



2022 Commission on Human Rights Awards Gala

**Celebrating Exceptional
Leadership at the Crossroads of
Gender and Human Rights**

Tuesday, December 6, 2022



WELCOME!

Dear Awardees, Colleagues, Partners, and Residents:

Welcome to our Annual Human Rights Awards Gala! In June of this year, we saw a major shift in our hard-fought rights in reproductive health. In many jurisdictions, this shift will cause significant healthcare disparities for people of color and women. Fortunately, in Washington, DC, our reproductive rights remain intact and in some ways, stronger than ever. With this in mind, we dedicate this year's theme to the intersections of gender and human rights, and those who tirelessly protect and improve gender equity in all its manifestations.

This Annual Gala is organized jointly by the District's Office of Human Rights and the Commission on Human Rights. The Office of Human Rights enforces the DC Human Rights Act of 1977, as well as several other statutes that protect the rights of DC residents, workers, and visitors. The Commission adjudicates cases under the DC Human Rights Act and advances human rights through community engagement. Together, we organize this annual Gala to recognize the status of human rights in our city and honor those who dedicate themselves to protecting and improving the rights of all.

Now in its 45th year, the DC Human Rights Act was and continues to be one of the most progressive human rights laws in the nation. The Act prohibits discrimination against 23 protected traits, several of which relate to protecting various aspects of gender and many of which are expressly identified in the international Universal Declaration of Human Rights, adopted by the United Nations General Assembly in 1948.

Thank you for joining us this evening to celebrate gender and human rights, and to honor our human rights advocates, some with decades of service and others who are emerging as leaders. We hope you enjoy our event and leave inspired by stories of our human rights champions.

Cordially,

Hnin Khaing, Acting Director, DC Office of Human Rights
Motoko Aizawa, Chair, DC Commission on Human Rights

2022 HUMAN RIGHTS GALA PROGRAM

Refreshments

Welcome Address

Remarks from the City Administrator

This Year's Gala Theme

Award Presentation

Cornelius R. 'Neil' Alexander Humanitarian Award
Emerging Leader Award
Community Award

Our Past and Present

Reading of the Mayor's Proclamation

Call to Action and Closing

**CELEBRATING EXCEPTIONAL LEADERSHIP AT
THE CROSSROADS OF GENDER AND HUMAN RIGHTS**

23 PROTECTED TRAITS AND GENDER INTERSECTIONS

The theme for the 2022 Human Rights Awards Gala focuses on all aspects of gender, from reproductive rights, gender equity, to gender identity and expression.

Of the 23 protected traits under the DC Human Rights Act, the five traits below lie at the intersection of gender and human rights:

Sex: the state of being biologically male, female, or intersex including medical conditions and reproductive health decisions associated therewith

Marital status: married, in a domestic partnership, single, divorced, separated or widowed, and the usual conditions associated therewith, including pregnancy or parenthood

Sexual orientation: One's emotional, romantic, and/or sexual attraction for another person(s), including relationship types such as aromantic, ethical non-monogamy; open relationships, polyamory, etc.

Gender identity or expression: a gender-related identity, appearance, expression, or behavior of an individual, regardless of the individual's assigned sex at birth

Status as a Victim or Family Member of a Victim of Domestic Violence, a Sexual Offense, or Stalking* (applies to employment): a person or family member of a person who has experienced domestic violence, a sexual offense, or stalking.

Considerable attention has been given to these rights since the U.S. Supreme Court overturned the 1973 *Roe v. Wade* decision, which guaranteed women the constitutional right to an abortion. In the five decades since then, we have recognized that if people cannot decide when or if to have children, they cannot avail themselves to the education and economic opportunities available to those who do not become pregnant.

In the recent years, we also became increasingly aware that gender identity is a person's own personal and internal sense of self and gender, whether as male, female, neither or both. Unlike gender expression, gender identity is not always visible to others.

The DC Commission on Human Rights recognizes that residents of the District of Columbia are fortunate to live in a community that protects these human rights. Today, as we commemorate the anniversary of the adoption of the UN Universal Declaration of Human Rights, we also are aware that the United States has not yet ratified the UN Convention on the Elimination of all forms of Discrimination Against Women or CEDAW.

THE TRANSGENDER, NON-BINARY AND NON-GENDER CONFORMITY COMMUNITY

Gender, like sex, is a spectrum that is not limited to a binary form. Some individuals may identify with the gender they are assigned at birth — these individuals are referred to as “cisgender”; other individuals identify with a gender different from what was assigned at birth — these individuals are referred to as “transgender”; and other individuals may identify as gender non-conforming (sometimes identifying as transgender and sometimes not). It is important to understand that a person’s gender may be a difficult, confusing, and sometimes long journey.

There is a range of transgender identities and the language around gender identity and expression is always evolving. The current Transgender Umbrella illustrates the different gender identities that exist (this is not exhaustive):

The transgender, non-binary, and gender non-conforming communities face similar civil rights issues as cisgender women: lack of legal protections, poverty, stigma, harassment and discrimination, interpersonal violence, and lack of healthcare coverage. These issues are especially true for individuals with marginalized racial, ethnic, abilities, and/or socioeconomic identities. Whether someone is cisgender or genderqueer, the goals of gender equity are the same and uniting to achieve those goals together has never been more important.

The Transgender Umbrella



CORNELIUS R. ‘NEIL’ ALEXANDER HUMANITARIAN AWARD

For almost twenty years, until his untimely death in 2007, Neil Alexander served as the Chief Hearing Examiner for the D.C. Commission on Human Rights. With extensive knowledge of discrimination law and a dedication to civil rights and social justice, Neil wrote numerous legal decisions that not only received regional and national attention but set precedents that would forever shape our enjoyment of rights in the District.



The Cornelius R. “Neil” Alexander Humanitarian Award recognizes the efforts and accomplishments of individuals who embody the legacy of Neil Alexander in their life-time contributions to the protection of many of the 23 traits protected under the DC Human Rights Act, resulting in a lasting impact on the quality of life of the residents, workers and visitors in the District. This year, the award goes to Lauren R. Taylor.

Lauren R. Taylor (she/they), a lifelong Washingtonian, has been working to end gender-based violence since 1978, when she co-founded My Sister’s Place, D.C.’s first shelter for abused women and their children. As an activist and trainer, she’s taught empowerment self-defense since 1987. Lauren founded [Defend Yourself](#) in 1997, and with the organization she’s trained more than 35,000 in the D.C. area in skills to stop harassment, abuse, and assault, specializing in classes for women, people with disabilities, LGBTQIA+ people, and survivors of abuse and assault. She’s worked for more than 40 years to stop gender-based violence in D.C. and nationally: as an organizer of D.C.’s first March to Stop Violence Against Women in 1978; as co-founder of the Lesbian Health and Counseling Center (later a program of Whitman-Walker Clinic); and as co-founder and director of [Safe Bars](#), which uses active bystander skills training to create a safer and more inclusive nightlife and hospitality industry. Lauren is a national leader of empowerment self-defense practitioners and expert on the intersection of gender-based violence and other forms of oppression. She co-authored, with Nadia Telsey, “Get Empowered: A Practical Guide to Thrive, Heal, and Embrace Your Confidence in a Sexist World,” coming out from Penguin Random House in 2023.

EMERGING LEADER AWARD

The Commission is pleased to present this award to emerging leaders aged 30 years or younger, who exhibit extraordinary leadership in human rights awareness raising through advocacy, the arts, education, networking, outreach, or other similar activities.

Addison Rose (she/her) is a high school senior who lives in Washington DC. Ms. Rose has been a leader and activist most of her life, as she was the previous Ward 7 Youth City Councilmember of Washington DC and is now the current Youth Mayor of DC. One of her initiatives as Youth Mayor has been to conduct monthly town halls with DC youth to learn more about the issues most prevalent in communities and figure out ways to combat them. Addison is also involved in Jack and Jill of America where she is the Eastern Region Teen President, was the founder of the Black Student Union at her previous school, and recently spoke at the 58th Anniversary of the March on Washington this past August and the March for Our Lives rally last month.



David Burick (he/him) is a graduate of The George Washington University Law school and Securities Regulation attorney at Freddie Mac. David was diagnosed with Tourette Syndrome as a child and has used his journey to navigate this condition as a foundation for his self-advocacy. This has grown into a larger scope of neurodiversity and disability advocacy and education in his workplace and personal life. In addition to that, he has extended



his advocacy and education to the LGBTQ+ community through his pro bono work where he volunteers his legal services with Whitman-Walker Health's Name and Gender Change Clinic. He also serves on the DEI Executive Committee of the American Bar Association Business Law Section. David hopes that his advocacy and education work will advance equity and inclusion for neurodiverse, disabled, LGBTQ+, and all marginalized communities.

Taylor A. Dumpson, Esq., (she/her) is a nationally recognized anti-hate advocate and Associate Counsel at the Lawyers' Committee for Civil Rights Under Law. Taylor is the plaintiff in *Dumpson v. Ade*, a civil rights lawsuit filed after she was the target of a racially-motivated hate crime and subsequent cyber-harassment by neo-nazis. Today, Ms. Dumpson continues to raise awareness about the impact of hate and discrimination on our communities, and she has been recognized as a "Uniter" by President Biden for her work to actively combat it. Ms. Dumpson was also the first Black woman to serve as president of the Student Government at American University in its 124-year history.



COMMUNITY AWARD

New in 2022, this award is for a community organization active in the District of Columbia providing outstanding services to support the human rights of DC residents, workers or visitors. This Award celebrates the significant contributions of an organization, rather than an individual, toward the protection and promotion of one or more of the 23 protected traits or the human rights enumerated in the Universal Declaration of Human Rights.

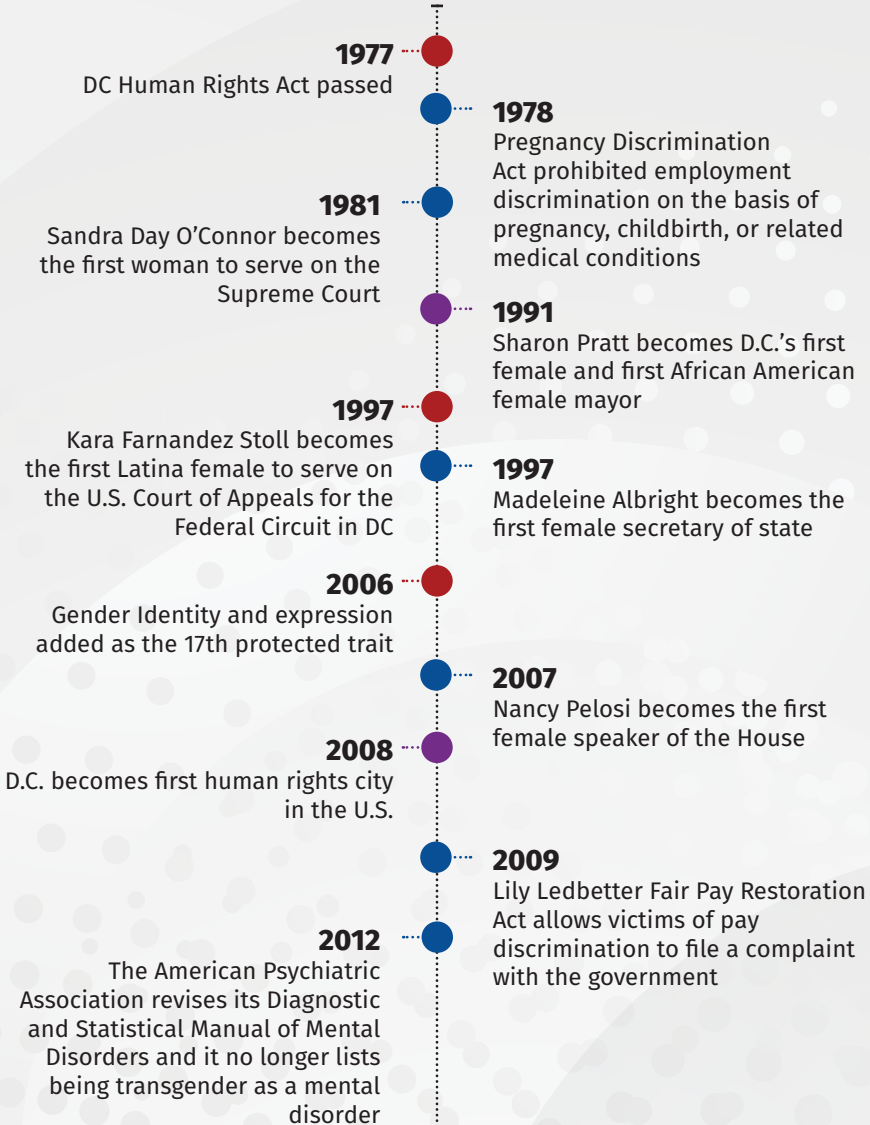
The Atlas Performing Arts Center - City at Peace Program (CAP) is a youth development program, which provides a safe, collaborative, and nurturing space for young people to examine systems of oppression that marginalize people based on race, gender, age, ethnicity, sexuality, and values. Rooted in social justice, City at Peace uses



performing arts as a learning tool to develop skills in dance, theatre, voice, and stage production, as well as skills in conflict resolution, personal storytelling, empathy, understanding, and leadership. The Atlas Performing Arts Center-City at Peace Programs' approach to all aspects of gender, from reproductive rights to gender equity to gender identity and expression, is to place the participant at the center of their own participation in this system, examine what their role is and how they contribute to this oppression (knowingly or unknowingly). CAP uses theater and the performing arts as a vehicle to work cross-culturally to understand each other's cultural identification and learned position and work collaboratively to interrupt negative attitudes and problematic behaviors in an effort to create the new behaviors and attitudes that can propel us forward as a society.

OUR PAST AND PRESENT: THE JOURNEY TOWARD GENDER EQUITY SINCE 1977

● Local Event ● National Event ● Local/National Event



2013
Ban against women in military combat positions is removed

2014
OHR launches Safe Bathrooms DC campaign to increase gender neutral bathrooms

Protecting Pregnant Workers Fairness Act of 2014

2016
Hillary Rodham Clinton becomes the first U.S. woman to lead the ticket of a major party in a presidential election

2018
Employment Protections for Victims of Domestic Violence, Sexual Offenses, and Stalking Act of 2018

Street Harassment Prevention Act of 2018

2019
Neomi Rao becomes the first South Asian female to serve on the US Court of Appeals for DC

2020
Kamala Harris becomes the first female Vice President, the highest ranking female official in the U.S., the first Asian American, and the first African American Vice President

● Local Event

● National Event

● Local/National Event

MAYOR'S PROCLAMATION

December 6, 2022

WHEREAS, each year in December the District of Columbia and the Office of Human Rights celebrate Human Rights Day, the global day that marks the adoption of the Universal Declaration of Human Rights by the United Nations in 1948; and

WHEREAS, in recognition of December as International Human Rights Month, the Annual Commission on Human Rights Awards Gala celebrates local leaders who have made strides in local and national human or civil rights; and

WHEREAS, this year's Human Rights Awards Gala, under the theme "Celebrating Exceptional Leadership at the Crossroads of Gender and Human Rights" will acknowledge and celebrate work of those who dedicate themselves to gender equality, including women's rights as well as trans rights; and

WHEREAS, the city of Washington, DC has been a national model for human rights legislation and remains one of the most progressive human rights jurisdictions in the world:

NOW, THEREFORE, I, THE MAYOR OF WASHINGTON, DC do hereby proclaim December 2022 as "HUMAN RIGHTS MONTH" in Washington, DC.

Muriel Bowser

Mayor, District of Columbia

ACKNOWLEDGMENTS

Commission on Human Rights

Motoko Aizawa, Chair

Stuart Anderson

Robert Baldwin III

Maria Burnett

Charlotte Clymer, Secretary

Eleanor Collinson

Lauren Lowery

Adam Maier

Karen Mulhauser, Vice Chair

Teri Janine Quinn

Anika Simpson

Allen Wynter

SPECIAL THANKS TO:

Commission on Human Rights Awards Committee (Motoko Aizawa, Adam Maier, Karen Mulhauser) and Outreach Committee (Karen Mulhauser, Stuart Anderson, Robert Baldwin III, Maria Burnett, Lauren Lowrey, Teri Janine Quinn).

Director Hnin Khaing, Judge Erika Pierson, Rose Hayden, Tyler Cargill, Mia Carey, and Maya Vizvary from the Office of Human Rights.



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