 20 years of experience in policy and movement building. Described as the “Olivia Pope of Silicon Valley” by Forbes Magazine, Jotaka is a leading voice in social impact tech and pivotal force in connecting Silicon Valley and Washington DC. Jotaka currently serves as Chief Strategy Officer for Promise Network- a mission driven technology company focused on developing technology to combat recidivism and the negative impact of snowballing fines and fees. As one of the few black women in the C-Suite of a large-scale Silicon Valley based company, Jotaka is a passionate advocate for increased diversity and impact metrics in the tech sector.
CONCURRENT POLICY SESSION

PHRMA HEALTH EQUITY ROUNDTABLE

Thursday, December 5, 2019 | 2:00 pm – 3:30 pm | GRAND SALON JK

DESCRIPTION
This policy session will discuss the importance of having access to a healthy lifestyle in the black community.

PANELISTS
- Lori Carter-Edwards, PhD, MPH
  Associate Professor, UNC Chapel Hill Gillings School of Public Health
- Courtney Christian
  Director, Policy and Research, PhRMA
- Phebe Fuqua
  Patient Advocate

Dr. Lori Carter-Edwards is an Associate Professor in the Public Health Leadership Program, and adjunct faculty of Epidemiology and Health Behavior at the UNC Chapel Hill Gillings School of Global Public Health. She is also the Director of the Community and Stakeholder Engagement Program (CaSE) in the North Carolina Translational and Clinical Sciences Institute (NC TraCS). As a social epidemiologist and health educator, she has over 20 years of experience conducting observational studies and interventions, with emphasis on psychosocial factors and social determinants of health associated with cardiovascular-related risk factors and outcomes in African American communities. She is a nationally recognized expert in community engaged research.

At the state level, Dr. Carter-Edwards led the community-engaged health equity evaluation project for the North Carolina Community Transformation Grant, the only one of its kind in the nation. She was also the principal investigator for the Evidence Academy on Hypertension and has teamed with other researchers and community members to develop a hypertension-related empathy-building guide for improving patient-provider relationships. She was the co-chair of the competencies workgroup for the Statewide Community Health Worker Initiative, where stakeholders across the state are collaboratively developing a strategic plan for the certification of community health workers in North Carolina.

At the national level, Dr. Carter-Edwards was a contributor to the National Health Disparities Plan as well as the 2nd edition of the Principles of Community Engagement. Within the Clinical Translational Science Awards (or CTSAs), she was the director of the national Community Engagement Consultative Service (CECS) Project as well as a co-author of the CTSA community engagement evaluation logic model, both of which are exemplars in the Institute of Medicine’s 2013 Report on CTSAs.

Currently, Dr. Carter-Edwards is the creator of the NC TraCS fiscal readiness initiative, designed to locally and nationally improve knowledge and capacity of community partners and academic researchers in the pre- and post-award grants management process. She

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LORI CARTER-EDWARDS
(Continued)

is also co-investigator and member of the UNC National Program Office for the Kresge Foundation Emerging Leaders in Public Health program designed to transform local public health departments. She leads the development of a statewide model of the Faith-Based Organization Network (FBON), in partnership with the NC Institute for Public Health, the NC Area Health Education Center, and the NC Office of Minority Health and Health Disparities. She is the instructor for two courses – one on program planning and evaluation and the other, which she created in 2018, on community engagement and leadership in health. In her affiliation with the American Heart Association, she was a board member for the Mid-Atlantic Affiliate region from 2017-2019 and is now a member of the national Research Funding Subcommittee.

Dr. Carter-Edwards received a Bachelor’s in Psychology from the University of Notre Dame, a Master’s in Behavioral Sciences and Health Education from the UCLA School of Public Health, a doctorate in Epidemiology from the UNC-Chapel Hill School of Public Health, and completed a postdoctoral fellowship in clinical epidemiology at the Duke University Medical Center. She is a native of Los Angeles, California and has one son.

PHEBE FUQUA
Patient Advocate

Phebe Fuqua was born in Flowood, Mississippi and raised in Daytona Beach, Florida. Phebe has three beautiful children: Amaziah Raphael, Jaylisa Gabrielle and Hezekiah Judah, who are her drive and motivation. One of her favorite quotes are, "Life is 10% of what happens to you and 90% of how you react to it."

Phebe Fuqua is the Vice President and Senior Director of Operations of Pinnacle Signature Group Inc., an award-winning financial services firm that manages clients’ portfolios and accounts that value in over $1.2 million dollars. The firm specializes in tax preparation services, small business development, political consulting, bookkeeping, payroll, not for profit development and much more. Phebe helps clients find solutions to their business needs. Phebe’s motto is “Soaring to bring your vision to life.” Phebe has many years of experience as a consultant, working for several companies both small and large. She has also worked for State and Government contracts. Through the years, Phebe gained insight on how to effectively run and operate the vision that has been placed within each individual’s life. Phebe has over ten years of experience that not only built her career to help others, but captivated lives, making it easier for business owners to function. Additionally, Phebe is also Senior Operations Officer for Elite Eagle Developments Inc. This firm develops innovative designs through architectural renderings and design consulting.

Additionally, Phebe works as a Political Director on a progressive Political Strategy team. This team has provided political strategies for 21 local and state campaigns and has won over 90% of the campaigns they have been a part of. The firm also partners with community engagement organizations to provide diverse services and resources to the underserved areas within Volusia County.

<continued on next page>
PHEBE FUQUA
(Continued)

Phebe holds studies of Architecture Engineering from Florida A&M University and is an active member of Alpha Rho Chi Architecture Fraternity. She also holds a Business Supervision Management, Business Law B.A.S from Daytona State College, and will receive a Master of Business Administration, MBA from Jack Welch Strayer University in the Fall of next year.

Phebe holds Six Sigma Certifications, Grant Writing Certifications and is credential as a Tax Practitioner. She is the Political Director for The Minority Elected Officials of Volusia County. She is also the Administrative Coordinator for Greater Union Life Center and Daytona Beach’s Midtown Community Development Center, and the Internship Director for The Janice and Wilson Founda-tion. Phebe is currently training for her pilot’s license because she enjoys flying. She has been an administrator for the Robert Griffin Central Florida Chapter of Black Pilots of America. Administra-tive and Coordinator Assistant for the Juneteenth Festival Group in Daytona Beach, Florida. Phebe has severed on the following past boards: the Executive Director of Youth Initiatives Foundation, National Organization of Minority Architects, Students Working against Tobacco (SWAT), as well as many others.

Phebe recently has been awarded the 40 Under Forty Top Business Professionals in the Flagler and Volusia County area, the top 40 Influential Business Women in the Flagler and Volusia County area, and also recently the Who’s Who America’s Business owners award.

Finally, Phebe has a love for the Arts. She enjoys singing, playing the keyboard and various other instruments, while arranging music. She also enjoys writing poetry and short stories. Her heart for the community is huge. Her goal in life is to always “Inspire to Change, and Impact to make a Difference.”

COURTNEY CHRISTIAN
Director, Policy and Research, PhRMA

Courtney Christian is a Director of Policy and Research at PhRMA focusing on state-based reforms impacting health insurance, prescription drug coverage, Medicaid, and on health equity. Prior to joining PhRMA, she was Director of Policy and Advocacy at the Black Women’s Health Imperative, and a staffer on Capitol Hill for a number of years in a series of roles, including as Legislative Director. Outside of the office, Courtney is a Florida State football fan (and alum), aspiring chef, and mom to an energetic preschooler.
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“WE NEED TO BE COUNTED”
THE SIGNIFICANCE OF THE 2020 CENSUS

AS HAS BEEN OFTEN SAID DURING THE LAST SEVERAL MONTHS, “THE DECCENIAL CENSUS, WHICH AIMS TO COUNT EVERY U.S. RESIDENT EACH DECADE, IS CRITICAL TO OUR VERY DEMOCRACY.” AND FOR THE NBCSL AND THEIR CONSTITUENTS, NO STATEMENT COULD MEAN SO MUCH.

Census population counts guide appropriations and federal funding allocations, congressional redistricting, state and local budgets and data-driven business and research decisions. And for the 2020 Census, the nation’s populations of color, especially African Americans, MUST be accurately counted. However, if the indications revealed in several surveys taken this year are accurate, challenges threatening the upcoming 2020 census could put more than 4 million people at risk of being undercounted in next year’s decennial census. According to projections by the Urban Institute, a nonpartisan think tank, released on June 4, 2019, the danger of an inaccurate census could hit some of the country’s most difficult to count populations the hardest. Based on the institute’s analysis, the 2020 census could lead to the worst undercount of Black and Latino and Latina people in the U.S. since 1990. “Miscounts of this magnitude will have real consequences for the next decade, including how we fund programs for children and invest in our infrastructure,” says Diana Elliott, a senior research associate at the Urban Institute who co-wrote the report.

Nationally, Black residents could be undercounted by as much as 3.68%. “That doesn’t sound terribly high, but when you realize that that’s 1.7 million people, that’s a lot of people to be missed in the overall count,” Elliott explains.

The report by the Urban Institute analyzed how census survey responses could be impacted by a number of factors: underfunding of the 2020 U.S. census; new, relatively untested technology and strategies including online surveys and mailed ballots; and a cooling effect due to fears of generated by the Trump Administration’s failed attempt to insert a “citizenship question” in the census questionnaire.

The Urban Institute researchers created three models to reflect the miscount
risk as low, medium, or high. “The miscounts may disproportionately affect some groups more than others. Black and Hispanic/Latinx-identified individuals in the high-risk scenario could be undercounted nationally by 3.68% and 3.57%, respectively,” the report read. At its highest, that’s a miscount of 1,727,200 Black residents and 2,216,200 Hispanic/Latinx people. White, non-Hispanic individuals, meanwhile, could be over-counted by 0.03% in high-risk scenarios. Children under the age of 5 — another hard-to-count group — also face an undercount as high as 6.31%, or about 1.3 million young children.

Among racial and ethnic groups, only white people are projected to be overcounted, while other groups of color are also expected to see undercounts — including as high as 1.36% (or about 306,000 people) for Asians and Pacific Islanders and 2.12% (102,000 people) for American Indians and Alaska Natives nationally.

At the state level, these trends mean that states with more historically undercounted groups — including people of color and renters — are more likely to have inaccurate population counts in 2020. While California, Texas and Nevada face high undercount risks, states with older populations that are more likely to be white and owning homes — including Maine, New Hampshire, Vermont and West Virginia — have the greatest potential for being overcounted, according to the institute’s analysis. In the 2010 census, for example, white homeowners were overcounted because some with multiple homes were counted incorrectly at multiple addresses.

Whether it’s an overcount or undercount, the concern is that political representation and federal funding will not be fairly shared after the 2020 census. The new population numbers will determine how many congressional seats and Electoral College votes each state gets, as well as guide the distribution of around $880 billion a year in federal tax dollars for schools, roads and other public services. “When it comes time to allocate resources,” says Robert Santos, the Urban Institute’s vice president and chief methodologist, about the consequences of an inaccurate census, “you end up with an incorrect vision of where the population is and where the funding should go.”

“This prospect of the 2020 Census producing a net national undercount of 4 million people—while double-counting members of some privileged communities—is alarming,” states Vanita Gupta, president and CEO of the Leadership Conference on Civil & Human Rights Education Fund. She further stresses that, “An inaccurate census would exacerbate systemic inequities for people of color and people with low incomes.”

When it comes to the overall rationale for a possible undercount, the study also found that new operational changes being implemented in 2020, like making the primary response mode online and using administrative records and third-party data to fill out information for missing residents were “insufficiently tested in a decennial census environment.” As a result, “Best evidence suggests [the Census] will disproportionately improve the count of those who are already easiest to count, leaving the hard-to-count population a lingering challenge,” the Urban Institute report reads.

Funding for the 2020 census has lagged over the decade, particularly since Donald Trump took office. Because of budget cuts, census officials have not been able to do as many test-runs as planned to properly prepare for the huge undertaking of documenting every American resident.

The U.S. Government Accountability Office added the 2020 Decennial Census to its high-risk list in 2017 because of concerns with cyber security and a lack of testing. While the GAO has subsequently noted that the Census Bureau has taken some actions to address these concerns, the census has remained on the list because officials have not implemented or tested new innovations or technology as recommended. “Not fully testing innovations and IT systems as designed, increases the risk that innovations and IT systems will not function as intended during the 2020 Census,” wrote the GAO.
Additionally, despite President Trump and his administration’s failed efforts to include a citizenship question on the U.S. census, which many had feared would stop immigrants from answering and being counted, out of fear of deportation or other repercussions, researchers found that the “political discourse about immigration and the citizenship question has still created a potential chill among some groups in the country, including those who are Hispanic/Latinx-identified and other immigrant groups.”


As stated in the Pew Research Center survey, around 84% of Americans “definitely or probably plan to answer the questions on the 2020 Census.” The survey also found that around 16% of people surveyed expressed some doubts about responding to the census next spring; and the hesitancy in participating seems higher in Black, Hispanic and low-income communities - which all have been either undercounted or considered hard to count in past censuses.

While 57% of all whites surveyed had heard something about the census recently, only 44% of Blacks and 51% of Hispanics surveyed had heard anything about the census. Also, only 12% of whites surveyed said that they would not participate in the census as opposed to 26% of Blacks surveyed and 21% of Hispanics questioned saying they were not going to participate.

With regard to the significance of the 2020 Census, the Pew Research Center survey indicated that of the survey respondents, “Adults who are Black or Hispanic, those who are younger and those with lower income levels are less convinced of the importance of the census and its benefits for their community.”

Clearly, to generate interest and participation in the 2020 Census and to overcome the many obstacles outlined by the Urban Institute and Pew Research Center surveys, a massive education and engagement process is critical for the African American community. States Melanie Campbell, President and CEO of the National Coalition on Black Civic Participation (NCBCP) and National Convener of the Black Women’s Roundtable, “The 2020 Decennial Census will be the most critical census count of our lifetime. In 2010, African Americans and Black immigrants were undercounted by more than 800,000, leaving our communities with a shortage of government resources. We cannot let this happen again. We must strategize, organize and mobilize to make sure our people will be fully counted and build power for the next generation. Our future depends upon it.”

To that end, on June 18, 2019 the National Coalition on Black Civic Participation hosted a “Unity 2020 Decennial Census Black Leadership National Organizing Summit” in Washington, DC. Here is a link to a full video of the Summit on the NCBCP’s Facebook platform: https://www.facebook.com/NCBCP/videos/2540884095922195/.

Among the many significant Black organizations in attendance was the National Black Caucus of State Legislators (NBCSL), represented by its president, the Honorable Gilda Cobb-Hunter. During the Summit, President Cobb-Hunter offered the NBCSL’s full participation and support in the 2020 Census effort.

2 D’Vera Cohn and Anna Brown; Pew Research Center Survey, Most U.S. Adults Intend to Participate in 2020 Census, but Some Demographic Groups Aren’t Sure (October 18, 2019).
THE WRONGFUL USE OF DEADLY FORCE BY LAW ENFORCEMENT
AN ISSUE THAT STILL NEEDS RESOLUTION

MORE THAN FIVE YEARS AFTER MICHAEL BROWN’S DEATH IN FERGUSON, MISSOURI, LAUNCHED A NATIONAL CONVERSATION ABOUT RACE AND POLICE BRUTALITY, BLACK MEN ARE STILL MORE LIKELY TO DIE BY POLICE VIOLENCE THAN WHITE MEN.

According to a study published on August 20, 2019 in the Proceedings of the National Academies of Sciences, over the course of a lifetime, Black men face a one in 1,000 risk of being killed during an encounter with police, a rate much higher than that of white men.

Testaments to these sad statistics have been evidenced by the deaths of such individuals as 43-year-old Eric Garner who was killed in July 2014 by New York City Police Department officers who applied an illegal choke-hold to his neck; Freddie Gray, the 25-year-old Baltimore resident whose arrest and subsequent death in April 2015 touched of days of civil unrest; Alton Sterling, a 37-year-old Baton Rouge native who was killed by two police officers in July 2016; 32-year-old Philando Castile who was pulled over in Falcon Heights, Minnesota and killed in front of his fiancée and her four-year-old daughter by a Latino police officer, just 24-hours after Alton Sterling’s death in Louisiana; and the scores of reported, and unreported, deaths at the hands of law enforcement representatives.

In an effort to address and curtail these tragic outcomes, on July 8, 2016, the NBCSL issued a statement calling for “An End to Police Violence and an Investigation in Police Training Practices Nationwide.” The statement, issued by the NBCSL leadership in response to the deaths of Alto Sterling and Philando Castile was:

“First, all of our prayers and thoughts are with the families. Events like this are becoming all too familiar for many families in America, families that have to bury fathers, brothers, sons, and cousins, because they were in the wrong place at the wrong time. The police that serve in our communities are meant to protect us in those communities. But what can we do when they no longer make us feel safe? As legislators, we are entrusted with representing the wants and needs of those that have elected us, and what they want and need is to feel protected. Additionally, how can we make sure that the men and women who risk their lives everyday are protected? NBCSL is calling for investigations into police training practices nationwide to guarantee that police officers are policing and not committing acts of violence against citizens. This training should also include ways to build and strengthen trust between police officers and community members. There won’t be a one size fits all solution to this problem, but we will work to end the problem that is affecting this country.”

Then, adding more impetus to this statement, in 2018 the NBCSL passed Resolution LJE-18-08, “A Resolution on Legislative Accountability to Eliminate Wrongful Use of Deadly Force by Law Enforcement.” Finally, this year, in a swift response to the painful news that the U.S. Department of Justice would not bring civil rights charges against the officer who brutally choked Eric Garner to death on a New York City street in 2014, allegedly for simply selling loose cigarettes, the NBCSL passed Resolution LJE-19-12, “A Resolution on Justice for Eric Garner and the Urgent Need for Police Accountability.” Both resolutions called for reforms,
better trained officers and advocated for “policies requiring law enforcement personnel to use the minimum amount of force necessary to control or subdue a noncompliant subject.” However, now, more than ever, there is still a need for these policies, as well as others, to be put in place and adhered to. According to the National Academies of Sciences study, Black men and boys face the highest risk of being killed by police—at a rate of 96 out of 100,000 deaths. By comparison, white men and boys face a lower rate of 39 per 100,000 deaths, despite being a bigger portion of the U.S. population. Overall, men faced a rate of 52 per 100,000 deaths.

Lead author Frank Edwards, an assistant professor in the School of Criminal Justice at Rutgers University, studied federal data from 2013 to 2018 that was pulled from the National Vital Statistics System. Each year, those numbers are compiled from death certificates. He also used Fatal Encounters data, which uses media reporting and social media to count how many police-involved deaths occur nationwide and identify each victim’s demographic information.

That risk is greatest between ages 20 and 35 for Black men and women overall, and Black men are far more likely than women to be killed by police, Edwards said. He noted that the numbers they have are “conservative” and said that many killings likely go unreported. More data is needed to understand the scale and scope of this problem, he said.

On Aug. 9, 2014, police officer Darren Wilson shot and killed Michael Brown, an unarmed teenager, in Ferguson, Missouri, sparking national outrage. The Black Lives Matter protest movement grew out of that moment, and debate continues about how and why people of color are targets for police violence.

Over the years, police-involved shootings of unarmed people of color further fueled efforts to increase accountability of public safety officials and better understand the needs of the communities they are meant to serve.

In 2016, the Pew Research Center surveyed the public’s opinions about police performance and found wide gaps in perception between black and white respondents, said Rich Morin, a pollster and senior editor for Pew. In the survey, only 33% of African Americans said police do a good or excellent job of using the right amount of force in each encounter compared to the 75% of white Americans who believed in the judgement of police. “Blacks and whites live in two very different worlds with two very different worldviews on a variety of issues. One of those areas is police,” Morin said in 2016.

In this latest study, the results are “definitely not an overcount,” Professor Edwards said. Edwards and his team analyzed the Fatal Encounters database, started by another researcher, Brian Burghart. To build the database, Burghart relied on public records requests and crowdsourced data. Researchers included data gleaned from killings recorded by the media and victim details pulled from social media to identify officer-involved fatal shootings and the demographic details of victims.

Research has also shown that police killings of unarmed African Americans negatively affects the mental health of Black adults in the states where the fatal incidents occur, according to a study published June 21, 2018 by the British publication, The Lancet, an independent, international weekly medical journal, https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(18)31130-9/fulltext

The report focused on the mental well-being of Black adults who are not directly involved in acts of police violence, adding to a body of research that suggests the killings are “a public health issue,” said Dr. Atheendar S. Venkataramani, one of the study’s lead authors.

The Lancet study offers a better sense of how police violence is felt on a population level. Researchers used self-reported responses from a national mental health survey and data from a police shooting database to compare the effects on mental health of Black adults months before, and after, a police killing.
What they found was a “substantial” impact of police killings on the mental well-being of African Americans in the states where the police violence happened, said Dr. Venkataramani, Assistant Professor of health policy at the University of Pennsylvania.

The study shows “that having a reminder of structural racism and its pervasiveness is something that gets under the skin to influence the mental health of Black Americans,” Dr. Venkataramani said.

Dr. Venkataramani worked along with several other researchers to analyze the hundreds of thousands of self-reported responses from the Behavioral Risk Factor Surveillance System, a national survey conducted by the Centers for Disease Control and Prevention every year. The BRFSS is a telephone survey that randomly selects more than 400,000 U.S. adults each year to ask them a set of brief questions about their health.

Researchers in The Lancet study looked at responses from African Americans about their mental health in states where a police killing of an unarmed black American had occurred up to three months before the telephone survey. When adjusted to make the survey nationally representative of the country, the number jumps to 49%.

When asked how many days in the last 30 days their mental health was “not good,” there was an increase in the number of African Americans reporting it was “not good.” The largest effects on mental well-being also occurred in those first two months.

The study estimates that police killings could mean 1.7 additional poor mental health days per person per year. All-together, that accounts for 55 million additional poor mental health days per year for African Americans in the general U.S. population.

For white Americans, however, no negative health effects were found among the more than 950,000 adults who responded to the BRFSS survey. Researchers wanted to get a sense of whether white Americans were substantially affected by these incidents, but they did not find any impacts for that group, Dr. Venkataramani said.

The team also found that the police killings of “armed” African Americans had little effect on the mental health of Black or white adults. However, Dr. Venkataramani said police killings of “unarmed” African Americans has a “very specific interpretation” in the U.S. “The fact that the victim was unarmed evokes a lack of justice, a sense of unfairness,” and the study’s results underlines the U.S. history of structural racism and state-sanctioned violence against black people. “I think it wasn’t so surprising to us as it was so striking,” he said.

In summation, Dr. Venkataramani stressed that the team’s findings add to the growing body of evidence that policymakers, such as the NBCSL, should act accordingly to mitigate these harmful effects when police shootings occur.


3 Laura Santhanam, PBS NewsHour, Blacks, whites live in ‘different worlds’ when it comes to police relations (September 29, 2019).

CLEAN DRINKING WATER A PROBLEM FOR MILLIONS, PARTICULARLY AFRICAN AMERICANS

WATER IS ONE OF THE EARTH’S MOST PRECIOUS NATURAL RESOURCES. All living plants, animals, insects, birds, and the fish in our seas require water to live. Over 71 percent of our planet’s surface is water with salt water comprising 95 percent of the total. Icecaps and glaciers are composed of water and there is water in the soil. The freshwater that all citizens in the United States need to drink comes from rain, rivers, lakes, and underground. Regardless of the variety of water sources, there are millions of African Americans living in cities and towns across the United States who have unsafe water to drink.

According to an article in USA Today in August 2017, as many as 63 million people, or almost one fifth of the population in the United States, are exposed to unsafe drinking water.¹ This is due to decades of industrial dumping in our rivers and streams, run-off from farm pesticides and fertilizers, and water plant pipe deterioration. Public doubt about drinking water is widespread in many black communities, including in Milwaukee where 70,000 homes are connected to the city’s water system with aging lead pipes, many of which run under low-income and African American communities.²

The lead pipes – along with the 130,000 homes with lead-based paint – contribute to the high numbers of poisoned children, according to a 2014 Report on Childhood Lead Poisoning in Wisconsin. In Flint, Michigan, it was discovered in 2014 that the water taken from the Flint River was the genesis of elevated levels of lead that contaminated the
city’s drinking water. Lead poisoning is unforgiving yielding devastating short and long term health outcomes.

Short-term lead exposure can cause symptoms such as headaches, constipation, and abdominal pain. In children, low levels of lead exposure have been linked to damage of the central nervous system, hyperactivity, behavioral problems, and learning disabilities. Long term exposure can cause children to have impaired hearing, develop anemia, and stunt their growth. If a woman is pregnant, the fetus may not grow properly and/or she can experience a premature birth. Although most black women give birth at term, on average, black women are about 60% more likely to have a premature baby compared to white women according to the Centers for Disease Control (CDC).

Safe drinking water is also an issue in many black rural communities that are poverty stricken in Alabama, Louisiana, North Carolina, South Carolina, Texas and other states in the south where residents depend upon old water systems. Many of the communities are located near businesses that create waste which pollutes the water.

A 2012 report from a group of international water policy and environmental justice experts points to studies showing that African Americans are more than twice as likely as non-Hispanic whites to live in homes with substandard plumbing. For African Americans living in rural settings, households are three times as likely as their white counterparts to lack plumbing. In Uniontown, Alabama, black residents blame a swell of gastrointestinal complications on the waste from a nearby catfish farm they say pollutes their drinking water. In parts of North Carolina, poverty stricken African Americans sometimes rely on contaminated wells for their drinking water.

A national water analysis of water violations from the U.S. Environmental Protection Agency (EPA) found that tens of millions of Americans are drinking contaminated water – particularly in small, low-income and minority communities. Water system infrastructures are getting older and a lack of appropriate funding to remedy the situation are the major issues that pose a threat to public health. Many local water treatment plants in small, minority communities do not have the resources to purchase the necessary equipment required to filter out the contaminants in the water that can range from chemicals from factories, arsenic that is found naturally in rock, and fecal matter from farms. So a logical question is why hasn’t the issue of safe drinking water been resolved?

The quality of drinking water is often dependent upon the wealth and racial makeup of communities. Small, poor communities and neglected urban areas are sometimes left to figure out how to solve their water problems with little or no help from the state or federal government. African Americans are growing more concerned about drinking water. A Gallup poll taken in 2017, reported that 80 percent of nonwhite respondents now worry a great deal about their water systems, up from 73 percent in 2015.

Estimates to upgrade will vary depending on the size of a community’s water system and the condition of the pipes. The EPA estimated that local water systems will need to invest $384 billion in coming decades to keep water clean with the cost per person more than twice as high in small communities as in large towns and cities. Another problem is that small communities with predominantly African American populations aren’t sure if their water is safe because many water systems don’t test properly or report the results.

Water is the essence of life and the National Black Caucus of State Legislators (NBCSL) believes it is imperative all citizens living in cities, towns, and rural America have safe drinking water. Last year, NBCSL adopted Resolution ETE-18-22, A RESOLUTION PROMOTING A CLEAN, SAFE, AND RELIABLE WATER SUPPLY. The water crisis in Flint was the impetus for the Resolution which encourages municipalities and all other providers of water service to pursue the full range of options for assuring that the water infrastructure is safe, modern, and accessible as possible.
The NBCSL RESOLUTION cites data from the American Society of Civil Engineers (ASCE) which has assigned the nation's drinking water infrastructure a grade of ‘D’ in its most recent infrastructure Report Card, estimates that $1 trillion in new investment is needed over the next 25 years to modernize the nation's water system infrastructure. NBCSL encourages all federal and state officials, members of the U.S. Congress, the President, and Vice President of the United States to act now and ensure that all citizens have access to safe, clean drinking water.

In September 2019, Senator Kamala Harris, introduced legislation in the Senate designed to ensure all Americans, particularly those in at-risk communities, have access to safe, affordable drinking water. The “Water Justice Act” would invest almost $220 billion in clean and safe drinking water programs with priority given to high-risk communities and schools. In addition, the Harris plan would declare a drinking water infrastructure emergency earmarking $50 billion toward communities and schools where water is contaminated to test for contaminants and to reduce the toxic infrastructure.

In conclusion, access to safe and affordable drinking water is a right, not a privilege. NBCSL will not rest on this issue and will continue to advocate for changes within the state and federal governments to replace antiquated water systems and ensure that all Americans, particularly communities of color, have access to clean drinking water.

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3 B. Kitchin,. Potter, W., and Reese, A. (2017) Crumbling Pipes, Tainted Water Plague Black Communities. The Center for Public Integrity
4 Mock, B. (2016) If You Want Clean Water, Don’t Be Black. City Lab
6 Mock, B. (2016) If You Want Clean Water, Don’t Be Black. City Lab
Americans spend more for prescription drugs every year than people in any other country in the world. Prescription drugs are literally a lifeline for many who take medications to manage a myriad of chronic illnesses such as hypertension, diabetes, hypothyroidism, and other conditions. The U.S. Department of Health and Human Services estimates that prescription drug expenditures in the United States eclipsed $457 billion in 2015, which reflects the amount of money consumers spent to purchase their medications from pharmacies and other retail distributors.1

The United States has the highest total drug spending and the highest per capita pharmaceutical spending among developed countries. Americans spend on average about $1,200 on prescription drugs each year, according to figures from the Organization for Economic Cooperation and Development. That’s more than people in any other developed country in the world.

In other nations, prescription drug prices are basically controlled by the government, while in the United States, drug pricing is left to the pharmaceutical companies and competition. The drug companies generate more profits in the United States than in any other country in the world. This is a double edged sword since rapidly escalating prescription drug prices require individuals to sometimes choose between purchasing life sustaining medications or buying food and other necessities. Prescription drug prices can also lead some patients to skip their doses of medicine or split the pills to save money. African Americans and other people of color are the most vulnerable to these practices because they make less money than whites and need to take prescription drugs to treat the wide range of health disparities that plague the population.

Most African American adults 50 and over take prescription medications on a daily basis and believe the prices of prescription drugs are unreasonable. A recent AARP Prescription Drug Survey among African Americans reports that almost half of the blacks surveyed said they did not fill a prescription provided by their doctor due to the cost.2 African Americans that participated in the survey agreed that pharmaceutical companies are more focused on making profits than on helping people.

Even as more African Americans have health insurance coverage since the Affordable Act was passed, insurance companies are increasingly asking people to pay a larger share of their costs. Consumers may also pay more if they are covered by insurance plans that require them to pay a set co-payment. Adding insult to injury, consumers may also face penalties if they don’t use their insurance and pay cash for their prescriptions to save money. In many cases, insurance companies won’t let individuals apply those purchases to a deductible or out-of-pocket spending maximum.

When prescription drug prices go up, it affects all Americans with insurance coverage and those without coverage. Uninsured Americans are three times as likely as adults with private coverage to postpone or skip a prescription because they can’t afford it. Fourteen percent of people with health insurance didn’t fill a prescription or skipped doses of their medication because of the cost in 2016.

“Rising drug prices can impact uninsured or under insured patients, patients with high-deductible plans, those in the deductible phase of their plans, the government as a payer, and all Americans in the form of higher premiums,” said Immaculada Hernandez, an assistant professor at the University of Pittsburgh School of Pharmacy.3 Ultimately, increasing the cost of existing
medications benefits drug makers and insurers. Having health insurance is supposed to save the public money on prescription drugs, but increasingly consumers are discovering that doesn’t necessarily happen. Today high drug prices have created a public outcry as insurance companies require consumers to absorb more of the costs for prescription drugs. To counter this, people are learning they can sometimes get better deals for their prescriptions than what their insurance companies can offer. Prescription medications are caught in a web that includes drug companies, pharmacies, insurance companies, and others who all take a portion of the profits. Facing stiff competition, some pharmaceutical companies are in the process of striking deals with insurance companies to favor and provide an unfair advantage to their brand name products over cheaper generics.

Generic drugs, many of which are manufactured in China, India, and other countries, dominate the U.S. pharmaceutical market and account for almost 90 percent of all prescriptions filled in the United States. Most people know to ask for a cheaper generic drug when they are prescribed a medication by a physician. It’s an option that can drastically reduce the cost of a prescription and save an individual hundreds if not thousands of dollars each year. Some insurers require members to have prescriptions filled with brand-name drugs and do not charge them more than for generics. But 29 percent of Americans with health insurance paid for by their employer have a high-deductible insurance plan, which means they shoulder the cost difference between branded and generic drugs which leads to individuals paying the full retail price for medications until they have paid out thousands of dollars.4

Other ways to save money on prescription drugs include ordering by mail; asking the pharmacist for the cash price to compare it to the insurance cost; inquiring if you can receive samples to test the medication; use pharmacy discount cards; and simply shop around to compare the cost of the prescription at different retail outlets and pharmacies.

National Black Caucus of State Legislators (NBCSL) understands the dire need to devise a solution to ensure that prescription drugs are affordable for all citizens. Resolution HHS-18-24 was written to improve patient affordability of all medicines, particularly since a person’s health insurance coverage determines what is paid “out-of-pocket” at the pharmacy. NBCSL believes greed is playing a role in escalating prescription drug prices and that pharmaceutical companies should be prohibited from restricting new generic drugs from entering the marketplace. NBCSL also believes drug companies should justify any dramatic price hikes in existing medications. Dramatic price increases will immediately impact the ability of millions of African Americans to afford life saving drugs.

African Americans are very susceptible to rapidly increasing prescription drug prices due to the income and wealth gap that exist between blacks and white. In addition, almost thirty-two percent of blacks versus fifteen percent of whites are on Medicaid, which has limits on some of the prescription drugs that are covered. With the plethora of diseases ranging from sickle cell anemia, lupus, alzheimers, diabetes, heart disease, and other health conditions that afflict African Americans, prescription medications are a necessity in helping to provide quality treatment, a better quality of life, and longevity. Prescription drugs must be made affordable so that all citizens can benefit from old and new medications that will improve the health and well being of people across the nation.

1 Bose, Dr. Sudip. (2017). The High Cost of Prescription Drugs in the United States. Huffington Post
3 Blumberg, Yoni. (2019). Here’s Why Many Prescription Drugs in the U.S. Cost So Much —and It’s Not Innovation or Improvement. CNBC.com
ARTICLE I
Name:

Section 1. The name of this organization shall be: The National Black Caucus of State Legislators (NBCSL).

Section 2. Offices of NBCSL shall be in such localities as shall be determined by the National Executive Committee.

ARTICLE II
Purposes:

Section 1. The purposes and objectives of NBCSL shall be:

(1) To seek the fulfillment of the goals and aspirations of Black and other disadvantaged Americans by having a major forum primarily for Black State Legislators interested in improving the quality of life for Black and other disadvantaged Americans.

(2) To conduct research and planning and to take appropriate legislative and administrative action directed toward the improvement of living, working, housing, health and educational conditions of people in our respective communities, with the view of lessening the burdens of government in our respective communities in America.

(3) To develop community knowledge and understanding of such conditions and the means to alleviate the same by preparing and publishing and assimilating through all available media of communications, studies, data and information relating to such conditions.

(4) To seek and foster interstate cooperation and to advocate the effectiveness, independence and integrity of the respective Legislatures as equal coordinated branches of government in the several states, territories and commonwealths of the United States.

(5) To stimulate and develop economic growth within minority communities through research and the development of economic tools to stimulate minority owned and operated businesses. To network with corporations to create jobs, housing and business opportunities.

(6) To undertake and accomplish the foregoing on its own initiative or with the cooperation, assistance or support from any one or more governmental agencies, instrumentalities, organizations, associations or individuals including, but not limited to, the National Conference of State Legislatures.

Section 2. NBCSL shall not, at any time, directly or indirectly participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office.

Section 3. NBCSL does officially recognize a section within NBCSL to be known as the African American Legislative Staff Coordinating Committee.

ARTICLE III
Membership:

Section 1. The membership of NBCSL shall consist of three classes of membership: (a) Regular (voting), (b) Associate (non-voting) and (c) Legislative Staff (non-voting).

Section 2. Regular Members: Any current Black member of a State Legislature who has tendered the amount of dues required for membership shall be eligible for Regular Membership. Members of this class shall have the right to vote on any matter being considered by the organization.

Section 3. Associate Members: Any former legislator who is interested in furthering the goals of the organization and who will have tendered the amount of dues required for membership shall be eligible for associate membership. Members of this class shall have the same rights and privileges as the Regular Members except that Associate Members shall not have the right to vote or hold office within the organization.

Section 4. Legislative Staff Members: Any person employed by a legislative branch of government who will have tendered the amount of dues required for membership shall be eligible for Associate Legislative Staff membership. Members of this class shall have the same rights and privileges as the Regular Members except that Legislative Staff Members shall not have the right to vote or hold office within the organization, except as officers or executive committee members of the African American Legislative Staff Coordinating Committee.

Section 5. Dues: The National Executive Committee shall levy dues upon all members in such amounts and for such periods as may be determined by resolution of the National Executive Committee. The National Executive Committee may make regulations necessary to enforce the collection of such dues, including the provisions for the termination of membership, upon reasonable notice, for nonpayment of such dues and for reinstatement of membership.

Section 6. Suspension and Transfer of Membership: The right of a member of the organization to vote, and his or her right, title and interest in or to the organization or its property, shall cease on the termination of membership. The failure of any member to pay annual dues shall result in suspension of membership and voting rights until all dues are paid in full. No member may transfer membership or any right of membership.
ARTICLE IV
Other Organizations:

Section 1. NBCSL, by vote of the National Executive Committee, may cooperate with or establish relationships with such other groups, public or private, as may seem most likely to advance the purposes of NBCSL.

Section 2. NBCSL shall direct special effort toward cooperative work with those bodies that represent local and state governments.

ARTICLE V
Meetings Of Members:

Section 1. NBCSL shall meet annually, during the month of December, at such a time and place as may be determined by the National Executive Committee.

Section 2. Special meetings of NBCSL may be called by the National Executive Committee at any time, or shall be called by the President upon request of at least six (6) NBCSL regions. The meeting shall be held within forty-five (45) days after filing of the request with the Executive Director, and the business to be transacted at any special meeting shall be stated in the notice thereof, and no other business may be considered at that time.

Section 3. Time: Written notices of Annual and Special meetings of NBCSL shall be provided by the Executive Director, but not less than ten (10) days prior to the opening of the meeting.

Section 4. Quorum: One-fourth (1/4) of all the Regular Members in good standing, present in person, shall constitute a quorum at the Annual Meeting of the membership of this organization for the transaction of business. All other meetings of NBCSL shall require at least ten (10) members for a quorum in order to transact business.

Section 5. Voting: Every Regular Member of the organization shall be entitled to one vote. Except as otherwise specified in the Articles of Incorporation or these bylaws, a majority of affirmative votes cast by those voting members present at a duly called meeting shall represent the actions taken by the organization.

Section 6. Resolutions: Any Regular Member in good standing may bring a resolution to the attention of the membership for consideration. If any resolution is adopted by an appropriate committee of the organization and a majority of those present at a duly called meeting of the membership, it shall represent an adopted resolution of the organization.

If a resolution is offered from the floor of the duly called meeting without being referred to or adopted by a committee, a two-thirds (2/3) majority vote by those voting members present must be obtained in order for a resolution to be an adopted resolution of the organization.

Section 7. Rules: Rules governing the conduct of meetings shall be recommended by the National Executive Committee and adopted by NBCSL. Procedures of annual or special meetings of NBCSL, except where specified in the adopted rules of these bylaws, will conform to Robert’s Rules of Order.

ARTICLE VI
Officers:

Section 1. The officers of NBCSL shall be a President, President-Elect (who shall be of opposite sex), Vice President; Immediate Past President; Secretary; Financial Secretary; Treasurer; Parliamentarian; Chaplain (Ex-officio); and such other officers as may be appointed in accordance with the provisions of Section 2 of this Article.

Section 2. Subordinate Officers: The National Executive Committee may, from time to time, select other officers, including but not limited to, one or more assistant secretaries and one or more assistant treasurers each of whom shall hold office for such period, having such authority and perform such duties as provided in these bylaws, or as the National Executive Committee may, from time to time, determine.

Section 3. Election and Term of Office: The officers of the organization, except those appointed by Section 2 of this Article, shall be elected every two years, commencing in 2010, by the members, and each such officer shall hold office until the next election and until his or her successor shall have been elected and qualified or until his earlier death, resignation or removal. Provided, however, the President, President-Elect and Vice President shall be eligible to serve for only one, two year term. Once elected and sworn in at the Annual Conference, said officers shall take office on February 1st.

Section 4. Floor Nominations: Additional nominations may be made from the floor for the offices of a President-Elect; Vice President; Secretary; Financial Secretary; Treasurer and Parliamentarian.

Section 5. Resignation: Any officer may resign at any time by giving written notice to the National Executive Committee, or to the President or the Secretary of the organization. Any such resignation shall take effect immediately upon the date of receipt of such notice or at any later time specified therein and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.
Section 6. Vacancies: A vacancy in any office because of death, resignation, disqualification, or any other cause, shall be filled by the National Executive Committee. If the office is one for which these bylaws prescribed a term, then the vacancy shall be filled for the unexpired portion of the term.

ARTICLE VII
Duties Of Officers:

Section 1. The President shall serve as chairperson of the National Executive Committee and as a member, Ex-officio, with the right to vote, on all committees with approval or authorization of the National Executive Committee. The President shall preside at all meetings of NBCSL. The President shall sign, execute and acknowledge by the National Executive Committee, except in cases where the signing and execution thereof shall be expressly delegated by the National Executive Committee, or by these bylaws, to some officer or agent of the corporation. The President shall perform such other duties as are incidental to the office of the President or as may be prescribed by the National Executive Committee.

Section 2. (1) The President-Elect shall perform the duties of the President in the event of the President’s absence or inability to serve. The President-Elect shall perform such other duties as may from time to time be assigned to him or her by the National Executive Committee or by the President.

(2) The Vice President shall perform the duties of the President-Elect in the event of the President-Elect’s absence or inability to serve. The Vice President shall perform such other duties as may from time to time be assigned to him or her by the National Executive Committee or by the President.

(3) The Immediate Past President shall serve as the President of the National Black Caucus of State Legislators’ Foundation and such other duties as may from time to time be assigned to him or her by the National Executive Committee or by the President.

Section 3. (1) The Secretary shall attend all meetings of the members and of the National Executive Committee and shall record all the votes of the members and of the Committee members and the minutes of the meetings of the members and the National Executive Committee and of committees of the organization in a book or books to be kept for that purpose; shall see that the notices are given and records and reports are properly kept and filed by the organization as required by law; shall be the custodian of the seal of the corporation and see that it is affixed to all documents to be executed on behalf of the corporation under its seal; and, in general, shall perform all duties incident to the office of Secretary, and such other duties as may from time to time be assigned to him or her by the National Executive Committee.

(2) The Financial Secretary shall serve as Chair of the Budget Committee and shall appropriate all funds and develop appropriate line items for expenditures of the National Black Caucus of State Legislators. He or she shall prepare annual internal audits and such other audits as may be deemed necessary for the efficient operation of the organization.

(3) The Chaplain shall serve as the religious advisor to the National Black Caucus of State Legislators and shall perform duties as may from time to time be assigned to him or her by the National Executive Committee or by the President. The Chaplain shall be appointed by and serve at the pleasure of the President.

Section 4. The Treasurer shall have the power to sign checks, notes, bills of exchange; shall have or provide for the custody of the funds or other property of the corporation and shall keep a separate book account of the same to his credit as Treasurer; shall collect and receive or provide for the collection of funds by the corporation; shall deposit all funds in his custody as Treasurer in such banks or other places of deposit as the National Executive Committee may from time to time designate; shall, whenever so required by the National Executive Committee, render an account showing his transactions as Treasurer; shall discharge such other duties as may from time to time be assigned to him or her by the National Executive Committee.

Section 5. The Parliamentarian shall rule on all questions of procedure which come before NBCSL and the National Executive Committee. The Parliamentarian shall make sure order and decorum is preserved at all meetings of NBCSL.

Section 6. Salaries: Elected officers shall receive no salaries. The salaries or other compensation of the staff, other employees and agents shall be fixed from time to time by the National Executive Committee. Elected officers may, however, be reimbursed for such expenses as are necessary for the conduct of their responsibilities or in the performance of their duties.

ARTICLE VIII
National Executive Committee

Section 1. The National Executive Committee is the governing body of NBCSL. The National Executive Committee and NBCSL officers shall have supervision, control and direction of the affairs of NBCSL, its committees and publications; shall implement the polices of NBCSL; shall actively prosecute its objectives, and supervise the disbursement of its funds. The National Executive Committee...
Committee may adopt such rules and regulations for the conduct of its business as shall be deemed advisable and may, in the execution of the powers granted, delegate certain of its authority and responsibilities to committees, divisions, sections, officers, and the Executive Director. The National Executive Committee shall have powers of the organization except those specifically reserved or granted to the members of the Articles of Incorporation or by these bylaws.

Section 2. The National Executive Committee shall be composed of fifty-four (54) Legislators: President; President-Elect; Vice President; Secretary; Financial Secretary; Treasurer; Parliamentarian; Chaplain; twenty-four (24) Legislators, two (2) from each of the twelve (12) NBCSL regions of the United States; twenty-one (21) Legislators elected at large at the National Conference; and the immediate Past President of NBCSL.

Section 3. Twenty-one (21) Legislative members of the National Executive Committee shall be elected at the Annual Meeting by a vote of the members. The Nominating Committee, acting under Article IX, Section 1, shall present to the Annual Meeting a complete list of nominees to NBCSL. Additional nominations may be made from the floor at the Annual Meeting. Vacancies within the Executive Committee between Annual Meetings may be filled by the President. To qualify for a second or subsequent term under this section, a member must have attended at least 50% of the National Executive Committee meetings during their term.

Section 4. Twenty-four (24) Legislative members of the National Executive Committee shall be selected by the twelve (12) NBCSL regions of the United States by the following method: the twelve (12) NBCSL regions of the United States shall have a caucus during the Annual Meeting in which elections to the National Executive Committee shall be held and select two (2) Legislators to represent that region. The Regional Chair and Vice-Chair shall be from different states whenever possible. The names of the Legislators representing the region shall be submitted to the Secretary of NBCSL.

Section 5. Term of Office: Each National Executive Committee member shall hold office for a two-year term and until his successor shall have been elected or qualified or until his earlier death, resignation or removal.

Section 6. Ex-officio members: The National Executive Committee shall select, for a one-year term, two (2) members of the Corporate Round Table and the Labor Round Table to be Ex-officio members of the Executive Committee. The Ex-officio Corporate Round Table members shall be non-voting members of the National Executive Committee and shall serve a two year term. The National Executive Committee may exclude the non-voting members for any closed caucus meetings of the Committee, whenever the Committee deems it necessary.

Section 7. Executive Director as Ex-officio Member: The Executive Director shall serve on the National Executive Committee as a non-voting Ex-officio member.

Section 8. Chair African American Legislative Staff Coordinating Committee Chair: The Chair of the African American Legislative Staff Coordinating Committee shall serve as a non-voting Ex-officio member of the National Executive Committee.

Section 9. Twenty percent (20%) of the National Executive Committee’s membership shall comprise a quorum. On any vote not otherwise specified, a simple majority of the members present is required for passage.

Each member shall be entitled to vote on any matter coming before the Committee. Voting rights of the member shall not be delegated to any other person or exercised by proxy.

Section 10. Regular meetings of the National Executive Committee shall be held no less than two (2) times a year at such time and place as the Committee shall decide. No more than one (1) meeting during the Annual Meeting of NBCSL may be used to satisfy this requirement. Absence from two (2) Executive Committee meetings within a year, without cause, shall be grounds for removal.

ARTICLE IX

Section 1. Nominating Committee: A Nominating Committee of fifteen (15) members shall be selected by the President at least ninety (90) days prior to the next Annual Meeting in a year in which elections are to be held. The President shall name the chairperson of the Nominating Committee. The Nominating Committee shall present, at the Annual Meeting, a slate of candidates for the election to the National Executive Committee including the offices of President, President-Elect; Vice President, Secretary, Financial Secretary, Treasurer, and Parliamentarian.

Section 2. The Chairperson of the Nominating Committee shall preside over the elections of all officers and the elections of all at-large National Executive Committee members.

Section 3. The President shall refer any resolutions offered at the Annual Meeting to Committees of NBCSL that have been authorized by the National Executive Committee. Any Resolution which results from the interim work of a regularly authorized Committee of NBCSL may be discussed and acted upon at any appropriate session during the Annual
Meeting, provided the resolution relates to the Committee’s purpose and the National Executive Committee approves of the scheduling of such discussion and action.

Section 4. There shall be a Rules Committee, a Budget Committee, a Finance Committee and such other committees as the National Executive Committee may authorize.

Section 5. There shall be a Site Selection Committee of (10) members selected by the President to review bids to host the NBCSL annual meeting and make a recommendation to the entire membership on the convention site. The Executive Director of NBCSL shall be an Ex-officio member and Chair the committee.

ARTICLE X
Budget Committee:

Section 1. The Budget Committee shall make budget recommendations to the National Executive Committee. The National Executive Committee shall submit to NBCSL, at its Annual Meeting, a proposed budget for the coming fiscal year for consideration and adoption by NBCSL. The National Executive Committee may approve transfer of funds within the budget adopted by NBCSL or amend the budget based upon changed revenue projections during the course of the fiscal year by a majority vote for the entire National Executive Committee.

Section 2. The accounts of NBCSL shall be audited by an independent certified public accountant retained by the Executive Director with the approval of the National Executive Committee. Such audit shall be reported to the National Executive Committee by the end of September and to NBCSL at its Annual meeting. The audit shall be a two year audit every two years beginning in 2012.

ARTICLE XI
Dissolution:

Upon the winding up, dissolution or change in the non-profit status of this corporation, no part of the corporate net earnings or assets shall inure to the benefits of its officers, directors or private individuals. In fact, these earnings or assets shall be distributed to and among other tax exempt organizations as defined in the Internal Revenue Code Section 501 (c) (3) as amended.

ARTICLE XII
Amendments:

NBCSL, at any Annual Meeting, may amend these bylaws by a three-fifths (3/5) majority vote of all members present and voting, provided that a notice of such amendments be filed with the Executive Director at least thirty (30) days prior to the meeting. Upon receipt of a copy of the proposed amendments, the Executive Director shall forward copies thereof to the entire membership not less than ten (10) days prior to such meeting.

Voted on and amended on December 5, 2009

ARTICLE XIII
Executive and Staff:

Section 1. Executive Director. The Executive Committee shall appoint an Executive Director and determine the terms and conditions of employment.

Section 2. Duties of Executive Director. The Executive Director shall be the chief administrator of the Conference, responsible for all management functions under the direction of the officers and Executive Committee. The Executive Director shall manage and direct all activities of the Conference as prescribed by the Executive Committee and shall be responsible to the Committee. The Executive Director shall employ members of the staff necessary to carry on the work of the Conference, shall fix their compensation within the approved budget, subject to the direction and approval of the officers and Executive Committee, supervise them in the conduct of their duties, and terminate them as necessary.
The National Black Caucus of State Legislators (NBCSL) has experienced phenomenal growth over the past decade. The organization’s remarkable progress and outreach are direct results of the effort of the legislative membership and the dedication of our staff and consultants. We extend special thanks and acknowledgement to those who are responsible for the daily administration of our national office and this conference. Your dedication to our mission is greatly appreciated.

NBCSL STAFF
- Juanzena Johnson
  Executive Director
- Joe Grant
  Deputy Director
- Linda Mayo-Rice
  Office Manager
- Fabienne Antoine
  Lead Policy Associate
- Aicha Thomas
  Membership Associate

NBCSL CONSULTANTS
- Tanya Cook
  President’s Strategic Initiatives
- Brandt Thorington
  ALC Policy Associate

NBCSL VOLUNTEERS
Indira Bokobza
George Wingate

TECH AGILITY
Wayne Roach
Tina Roach

CONCEPTUAL GENIUSES
Kimberly Singletary
Yolanda Arrington
Mtheto Chisala
Brianna Downing
Jane H. Kim
Krystal Oliver
Dean Radcliff-Lynes
David Thompson

CONFERENCE DIRECT
Doralen McClinton

FLORIDA PLANNING
- Tatyana McCall
  McCall Diversified Enterprises
- Brandon Johnson
  District Aide to Rep. Kamia Brown
- Ebony Pardo
  District Senior Executive Secretary to Rep. Bobby DuBose
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