

THE HUMANITARIAN

SUMMER/FALL 2014

Optimizing Mentoring Programs for Women of Color

INSIDE THIS ISSUE:

PRESIDENT'S MESSAGE	2
PRESIDING JUDGES SCORE HIGH IN THIS YEAR'S SURVEY	
CELEBRATING HISPANIC AMERICANS	3
QUOTA SYSTEM NEEDED TO ENSURE WOMEN'S EMPOWERMENT	
ERIC HOLDER, U.S. ATTORNEY GENERAL	4
IN THE NEWS	5
LAWYER'S LIFETIME BAN	6
NATIONAL MUSEUM OF AFRICAN AMERICAN HISTORY AND CULTURE	7
WHERE IS THE DEMAND FOR LAWYERS?	
HURRICANE SANDY LITIGATION	8
NJ NATURAL GAS ASSISTANCE	9
CULTURAL EVENTS MEETINGS	10

SPECIAL POINTS OF INTEREST

Optimizing Mentoring Programs for Women of Color or Mentoring Programs: Not a One-Size-Fits-All Proposition is a tool presented by Catalyst.

Over time, the number of racially/ethnically diverse women with mentors has grown. In the late 1990s, only one-third of diverse women reported having a mentor. But in 2009, almost half of all diverse women had mentors, as a result of an increase in the number of formal mentoring programs. This mentoring has shown some positive results such as diverse women with more than one mentor had higher promotion rates than those with just one.

However, diverse women are much more likely than

white women to have mentors that lack power. This is crucial, given that powerful mentors often act as sponsors by influencing decision-making on key positions and providing coaching for stretching into senior roles and assignments.

This tool provides assistance to diversity and inclusion (D&I) professionals who are developing new or re-focusing existing mentoring programs on diverse women. It includes summaries of unique issues facing women of color that should be acknowledged by program developers at each stage of mentoring program development, such as selecting participants, matching, and developing and supporting relationships.

It also includes:

- Assessment questions that serve as "action starters" for creating, implementing, or revising your program.
- A case study on alternatives to mentoring program development.
- Practices to serve as examples for your program.
- A worksheet to integrate your thoughts on a comprehensive mentoring program.

Diverse women with influential mentors have higher organizational commitment and lower intent to leave. Use this tool to target your sponsoring and mentoring programs so your organization can tap into their talent and experience.

www.catalyst.org

ADAPTING TO AN AGING WORKFORCE

Video clips were filmed during a 2014 SHRM Foundation expert roundtable discussion on [Adapting to an Aging Workforce](#) and posted to the Foundation's website. The article offers links to hear best practices for successfully engaging, retaining and maximizing the productivity of mature workers.

The five panelists and their discussions share information on why retaining mature workers strengthens an organization by:

Preserving Institutional Knowledge (Reginald F. Wells, Ph.D., Deputy Commissioner for Social Security Administration), *Implementing Flexible Work Options* (Stephen Sweet, Ph.D., visiting scholar at the Sloan Center on Aging at Boston College), *Engaging Retired Workers as Volunteers* and at the same time avoid possible wage and hour issues. (Alfredo Cabrera, SVP and CHRO for the Montefiore

Center), and *Offering Phased Retirement* (Rick Smith, Ph.D., cognitive psychologist and Workforce Planning Manager at Ford Motor Company).

Michael S. North, Ph.D. offers *Four Ways to Adapt to an Aging Workforce*. He is a postdoctoral researcher in the Psychology Department at Columbia University and reports that companies found four ways that produced success.

(continued on page 5)

PRESIDENT'S MESSAGE

Crime, Prison, and Race War

About a month after Attorney General Eric Holder made the historic announcement of the 4,800 inmate decline in the federal prison population, the first since 1980, DiversityInc reported that Black men were six times more likely than whites to be imprisoned.

The DiversityInc article entitled "More Proof War on Drugs is Race War" revealed a Brookings Institute analysis of arrest data showing that Black Americans are far more likely to be arrested for drug offenses, even though white Americans are the ones

who are more likely to actually sell drugs.

The article also shares that a Bureau of Justice Statistics report found that in raw numbers just as many Black men have served time in jail as white men. But, since Blacks only make up about 12 percent of the U.S. population, that made Black men six times more likely than whites to have been imprisoned at some point in their life.

After their Stop and Frisk policies were deemed unconstitutional, the NYPD changed tactics. Under the new "Broken Windows" policing—which targets minor offenses,

such as drug possession and distribution, with the idea that it gets criminals off the streets before serious crimes can take place—Blacks and Latinos still face discrimination.

Calling it "indirect racial profiling," a federal judge has ruled that the New York Police Department's controversial "Stop and Frisk" policy is unconstitutional. U.S. District Court Judge Shira Scheindlin stopped sort of ordering a complete halt to the program, but did appoint an independent monitor to oversee reforms to the practices to bring them in compliance **(continued on page 6)**



Marvin Askins
HCRA President

PRESIDING JUDGES SCORE HIGH IN THIS YEAR'S SURVEY

The New Jersey Law Journal announced the results of its second-ever survey of New Jersey lawyers regarding the quality of judges in the Superior Court's Appellate Division.

Five of the 10 highest-rated judges statewide were presiding judges — Judges Jack M. Sabatino, Clarkson S. Fisher Jr., Marie E. Lihotz, Susan L. Reisner, and Carmen Mesano. They all had scores above 8.00 on the one-to-10 scale survey.

Sabatino ranked first overall, as was the case when the *Law Journal* conducted its first-ever appellate judge survey in 2010. His overall score this year was 9.10, making him the only judge to crack the

9.00 barrier in either survey.

Sabatino's highest mark this year (9.44) was for "lack of bias as to race, gender or party." His second-highest mark (9.30) was for "knowledge of substantive law." Sabatino's lowest score (8.83) was for "speed in issuing orders and opinions," although this category score was higher than anyone else's. He was the categorical leader across the board this year.

Three presiding judges missed the top 10.

The non-presiding judges who cracked the top 10 were Judges Alexander P. Waugh Jr., Harry G. Carroll, Douglas M. Fasciale, John C. Kennedy and Jerome M.

St. John.

The survey asked practitioners to assess the comparative strengths and weaknesses of appellate judges, their demeanor and their potential biases, all of which are highly relevant to advocacy before them.

The survey's evaluative categories include legal knowledge, familiarity with the case, speed in decision-making and lack of bias. But there are also questions about writing ability, fairness and thoroughness in opinions and the balancing of attention to precedent with inclination to advance the law.

[Excerpts from www.njlawjournal.com.]

Judge Jack M. Sabatino was the categorical leader across the board this year.

CELEBRATING HISPANIC AMERICANS

Since 1822, when Delegate Joseph Marion Hernandez of Florida became the first Hispanic American to serve in Congress, a total of 102 Hispanic Americans have served as U.S. Representatives, Delegates, Resident Commissioners, or Senators.

Over the last two centuries, Hispanic Americans have worked their way from the outer edges to the inner rings of power in Congress. They have represented diverse areas from Territorial New Mexico to the island of Puerto Rico.

Since 1899, at least one Hispanic American has served in every Congress. These Members make up an important but often over-looked chapter of the American experi-

ence.

Shaped by America's continental expansion and its geopolitical upheaval, many of the earliest Hispanic Americans to serve in Congress did so as Delegates from the New Mexico Territory. They often confronted racial prejudices, as well as statutes and House Rules limiting their powers as legislators. Though these Members often served only briefly, they worked to weave the western territories into the national fabric.

Many Hispanic Members launched trailblazing careers after World War II. While fostering grassroots activism, they expanded the boundaries of U.S. citizenship and protected civil liberties. And with the creation of the Estado

Libre Asociado, Puerto Rico's Resident Commissioner helped the island win a greater measure of self-governance. These bold efforts culminated in the creation of the Congressional Hispanic Caucus.

Large-scale demographic changes increased power at the ballot box as nearly 60 percent of all Hispanic Americans to serve in Congress won election after 1977. These Members chaired numerous committees and subcommittees, and served as congressional leaders. They were often at the forefront of key issues, voting rights, bilingual education, foreign policy, and America's immigration system.



Excerpts from: "Hispanic Americans in Congress."
<http://history.house.gov>.

QUOTA SYSTEMS NEEDED TO ENSURE WOMEN'S EMPOWERMENT

The best way to ensure that women secure key posts in government and in the private sector is through the introduction of formal "quota" systems, Christine Lagarde—the first woman to become managing director of the International Monetary Fund (IMF)—declared in Tokyo during the World Assembly of Women.

A keynote speaker at the international event, Ms Lagarde said in answer to a question from a Singapore delegate that while she had initially been op-

posed to affirmative action for securing key positions for women in the public and private sectors, she had now changed her mind. Otherwise, "we could wait forever for change."

A major area affecting women's empowerment is law and institutions, Ms. Lagarde noted. Citing an IMF study spanning 100 countries, she pointed out that the preliminary findings are that gender gaps are "lower when men and women are treated equally under the law," including

the area of economic opportunity.

Ms Lagarde did not comment on whether the IMF might introduce as part of its policy advice to member countries a recommendation that they consider quota systems to ensure women's empowerment. But her personal support for such systems is likely to be seen as a significant incentive.

[*The Business Times*, by Anthony Rowley in Tokyo, Sep 15, 2014.]

Gender gaps are "lower when men and women are treated equally under the law"...

ATTORNEY GENERAL ERIC HOLDER — THE GOOD

Eric Holder, the 82nd U.S. Attorney General and the first African American to hold the position is resigning for personal reasons as soon as his successor is confirmed.

Because civility and good sense are low on the “totem pole” today in our political arena, the American public is sure to hear negative opinions about Attorney General Holder, so this article just shares the positive facts.

Mr. Holder was selected to participate in a program for intellectually gifted students when he entered the 4th grade. He continued his education earning a B.A. in American History in 1973 and received his J.D. from Columbia Law School three years later.

After graduating from law school, Mr. Holder joined the U.S. Justice Department’s new Public Integrity Section for 12 years and assisted in the prosecution of Democratic Congressman John Jenrette for bribery discovered in the Abscam sting operation. In 1988, Ronald Reagan appointed Holder to serve as a judge of the Superior Court of the District of Columbia.

Mr. Holder stepped down from the bench in 1993 to accept an appointment as U.S. Attorney for the District of Columbia, the first Black American in that office, from President Bill Clinton. At the beginning of his ten-

ure he oversaw the conclusion of the corruption case against Dan Rostenkowski, part of the Congressional Post Office scandal.

President Clinton nominated Holder to be the Deputy Attorney General under Janet Reno, replacing retiree Jamie Gorelick, and was later confirmed in the Senate by a unanimous vote. After questioning about his opposition to the death penalty during his confirmation hearing, Holder said, “I am not a proponent of the death penalty, but I will enforce the law as this Congress gives it to us.”

As Deputy Attorney General, Holder’s primary responsibilities were in the areas of budget and personnel issues; this also included resolving disputes among department heads and briefing reporters on policy initiatives national security issue, and major investigations, including the FBI investigations into allegations of bribery and corruption in the 2002 Winter Olympics in Salt Lake City.

Mr. Holder briefly served as Acting Attorney General under President George W. Bush until the Senate confirmed Bush’s nominee John Ashcroft.

In private practice, until he became Attorney General, Holder worked as an attorney at Covington & Burling in Washington, D.C. representing clients such as Merck and the

National Football League during the NFL’s dog fighting investigation against Michael Vick.

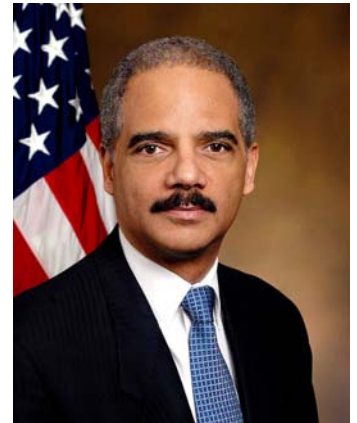
In 2004, Holder represented and helped negotiate an agreement with the Justice Department for Chiquita Brands International in a case involving Chiquita’s payment of “protection money” to the United Self-Defense Forces of Colombia.

As Attorney General of the United States under President Barack Obama, Mr. Holder:

- defended the President’s legal right to prosecute the War on Terror.
- was a staunch proponent of defending the Voting Rights Act of 1965.
- filed suit against Arizona’s tough new immigration law.
- was successful in his prompts to immigration judges to halt the deportation proceeds of foreigners in same-sex couples.
- oversaw the federal government spending of \$1 billion in grants to law enforcement agencies in every state to pay for the hiring of police officers.
- ordered the dismissal of the indictment against former Senator Ted Stevens on corruption charges because prosecutors had withheld potentially exculpatory evidence.
- initiated the Department of Justice Smart on Crime Program.

[Wikipedia.org]

to be continued in Winter Issue



IN THE NEWS

Four Reasons to Mediate Your Employment Case Early

Considering the ever-increasing costs of litigation and that most employment disputes are dismissed or settled before going to trial, counsel should give serious thought to early mediation for these matters. Four reasons why mediation makes sense are: *Choice of Mediator, Cost Savings, Flexibility, and Confidentiality.* [www.abajournal.com, Sep 23, 2014]

Atlantic City Leads N.J. in Police Civil Rights Suits

Atlantic City has been named in 13 suits in federal court since September 2013, far more than any other municipality in the state. It is New Jersey's 55th largest municipality by population, with 39,558 residents, but in police litigation it's far ahead of Newark and Jersey City, the state's largest cities, which tied for second place with three suits each filed in the same

period. Paterson, NJ and Trenton, NJ were tied for fourth with each named in four cases in the past year, followed by Englewood, NJ with three. Plaintiffs lawyers said the proliferation of suits in Atlantic City stems from an ineffective internal affairs division that lets officers commit acts of brutality without fear of punishment.

[www.njlawjournal.com article by Charles Toutant]

Effective Employer Policy Wins the Day

During his "on-road" training as an oil delivery driver, a African-American employee experienced numerous race related comments by his trainer. One day the employee did not report for work and his safety coordinator called to find out why. The employee met with his supervisors, complained about his "on-road" trainer, was reassigned to another instructor, and never again saw the former trainer or suffered similar

treatment. However, the employee suffered negative consequences from fellow employees for reporting his trainer's conduct. The employee filed a complaint claiming violations of NJLAD. Both the Appellate Court and trial judge concluded that evidence showed the employer did not ignore his complaints or overlook the trainer's behavior. Rather, proactive conduct discovered and resolved the problem according to the employer's policy.

[www.njlawjournal.com, September 24, 2014, Dunkley v. S. Coraluzzo Petroleum Transporters]

Southern Poverty Law Center (SPLC) Lawsuit Closes Debtors' Prison in Alabama Capital.

SPLC came to the aid of Harriet Cleveland, a 50 year old grandmother, who was too poor to finish paying for her traffic ticket and had spent 10 days in jail before SPLC lawyers got her released.

(continued on page 9)



ADAPTING TO AN AGING WORKFORCE (CONTINUED FROM PAGE 1)

1. Offering flexible retirement options. Tap into older worker skills by phased options that benefit both sides.
2. Adapting existing jobs and creating new jobs best suited for older workers, such as a monitor or to oversee new jobs.
3. Changing ergonomics. Certain workers may need small accommodations to ease the workday.
4. Seek the skills older workers have. A fortune 500 company found that their customers gravitated more to older workers than younger workers. Discover the image

older workers project and teach younger workers.

In the United States, an average of 10,000 of the 77 million Baby Boomers have turned 65 every day since 2011. Have you prepared for the loss of your experienced workers in the years to come?

What steps can HR professionals take to retain, engage, and develop their older workers?

LAWYER'S SUSPENSION INCLUDES LIFETIME BAN ON REPRESENTING WOMEN

A Connecticut lawyer has been suspended for four months and barred from representing female clients for the rest of his career after he was accused of representing women in family law and domestic-violence cases in violation of a 2010 court order.

The disciplinary counsel had initially sought disbarment for lawyer Ira Mayo, alleging he had violated the court order at least 11 times, the [Connecticut Law Tribune](#) reports. Mayo agreed to the suspension and ban on

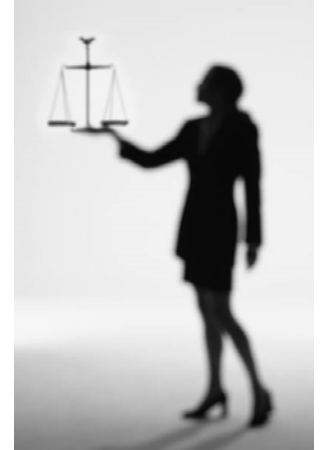
representing women to resolve the disciplinary complaint.

Mayo was accused in two prior ethics cases, according to the Connecticut Law Tribune. In the first he was suspended for 15 months after he was accused of making unwanted advances to female clients referred to him by a group for abused women, the story says. In the second, he was banned from representing women in family law or domestic violence cases after he was accused of offering to waive attorney

fees in exchange for a massage.

The short suspension for lawyer Ira Mayo outraged a woman who filed a recent grievance against Mayo after he represented her on assault charges in a domestic-violence case, the Connecticut Law Tribune says. Leah Castro called the short suspension "a slap on the wrist" and told Connecticut Law Tribune she believed he should be disbarred.

By Debra Cassens Weiss
Posted August 6, 2014
[\[www.abajournal.com\]](http://www.abajournal.com)



PRESIDENT'S MESSAGE (CONTINUED FROM PAGE 2)

with the constitution.

Even though the NYPD lost the Stop and Frisk battle, it found another way to continue with racist policies and policing.

It's called Broken Windows policing: aggressive enforcement of low-level quality-of-life offenses, such as drinking on your front porch stoop. But again, Blacks and Latinos were disproportionately arrested or ticketed.

Blacks and Latinos make up a large share of summons issued in neighborhoods that are low-income, high-crime neighborhoods where the population is largely Black and Latino, as well as neighborhoods that are predominantly white. For example:

- 20th Precinct's Upper West Side—87% white population, 60% summonses are for Blacks and Latinos.
- 24th Precinct—Blacks and Latinos receive 84% of the summonses, despite making up only 34% of the population.
- 84th Precinct—78% of summonses are given to Blacks and Latinos who represent just 28 percent of the population.

The last two represent racial disparities of a full 50 percentage points.

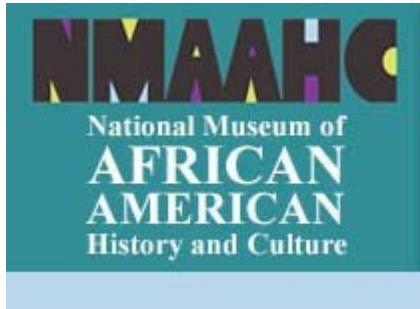
A Queens College study last year also found that the NYPD spent approximately \$440 million targeting Black and Latino

teens for marijuana-possession arrests. In the sweep, 85% of those arrested were Black or Latino, even though research shows that the majority of marijuana users are white.

So, we must ask Attorney General Eric Holder what the ethnic breakdown is for the prison population drop. Could it be that those who were unfortunate enough to be imprisoned and are not Black or Latino were the majority (if not all) of the numbers reported in the prison population decline?

Sources: ABA Journal, www.abajournal.com, posted Sep. 4, 2014. Diversity Inc article by Chris Hoenig, Oct. 7, 2014.

Why is racial profiling of a population of only 12% so important to our Country?



Exterior design concept. Courtesy of Freelon Adjaye Bond/Smith Group

Visit the National Museum of African American History and Culture (NMAAHC) exhibitions on display at the National Museum of American History (NMAH) in Washington, D.C.

The main exhibition, *Changing America: The Emancipation Proclamation, 1863 and the March on Washington, 1963* closed on September 7, 2014! The gallery fea-

tured historic photographs, paintings and film footage.

Another NMAAHC exhibition, *Marian Anderson: Artist and Symbol*, can be found at the entrance to *Changing America*. The exhibition features the orange and black ensemble Marian Anderson wore during her famous public concert on the steps of the Lincoln Memorial on Easter Sunday, April 9,

1939.

The NMAAHC, scheduled to open in 2016, is under construction on the National Mall in Washington, D.C. on a five-acre tract adjacent to the Washington Monument. Until then, exhibitions will be available on the second floor of the NMAH.

Visit the NMAAHC website at nmaahc.si.edu for details or to contribute!



WHERE IS THE DEMAND FOR LAWYERS?

In response to an ABA Journal "Question of the Week," George Mason University law professor Michael Krauss shared his thoughts on which students belong in law school and which do not.

Students interested in "pursuing justice," in helping those who can't afford legal help, and "in soberly attempting to understand and solve the incredibly difficult, and incredibly interesting, intellectual problems that underlie so many of today's legal disputes" are sorely needed, Krauss wrote.

And those in law school because they didn't know what else to do after fin-

ishing undergrad and only really have a goal of making a lot of money "chose the wrong generation to go to law school," Krauss wrote.

Robert Half Legal in his "Specialties in Demand" article lists the following practice areas currently experiencing strong demand: general business/commercial law, litigation, healthcare, bankruptcy/foreclosure, and intellectual property. [www.roberthalf.com/]

The "Opinion" column of the July 29, 2011 The Huffington Post, "The U.S. May Need More Lawyers!" reports that while the supply of lawyers has been

constrained, the demand for lawyers in the public and private sector has experienced continual growth, thanks in part to government policies that require private firms to retain legal counsel or encourage them to engage in litigation. The article cites as examples: environmental standards governing pollution, writing patent applications and adjudicate the resulting patent conflicts, consumer protection, and liability suits, particularly class-action suits. [www.brookings.edu/]

Legal Careers published an article, "7 Hot (continued on page 8)"

The current demand for lawyers compares to the plight of human and civil rights.

HURRICANE SANDY LITIGATION

New Jersey federal judiciary has moved to speed up more than a thousand cases related to property damage from Hurricane Sandy already filed and perhaps hundreds more anticipated.

U.S. District Chief Judge Jerome Simandle of the District of NJ, who sits in Camden, issued a standing order dated August 13 that cuts in half the amount of time arbitrators and mediators have to hear disputes over coverage and issue rulings. The order applies only to cases stemming from water- and wind-related damage from the storm, which struck New

Jersey in late October 2012. The rule remains in effect for only one year.

Sandy was the most destructive hurricane that season and was the second-costliest hurricane in U.S. history after Hurricane Katrina, with damage estimated at \$68 billion. The high volume of Hurricane Sandy complaints resulted in an "immediate need" to modify local civil rules.

Attorneys representing plaintiffs whose properties were damaged by the storm said in interviews that most of the lawsuits have been filed because carriers processing claims for the National Flood In-

surance Program have allegedly been refusing to make legitimate settlement offers and are attempting to drag out the process further when lawsuits are filed.

The Local Civil Rule changes include: an arbitrator may now extend a hearing by a maximum of 14 vs 30 days; arbitrator must issue a written award within 14 vs 30 days; written demands for trial de novo must be made within 30 vs 60 days; civil proceedings stayed for 30 vs 90 days; and mediators paid a total of \$250 per hour vs \$300 per hour.

[www.njlawjournal.com]



WHERE IS THE DEMAND FOR LAWYERS? (CONTINUED FROM PAGE 7)

Law Practice Areas" by Sally Kane, that begins: *While some law practice areas are suffering in the current recession, certain practice areas are thriving.* Kane shares seven law practice areas prompting a demand for legal professionals in these areas: civil litigation, environmental law (Green Law), Bankruptcy Law, Labor and Employment Law, Foreclosure Law, Intellectual Property Law, and E-Discovery Practice. [http://legalcareers.about.com/]

U.S. News reported in "Spark Your Legal Career With These In-Demand Law Jobs" by Courtney Rubin on March 12, 2014

that document review in the civil realm offered a lot of possibilities and that health care and intellectual property are expected to be hot areas.

[www.usnews.com]

A Huffington Post February 18, 2013 article, "Why You Should Not Go to Law School" by Tucker Max lists **The 6 Wrong Reasons to Go to Law School:**

1. I like arguing and everyone says I'm good at it.
2. I want to be like Jack McCoy from Law & Order or insert your favorite legal TV show character.
3. It's the only way I can use my humanities

degree.

4. I want to change the world/help homeless people/rescue stray kittens/do something noble.
5. I don't know what else to do.
6. I want to make a lot of money.

Max shared quotes from some of his lawyer friends for those considering law school. "I would HIGHLY recommend that anyone who is thinking of law school spend a year as a paralegal or as some sort of staff at a law firm before going to law school. It is a very expensive mistake to make if you find out you don't like it!"

Be sure it's what you want before spending 12 hours a day paying off the debt you incurred to get the job!

NEW JERSEY NATURAL GAS ENERGY ASSISTANCE

New Jersey Resources (NJR), committed to help customers save energy and money, is hosting its annual Energy Assistance Days September through October in Monmouth, Ocean and Morris counties. Residents facing financial hardship were encouraged to attend.

Representatives from New Jersey National Gas (NJNG) and state-designated agencies teamed with community members to determine which programs best fit their needs and assisted with the application process.

NJNG also offers free

energy assistance presentations to community organizations. To reserve your date, contact NJNG at 732-938-1055 or energyassist@njng.com. Additional information is available at njng.com.

NJR is a Fortune 1000 company that provides safe and reliable natural gas and clean energy services. With annual revenues in excess of \$3 billion, NJR is comprised of five primary businesses:

- Jersey Natural Gas NJR's principal subsidiary operating and maintaining 7,000 miles of natural gas transportation and distribution infrastructure.

- NJR Energy Services Provides physical natural gas services and customized energy solutions to customers.

- NJR Clean Energy Ventures

Operates solar and on-shore wind projects.

- NJR Midstream Has equity ownership in a natural gas storage facility and transportation pipeline.

- NJR Home Services Provides heating central air conditioning, standby generators, solar and other indoor and outdoor comfort products.



For more information, visit www.njresources.com.

IN THE NEWS (CONTINUED FROM PAGE 5)

SPLC then filed suit on her behalf, alleging the Montgomery Municipal Court's practices were unconstitutional. Last month, SPLC reached a settlement agreement that will help Cleveland and change the City's practices so that no one else will suffer her fate again.

The City will now determine if a person is indigent and will not jail anyone who cannot afford to pay. They will create lower payment plans or give the option of performing community service until the debt is paid.

[SPLC Report, Fall 2014]

Racial Profiling: Black Teen Pepper Sprayed by

Police in His Own House

Ricky and Stacy Tyler, a white couple, had left the side door open for their teenage foster son, DeShawn Currie, who is African American. A neighbor called the police and three officers came into the home ordering DeShawn to put his hands on the door. He asked, "For what? This is my house, why are you here?" The police pointed to the pictures on the mantle of the Tylers' three children, all whom are white, as proof that DeShawn didn't belong in the house. When Stacy arrived at the scene to verify DeShawn's identity, she found him being treated by an EMT

for pepper spray. Police then told her that DeShawn had become "belligerent and threatening." Stacy said, "He's my baby boy just as much as my other three children are."

The police pointed out that the Tylers' neighborhood has experienced an increase in criminal activity but offered no apology for pepper spraying DeShawn. The Tylers were heartbroken by their neighbor's and the police's assumption. Ricky said, "Everything that we've worked so hard for in the past years was stripped away in just a matter of moments."

[DiversityInc. Oct 2014]

**72% whites vs.
36% Blacks
express a fair
amount of
confidence of
equal treatment by
community police.**

[Pew Research Center
& USA Today Poll]

We're on the web!

<http://hcra.homestead.com>

HUMAN & CIVIL RIGHTS ASSOCIATION OF NJ

Marvin Askins, President
P.O. Box 2254
Edison, NJ 08818-2254



E-mail: marvin350@hotmail.com
Web Site: <http://hcra.homestead.com>
Questions or Letters to the Editor:
Joyce.Pratt@tjassociatesnj.com

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.

Publication Dates: Spring—Apr 15, Summer— Jul 15,
Fall— Oct 15, Winter— Jan 15

2014 CALENDAR OF CULTURAL EVENTS

January

Martin Luther King's Birthday
(Jan. 21)

February

Black History Month
(National African American
Heritage Month)
Mardi Gras (Feb. 12)

March

Women's History Month
Irish American History Month
Greek American History
Month

St. Patrick's Day (Mar 17)

April

Earth Day (Apr 22)

May

Asian Pacific American Her-
itage Month
Jewish American Heritage
Month
Cinco de Mayo (May 5)
Holocaust Memorial Day
(May 8)

July

Independence Day (July 4)

September

National Hispanic Heritage
Month (Sep. 15-Oct 15)

November

American Indian Heritage
Month
Veterans Day (Nov 11)
Hanukkah (Nov 28– 1st day)

December

Kwanzaa (12/26 first day)

Diversity
Celebrations!

HCRA 2014 GENERAL MEETING SCHEDULE

January 17

Host: Mabel Williams
Freda's Art Gallery

February 21

McLoone's—Favorites at
Woodbridge, Fords, NJ

March 21

Host: Noreen Daniels
NJ Turnpike Authority
3 Lafayette Rd
Woodbridge, NJ

April 11

McLoone's—Favorites at
Woodbridge, Fords, NJ

May 16

Co-Hosts: Noreen Daniels &
Teresa Hale

NJ Turnpike Authority
3 Lafayette Rd
Woodbridge, NJ

June 20

Host: Mary Lee Gilmore
Monmouth County Fair
Housing, Freehold, NJ

July 18

Membership Drive/Meeting.
Host: Joyce Pratt
Mizpah, NJ

August 1

HCRA Annual Workshop
Human Sexuality: Work-
place Issues by Robin Par-
ker of Beyond Diversity
Resource Center

At Rider University

September 19

African American Museum
661 Jackson Rd
Newtonville, NJ

October 17

CoWorking Space
97 Main Street
Woodbridge Twp., NJ

November 21

Host: N. Daniels & T. Hale
NJ Turnpike Authority
581 Main St—Board Room
Woodbridge, NJ

December 20

HCRA Holiday Luncheon
McLoone's—TBA



Visit HCRA website
for details.