HUMAN & CIVIL RIGHTS ASSOCIATION OF NEW JERSEY (HCRA)

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HISPANIC OR LATINO? THE "RIGHT WORDS"

DiversityInc. Is publishing a series of stories by Raymond Arroyo, chief diversity officer of Aetna to clarify and provide a historical context regarding diversity-related terminology commonly used in American Culture today.

The first series was "What's in a Name: Who is an African American? The current (second) series is "What's in a Name: Is It 'Hispanic' or 'Latino?' Following are excerpts from the Hispanic series. [www.diverstyinc.com]

Background

The ancestry of the U.S. Latino population is linked to the following regions, in alphabetical order: Central America, Greater Antilles, Mexico, South America and Spain. If the U.S. Latino population represented a country, it would make up the second-largest Hispanic "nation" in the world, second only to Mexico.

U.S. Latinos share many traits including similar experiences, values and viewpoints that generally unite them. They often—but not always—speak Spanish and carry a Spanish surname. While Hispanics are not classified as a race, they include biracial and multiracial individuals... There isn't one "look" that identifies all Latinos.

Most Common Terms

Latino—An individual with roots that go back to any of the Spanish-speaking countries. The term "Latino" can be used for a man or woman but "Latina" is used for women only. The term "Latino" began to be broadly used in the late 1980s when a younger generation started using it to replace the term "Hispanic."

Hispanic—A term that was originated by the Census Bureau n the 1960s. It was used as a way to capture all the people whose backgrounds included any of the Spanish-speaking countries. The term is gender neutral.

Mexican American—An American citizen of Mexican descent. This term gained popularity in the 1980s.

Latin — The official and ancient language of the people of the Roman Empire. It is a term that is generally not used to refer to someone who is Latino.

Chicano — An American citizen of Mexican descent who has a strong sense of Mexican-American ethnic identity. This term was regularly used in the 1960s, mostly in the Southwest, and by the 1970s it was the preferred term used to refer to Mexican Americans. It isn't used widely today except in some parts of the country, like Chicago.

It is also important to note that there are regional terms used across the country, such as *Tejanos* in Texas or *Hispanos* in New Mexico.

Bottom line: "Latino" and "Hispanic" are terms used in the United States to identify individuals whose ancestry comes from a variety of countries where Spanish is their main language. Both terms are generally acceptable, although there is a slight preference for the term "Latino."

WORKPLACE BULLYING

Bullying at work is the repeated, malicious, health-endangering mistreatment of one employee (the Target) by one or more employees (the bully, bullies). The mistreatment is **psychological violence**, a mix of verbal and strategic assaults to prevent the Target from performing work well. It is illegitimate conduct in that it prevents work getting done. Thus, an employer's legitimate business interests are not met.

Perpetrators are women and men who torment women and men of all races and ages, in all workplaces, regardless of size or type of business. All harassment is bullying as long as the actions have the effect, intended or not, of hurting the Target.

If the bullying occurs specifically against a protected class, it is discrimination and/or harassment.

Bullying is not abuse. Abusers have victims and their victims suffer physical violence unlike Targets of bullying. Workplace bullying involves abuse of power. We often hear someone's memory of torment at work, either theirs or a

(continued on page 3)

PRESIDENT'S MESSAGE

CHANGE that we can believe in. In a Philosophy 101 course, my professor stated that every one hundred years, give or take a few years, there is a change in the human species.

On November 4, 2008, the United States of America elected an African-American, Barack Obama, by a landslide. The people decided that race is not an issue.

The President-Elect is the son of an African (Kenya) father and a Kansas (Caucasian) mother. This new leader has promised to have a government, of the people, by the people and for the people. He hit the ground running by asking for people to reinvest with his new ideas of change with their participation. This diversity of ideas that started with youth — cutting across age race, gender and class — gave rise to an energy that heretofore had not been witnessed since the 1960 election of President John F. Kennedy.

Even the incarcerated awaiting trial were allowed to vote via absentee ballot. The election inspired passion. It was a call to duty.

There is currently an unpopular lame- duck president occupying the White House. This time, the whole world was watching to see the outcome of this election. For people of African-American descent, many saw it in terms of fighting for civil rights that paid off in boycotts and marches and comments from parents, who said, *get an education so that you can be a credit to your race*.

Should we start with Darwin's *Origin of Species* published in 1859, we would see that 1959 is a cusp year. Although the Emancipation Proclamation was signed in 1863, it would take another 100 years for a civil rights movement to be in full force. This cusp year started with the 1955 arrest of Rosa Parks, who refused to yield her seat to a white male.

It must also be remembered that although women have had the right to vote since 1919, they were marginalized with a glass ceiling for some and a cement ceiling for others to break through.

It is a marvelous time to be on the cutting edge of a new future. The world is in the midst of a recession with a new America keyed to ideas and statesmanship. The old America, who sent its Declaration of Freedom to the Mother Country in 1776 was laced in involuntary servitude where its institutions had to be unlaced through the US Supreme Court. As the new President-Elect centered himself in *The Audacity of Hope*, it resonated with a new generation of eyes and ears. We all await this historic swearing-in on January 20, 2009.

President-elect Barack Obama will take office on January 20, 2009 as the 44th President of the United States. The Vice President of the United States will be Joe Biden. The two won the election by a landslide.

2009 GOVERNOR'S CONFERENCE FOR WOMEN

Maya Angelou, award-winning poet, playwright and actress will deliver the keynote address at the 2009 Governor's Conference for Women slated for Tuesday, May 12, 2009 at the Atlantic City Convention Center.

NJ Department of Community Affairs Commissioner Joseph V. Doria, Jr. announced on October 21, 2008, *I am honored to once again be a part of this extraordinary event, where women from across the state and country come together to learn, network and celebrate their diversity. Our conference is designed to educate and empower women from all walks of life. A true Renaissance woman, Dr. Angelou embodies the spirit of this annual event and will inspire and energize all ... attendees.*

Dr. Angelou is hailed as one of the great voices of contemporary black literature and as a remarkable Renaissance woman. From "I know Why the Caged Bird Sings" to her groundbreaking work in television and film, she has opened minds with her lyrical, beautiful poetry and writing.

The theme of the 2009 Governor's Conference for Women is "Shaping the Future." The Conference is hosted by the Department of Community Affairs' Division on Women and is the state's largest and most dynamic educational and networking opportunity for New Jersey women.

Registration is now open for the 2009 Conference and information, registration can be obtained at: www.njwomensconference.com.

Keynote speaker Maya Angelou... a true Renaissance woman ... embodies the spirit of this annual event.

NEWS BRIEFS

- NJ Division on Civil Rights (NJDCR) finds probable case in two disability-related housing discrimination cases involving a private landlord and a condominium association. [Bridge and Milnes 6/12/08]]
- NJ Appellate panel upheld a final agency determination by NJDCR in a case of racism at Subway eatery.[5/8/08]
- African-American campus police chief at Grambling University won $225,000 for retaliation when fired for standing by his choice of a white candidate for the assistant position. [Tureaud v. Grambling State U]
- A White manager was discharged for helping the company's only African American employee who was not receiving health care benefits. [HLS Bonding v. Ohio Civil Rights Commission]
- An employer "acted too quickly" when receiving "no-match letters" by firing the 33 workers after only a three-day timeline to provide verification of legal status. [Aramark Facilities Services v. Service Employees Int. Union #1877]
- A Massachusetts School District's English proficiency testing of only foreign-born teachers was found to be discriminatory and invalid. School Comm. Of Lowel v. Oung]
- Discharge for dishonesty for an employee who took time off due to her diabetes and then used the time to go to Las Vegas for tattoos was found valid. [Hughes v.

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WORKPLACE BULLYING (CONTINUED FROM PAGE 1)

friend's. Workplace bullying is a silent epidemic, national scandal.

Bullying begins as one-on-one harassment and troubles for the Target are complicated by each inappropriate or inadequate response to the cruelty by employers, institutional helpers, and the legal system. It is not the same as uncivil, rude behavior or workplace violence. Yet, the behavior is a risk, and sometimes violent risk, for the employer if ignored long enough.

The world declared war on bullies in 1979 (Sweden) and America entered the fight in 1999. Today, workplace bullying can be addressed within company harassment prevention policies, Employee Assistance Programs, union representatives, as well as through the courts under Title VII of the Civil Rights Act of 1964 and other employment laws.

Ten bullying tactics are: blame for "errors," unreasonable job demands, criticism of ability, inconsistent compliance with rules, and threatening job loss.

Reclaim your dignity and self-respect through bully proofing. The first step is to confront your bully. Next take a realistic assessment of your personal strengths and weaknesses. It is important to remind yourself of how competent you are.

Then, seek help for yourself, and ask your employer to include Workplace Bullying in company training programs. If all else fails, contact a lawyer for employees. [Excerpts from The Bully at Work by Gary & Ruth Namie and *bullyinginstitute.org*.]

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HEALTH CARE IN NEW JERSEY

The New Jersey Department of Human Services (DHS) provides access to mainstream medical care to children and adults. Services are tailored to the needs of families in a variety of situations, whether it be an elderly Medicaid recipient, a low-income worker in a job without health benefits, an individual with a developmental disability, or a family whose child experiences a catastrophic illness.

DHS works in cooperation with Health Maintenance Organizations (HMOs) and locally-based health care organizations throughout the state to help provide this care.

Health care services include: Catastrophic Illness n Children Relief Fund for funds to help cover medical expenses, Health Care for People with Disabilities to manage health care and special services for enrolled beneficiaries, Medicaid that provides health insurance for more than 600,000 very low-income eligibles, and the Office for Prevention of Mental retardation and Developmental Disabilities, a public educational resource to help educate New Jerseyans about factors that can cause developmental disabilities. .

HOLOCAUST EDUCATION

The New Jersey Commission on Holocaust Education commemorated on October 21, 2007 its 25th anniversary of involvement in the advancement of Holocaust/genocide education. The holocaust was an organized attempt to eliminate various ethnic groups through a systematic program of mass killing or genocide.

The Commission was created pursuant to P.L. 1991.c.193(C.18A:4A-1 et seq) to promote Holocaust education in the State of New Jersey. The Commission surveys the status of Holocaust/Genocide Education; designs, encourages and promotes the implementation of Holocaust and genocide education and awareness; provides programs in New Jersey; and coordinates designated events that will provide appropriate memorialization of the Holocaust.

In April of 1994, New Jersey Governor Christine Todd Whitman signed legislation mandating the inclusion of instruction on the Holocaust and genocides in the curriculums of all elementary and secondary school students in the State. It required:

- *Every board of education shall include instruction on the Holocaust and genocides in an appropriate place in the curriculum of all elementary and secondary school pupils.*
- *The instruction shall enable pupils to identify and analyze applicable theories concerning human nature and behavior; to understand that genocide is a consequence of prejudice and discrimination; and to understand that issues of moral dilemma and conscience have a profound impact on life. The instruction shall further emphasize the personal responsibility that each citizen bears to fight racism and hatred* whenever *and wherever it happens.*

(See Section 2.a. and 2.b. in the legislation in Appendix A.)

In anticipation of the mandate, the New Jersey Commission on Holocaust Education published comprehensive curriculum guides for use at the elementary and secondary levels. These guides, the *Holocaust and genocide: Caring Makes a Difference (Grades K-8),* and *The Holocaust and Genocide: The Betrayal of Mankind (Grades 7-12*), were disseminated to all school districts in New Jersey in 1995.

In a 1998 survey conducted by the Commission, the results overwhelmingly revealed the guides were perceived to have been useful to teachers.

The current curriculum guide re-titled The Holocaust and Genocide: The Betrayal of Humanity (Grades 9-12) is the result of an extensive two -year review process and the changes reflect the latest scholarship, learning activities and resources available in the field of Holocaust and genocide education.

All cultures benefit from the work of the Commission, and this was evident during New Jersey Affirmative Action Officers Council (NJAAOC) 25th anniversary ceremony, entitled ***25 Years of Commitment: "Learning from our Past—Reaffirming Our Future,"*** when Dr. Paul B. Winkler, Executive Director of the Commission was one of the five honorees. [10/24/08]

HOUSING POLICY TASK FORCE

On September 17, 2008 the Housing Policy Task Force submitted their recommendations to the Governor of New Jersey toward a comprehensive housing policy.

Task Force members were assigned to a "working" committee based on their interests. Areas around which committees were grouped to prepare recommendations for the steering committee to consider were:

Affordable Housing. Producing and preserving housing opportunities that are affordable to a broad range of incomes.

Homelessness and Special Needs. Addressing homelessness systematically and providing community integrated housing opportunities with support services for people with special needs.

Community Revitalization. Utilizing housing investments as a catalyst to economically environmentally, and socially revive neighborhoods.

Land Use and Planning. Supporting the development of housing that serves the economy the community and the environment well.

Workforce Housing. Producing and preserving housing opportunities that are located near jobs, supported by employers and affordable to a full range of household incomes including middle income.

Interdepartmental Coordination. Aligning departmental policies and procedures to provide more housing opportunities improving the impact and efficiency of government housing programs and services.

[www.state.nj.us/dca]

Task force recommendations for a comprehensive housing policy.

CHILD WELFARE REFORM

One of the most important child protective services functions of a public child welfare agency is to receive and to promptly and appropriately respond to reports of suspected child abuse or neglect.

Commonly referred to as a State's *child abuse and neglect hotline*, the State Central Registry (SCR) is the unit within New Jersey's Department of Children and Families (DCF) that is responsible for receiving and responding to reports of child abuse and neglect.

In 2005, the Independent Child Welfare Panel created under a settlement agreement *Charlie and Nadine H. v. McGreevey*, reviewed SCR operations and found multiple policy, management, and operational problems within SCR. The current formal assessment, 10/20/08, conducted by the federal court-appointed Monitor of New Jersey's child welfare reforms found SCR operations to be well managed, professional, and appropriately focused on the timeliness and the quality of the response to the public's reports of child maltreatment.

Much has been accomplished in the past three years. Overall, the Monitor's assessment found that:

- SCR decision-making is sound and the vast majority of screening decisions are appropriate.
- For the vast majority of calls, screeners collect the information that DYFS case managers need in order to appropriately investigate complaints and assess families in need of services
- The SCR completes its work in a timely fashion and the vast majority of reports or referrals reach the field within three hours of a call to the SCR.
- The majority of calls were handled thoroughly and professionally by SCR screeners.
- In addition to using the SCR to receive and process reports of maltreatment and requests for child welfare services, the SCR call and data tracking system is currently used to keep track of after hours employees and their schedules.

For a complete copy of the report visit: www.cssp.org.

THE POWER OF PERSUASION

We spend the first few moments of our life handing stark naked in a room full of strangers with a doctor in a mask and cloth bootees paddling our backside.

The battle lines are drawn! We will either spend our life being influenced like this, or we'll get control of our world by learning how to influence other people.

These are the first paragraphs in Chapter One of Secrets of Power Persuasion—*Everything You'll Ever Need to Get Anything You'll Ever Want* by Roger Dawson.

Dawson begins with his eight magic keys that control people.

Magic Control Key Number: One — People can be persuaded if they think you can reward them.

Two — People can be persuaded if hey think you can punish them.

Three — Apply the dual pressures of reward and punishment.

Four — People will buy what you're saying, if they think you can both reward and punish them.

Five — People can be persuaded if you have bonded with them. The closer you become to the other person, the more you can influence them.

Six — People can be persuaded if the situation limits their options. If you have situation power over the other person, use it gently. If they have it over you, accept it gracefully.

Seven — People can be persuaded if they think you have more expertise than they do.

Eight — People can be persuaded if you act consistently. The most important power of all is the power of consistency.

Dawson shares, *...Like it or not, we all live in a world where we need to be good persuaders. We need to know how to get other people to see it our way — without threats, without bribes and without manipulation.*

www.penguimputnam.com.

Everything You'll Ever Need to Get Anything You'll Ever Want.

CIVIL RIGHTS ENFORCEMENT

On the federal level, civil rights law enforcement is ensured by the U.S. Equal employment Opportunities Commission. In New Jersey, the Division on Civil Rights (NJDCR) is charged with this task.

Under the New Jersey Department of Law & Public Safety, the Office of the Attorney General, NJDCR enforces the Law Against Discrimination (LAD) within the state of New Jersey based on a individual's race, creed, color, national origin, nationality, ancestry, marital status, domestic partnership status, liability for service in the Armed Forces of the United States, age, sex (including pregnancy and sexual harassment), affectional or sexual orientation, or disability or because of association with these protected classes.

Under the premise that "knowledge is power," NJDCR initiates public awareness programs with special emphasis on knowing the following discrimination types:

Credit & Business Transactions

It is unlawful for a person to refuse to buy from, sell to, contract or otherwise do business with an individual because of the individual's protected class.

Employment Discrimination

The New Jersey LAD prohibits employers from discriminating in any job-related action, including recruitment, interviewing hiring, promotions discharge, compensation and the terms, conditions and privileges of employment on the basis of any of the law's specified protected categories.

The LAD also prohibits harassment based on protected characteristics such (continued on page 7)

NEWS BRIEFS (CONTINUED FROM PAGE 3)

City of Bethlehem, Pa]

- In a clear split of opinion (7th, 9th and 10th Circuits), the D.C. Federal Court ruled that transsexual discrimination fits within Title VII. When the Library of Congress learned that a former U.S. Army Special Forces Colonel was undergoing a male-to-female sex change it withdrew its job offer. The court found that the decision that the sex transition would "distract" from attention to the job duties was a pretext for discrimination. [Schroer v. Billington]
- "Not all unfairness is discrimination" the court ruled when it dismissed a sex, age and religion case. A Chair of the Theater Department was "marginalized" when she was replaced and had choice classes and theater production assignment removed. Though there was evidence of "personal and professional hostility" directed toward her, there was no EEO basis. There is much unfairness in employment; the law only covers some types. [Sabinson v. Trustees of Dartmouth College]
- The court dismissed the case of a female attorney for hostile environment sexual harassment because evidence showed she exhibited the same behavior. [Martinez v. Rapidigm]

Not all unfairness is discrimination.

2008 LEAGUE OF MUNICIPALITIES CONFERENCE

The 93rd Annual League of Municipalities Conference (NJSLOM) will be held in the Atlantic City Convention Center from Tuesday November 18 — Friday, November 21, 2008.

Challenges & Changes **— A Time for New Ideas** is this year's theme. Committee and business meetings are available on the NJSLOM web site [www.njslom.org].

HCRA's annual workshop is scheduled for Wednesday, November 19th from 2:00-3:40 pm and is entitled, *The Impact of Hospital Closings on the Community*. The session will consist of panelists who will present their individual views on this issue. Sharon Robinson-Briggs, Mayor of Plainfield is presiding and Ollie Davis, HCRA President is moderating. Speakers include: Heather Howard, Commissioner, State Department of Health & Senior Services; Cory Booker, Mayor, Newark; Kabili Tayari, Deputy Mayor of Jersey City; and Dave Knowlton, President & CEO, NJ Health Care Quality Institute.

Conference and hotel information and registration can be obtained by visiting the conference web site at [www.njslom.org/93rdconf/93rd-conf-main.html]

SEE THE HUMAN IN HUMAN RESOURCES

Academy Award nominee Terrence Howard, known for roles in films such as "Crash," "Iron Man" and "The Brave One," told attendees at the 2008 SHRM Diversity Conference & Exposition in Atlanta GA on October 27th that human beings are "the jewels of creation."

Howard described the challenges of human conception and said, *In order to get to life, you have to win the greatest race. All human beings are therefore winners of a "blind marathon" and HR professionals should treat them as such*. That's one way to put the "human" into human resources.

Howard said that our greatest quality as human beings is our ability to create, and HR professionals should use "five Ws" to empower employees to achieve their purpose:

- Who are you?
- What are you trying to accomplish?
- When will it happen?
- Where do you want to do this?
- Why do you want to accomplish it?

Plans change. Purposes do not change.

When you treat someone as if they are created in God's image, as if they have won an amazing race, you treat them like human being.

The SHRM (Society for Human Resource Management) Diversity Conference & Exposition entitled, *Leading Changing, Transforming."* was held October 27-29, 2009 at the Atlanta Marriott Marquis in Atlanta, GA. Other keynote speakers were Frans Johansson and Bill Strickland. [www.shrm.org/conferences/]

CIVIL RIGHTS ENFORCEMENT (CONTINUED FROM PAGE 6)

as race, sex or nationality.

Housing Discrimination

It is unlawful in New Jersey to discriminate when selling or renting property. LAD covers owners, agents, employees and brokers and makes it unlawful to refuse to rent, show or sell property based on a person's protected class.

Multiple Dwelling Reporting Rule (MDRR)

The New Jersey DCR is mandated to enforce the New Jersey LAD with regard to discrimination in real property based on a person's protected class. MDRR requires the owner of every multiple apartment dwelling which has 25 units or more to file an annual report with DCR concerning the racial/ethnic designation of leaseholders and applicants of the owner's multiple dwelling.

Public Accommodation

It is against New Jersey LAD for an owner, manager, or employee of any place that offers goods, services and facilities to the general public such as a restaurant, hotel, doctor's office, camp, or theater, from directly or indirectly denying or withholding any accommodation, service benefit, or privilege to an individual because of that individual's protected class. There are certain exceptions such as public accommodations that are reasonably restricted to individuals of one gender (such as dressing rooms or gyms).

Reprisal

LAD prohibits reprisal against a person because he or she has opposed any forbidden practice or act.

Reprisals against a person for opposing acts of discrimination or harassment is prohibited.

"NO-MATCH LETTER" GUIDANCE

On October 28, 2008, the U.S. Department of Justice (DOJ) posted a guidance document on the Federal Register for employers who follow the Department of Homeland Security's (DHS) Safe-Harbor Procedures when a company receives a Social Security Administration (SSA) "no-match letter" on an employee whose Social Security numbers do not match government records.

However, DHS' final "no-match letter" regulations are contingent on U.S. District Court Judge Charles Breyer, of the Northern District of California, lifting an injunction that prevents DHS from implementing the rule.

Under regulations, failure to take corrective steps within 90 days of receipt of no-match letters result in violation of federal immigration laws.

Under the guidance, if an employer is accused of discrimination when applying the safe-harbor procedures, a DOJ investigation will determine if there is unlawful discrimination.

U.S. Citizenship and Immigration Services

We're on the web!

http://hcra.homestead.com

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Joyce A. Pratt, Editor

The Human and Civil Rights Association of New Jersey was first established in 1973 as a means of coordinating activities among municipal, state and federal human and civil rights agencies. It has since grown to include over eighty groups from the public and private sectors that are involved in the elimination and prevention of discrimination. Formal and informal programs are conducted to eradicate bias based on race, creed, color, national origin, ancestry, age, sex, marital status or physical or mental handicap.

CALENDAR OF EVENTS

September 15—October 15, 2008 Hispanic Heritage Month.

October 25, 2008. NJAAOC 25th Anniversary Celebration.

November 18-21, 2008. League of Municipalities Convention (NJSLOM). HCRA Panel Discussion: Impact of Hospital Closings on the Community. Atlantic City Convention Center, Atlantic City, NJ

November 2-4, 2008. Garden State Council SHRM conference, *HR: Today's Challenges, Tomorrow's Opportunities* at the Ocean Place Resort & Spa, Long Branch, NJ. [http://conference.gscshrm.org/]

November 19, 2008. HCRA NJSLOM Session, *The Impact of Hospital Closings on the Community*, at the Atlantic City Convention Center from 2:00-3:40 p.m.

December 3-5, 2008 *The Future of Diversity and Opportunity in Higher Education: A National Forum on Innovation and Collaboration* at the New Brunswick Campus of Rutgers University. [www.futurediversity.com]

December 12, 2008. HCRA Holiday Party, 6:00 PM, invitational only.

Special wishes for successful events and happy holidays!

HCRA 2008 GENERAL MEETING SCHEDULE

January
Fort Monmouth Officers' Club
Gibbs Hall
Ft Monmouth, NJ

February
Ollie M. Davis
448 Springfield Avenue
Newark, NJ
732-687-0388

March
Maureen Peterson-Kenney
NJ Sports & Exposition Authority
Giants Stadium
East Rutherford, NJ
201-460-4210

April
Ernie Williams
New Jersey Transit
One Penn Plaza East
Newark, NJ 07105-2246
973-491-8060

May
Kathy Smith
56 Redgeway Drive
Bordentown, NJ (Florence, NJ)

June
Mary Lee Gilmore
Hall of Records Annex
One East Main Street
Freehold, NJ 07728
732-308-2995

July
Darlene Pharmes
City of Jersey City, City Hall
Jersey City, NJ

August 29
HCRA 35th Anniversary Celebration & Training Program
Monmouth Park Racetrack
Oceanport, NJ

September
Marvin Askins
NJ Casino Control Commission
Tennessee & the Boardwalk
Atlantic City, NJ
609-441-3569

October
Urselle Garrett
Delaware River Port Authority
One Port Center—2 Riverside Drove
Camden, NJ
856-968-2000

November 19
League of Municipalities Convention – HCRA Session: *Impact of Hospital Closings On the Community*
Atlantic City, NJ

December 12
HCRA Holiday Party
(Invitational Only)