

DCR Know Your Rights Webinar for the Asian American Community

AGENDA

December 1, 2021

Welcome – Jeffrey Chang, Advocacy Co-Chair & Board of Director of AAPI – Montclair

Opening Statement – Dr. Denalerie Johnson-Faniel, PhD , EdM, MA, HSBCP, Chief of Outreach & Community Relations New Jersey Division on Civil Rights

Opening Remarks – Lora Fong, Assistant Attorney General and Chief Diversity Officer for the Department of Law and Public Safety

Moderator – Patricia D. Williamson, Community Relations Specialist, NJ Division on Civil Rights

Virtual Houses of Worship Security Program – Ehtasham (Izzy) Chaudhry, Detective, NJ Office of Homeland Security and Preparedness

Speakers:

- Dave Leonardis, Director, Division of Criminal Justice
- Harpreet Singh Mokha, US Department of Justice CRS National Program Manager on Muslim, Arab, Sikh, South Asian and Hindu Communities (MASSAH)
- Jessica Kim, LCSW, CCTP

DCR Know Your Rights Presentation

- Patricia Williamson, Community Relations Specialist/Moderator, Division on Civil Rights
 - The Division on Civil Rights (DCR)
 - Context and The Law Against Discrimination (LAD)
 - How to File a Complaint with DCR
- Lubna Qazi-Chowdhry, Legal Specialist, Division on Civil Rights – Strategic Initiatives & Enforcement Unit

Youth Advocate Moment

- Christina Huang, Ridgewood High School
- Siddarth Satish, DCR Youth Ambassador

Questions and Answers

Closing by Community Resource Partners

- Amy Ko-Tang, Fort Lee Chinese Community Association
- Dr. Kani Ilangovan, Make Us Visible and Not In Our Town

Denalerie Johnson-Faniel, PhD , EdM, MA, HSBCP



*Chief of Outreach & Community Relations
New Jersey Division on Civil Rights*

Dr. Denalerie Johnson-Faniel, has twenty years of public education, learning and development, DEI, mental health, human resources and community relations experience. A Garden State Global Non-Profit Woman of the Year, Network Business Journal Top 40 Under 40 and a YWCA Woman of the Year honoree, she was the international executive vice president of workforce development at Dress for Success Worldwide.

Dr. Johnson-Faniel also served as director of organizational development and change management

at Jewish Home and Hospital Life Care; was director of national operations at the Gay, Lesbian and Straight Education Network and led as president and CEO of a National Urban League affiliate.

As director of a New Jersey Feeding America food bank, her team revitalized the agency into a health equity modeled countywide nutritional health and wellness impact center. She has managed government, K-12/higher education, corporate, community and nonprofit anti-bias training and was the national mentoring consultant for the Center for Supportive Schools.

Dr. Johnson-Faniel is Lean Six Sigma HR Greenbelt certified, DEI and mediation and arbitration certified and founded 3D Management Consulting, LLC, a national boutique firm. She is also a certified yoga instructor, Reiki master, holistic life coach, autism behavioral analyst, and gender studies, history, contemporary problems, sociology, psychology and multi-culturalism adjunct professor.

The board-certified human services professional has held elected and appointed government roles, she sat on the Edison-Metuchen NAACP board of directors; her local human relations commission, served as an advisory committee member of the Anti-Poverty Network of New Jersey; held Zeta Phi Beta Sorority, Inc.'s international social action co-director role and chaired their New Jersey advocacy and youth and civil rights partnerships teams.

Dr. Denalerie Johnson-Faniel a MPH student at TCNJ, has a PhD in human services public leadership and non-profit management, an Ed.M. in psychological counseling, an MA in organizational psychology and human resources and a BS in psychology and business management and BA in Afro-American studies and political science. She is a graduate of Howard University, Columbia University Teachers College and Capella University. Her book, Making HERstory: Womxn Working it Out, explores the lived experiences of African-American career advancement and bias and discrimination.

She and her wife live in Trenton, New Jersey; enjoy gardening and are the tea loving parents of a service animal named Prema-Diva.



Patricia D. Williamson

Community Relations Specialist, Moderator

Patricia D. Williamson is a Community Relations Specialist in the new unit under the Division on Civil Rights, in the NJ Department of Law and Public Safety.

Prior to this position, Patricia was the New Jersey Counts Project Director at the New Jersey Institute for Social Justice, where she led the work to ensure a complete and accurate count of New Jersey's urban communities in the 2020 Census.

Patricia worked for over 20 years in the telecommunications arena as a systems engineer in the optical networking area. She is also an adjunct professor at Bloomfield College.

Patricia earned a BA in Mathematics from Hampton University, an MS in Computer Science from Howard University, and an MA in Education and Human Development in the Educational Technology Leadership Program at The George Washington University.



Jeffrey Chang

Attorney, Board of Director of AAPI Montclair

Raised in New Jersey, Jeff is a trained attorney and volunteers as the Advocacy Co-Chair and is a Board of Director of AAPI Montclair, a non-profit organization formed in 2021 to support the Asian American community and foster inclusion in the Montclair area.

During the day, he is the Director of Communications of Lawyers For Children in New York City. Just prior he served as an advisor at a large NYC human services agency in the Mayor's Office. He is also on the board of

Rise, an organization that empowers parents involved in the child welfare system.

Jeff graduated from Rutgers Law School where he earned the Eli Jarmel Memorial Award for highest achievement in public interest law. He is a member of the Bar in New York and New Jersey.

To learn more about AAPI Montclair, you can go to www.aapimontclair.org or email aapimontclair@gmail.com.

Speakers in Order of Appearance



Lora Fong

Assistant Attorney General, Keynote Speaker

Lora Fong is an Assistant Attorney General and serves as the Chief Diversity, Equity, & Inclusion Officer for the Department of Law and Public Safety, responsible for developing and implementing the agency's strategic diversity and inclusion initiatives.

Before joining the department in 2016, Ms. Fong practiced law both in private practice law firms and as in-house counsel in multi-national corporations. She also has served as the general counsel of an entrepreneurial

multi-media company and as a consultant to members of the Fortune 500 on diversity, equity, and inclusion.

Ms. Fong has been recognized as a Distinguished Leader of the Bar by the New Jersey Law Journal, was awarded the Mel Narol Excellence in Diversity Award by the New Jersey Bar Association, and received the Professional Achievement Award from the Asian Pacific American Lawyers Association of New Jersey. Additionally, she was the inaugural recipient of the Distinguished Alumni Award conferred by the Rutgers Law School Minority Student Program. Her pro bono and community activities include service as a member of the NJ State Advisory Committee to the U.S. Commission on Civil Rights, counsel to the Organization of Chinese Americans-NJ Chapter, and counsel to the Women's Political Caucus of New Jersey. Additionally, Ms. Fong has served as a Trustee of the New Jersey State Bar Association and co-chaired its Diversity Committee. She is a past President of the Asian Pacific American Lawyers Association of New Jersey and member of its Advisory Board. Currently, she serves as a Director of the New Jersey Women Lawyers Association. Ms. Fong has been a member of the Rutgers Board of Governors as well as the Rutgers Board of Trustees.

Ms. Fong earned a B.A. in Political Science and a Certificate in Women's Studies from Douglass College at Rutgers University, and a J.D. from Rutgers University School of Law in Newark. She is admitted to the bar in New Jersey, New York and various federal courts.



Ehtasham (Izzy) Chaudhry

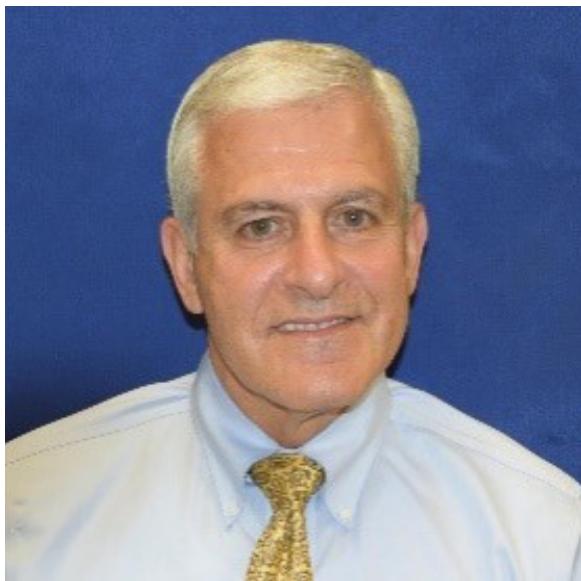
Detective

Ehtasham Z. Chaudhry is currently a Detective with the New Jersey Office of Homeland Security and Preparedness with almost sixteen years of experience and serves as the College and University Public Safety Association (CUPSA) Liaison, New York Police Department (NYPD) Intelligence Bureau Liaison, Bias Crimes Officer, Statewide Coordinator for Interfaith Outreach/Interfaith Advisory Council (IAC).

He graduated from Rutgers University with a Bachelor of Arts degree in Political Science/History, and is pursuing his master's in public administration (MPA) and National Security at the American Military University (AMU).

He has served in the United States Air Force as an enlisted member and Intelligence Officer and is fluent in Urdu, Punjabi and Hindi.

Det. Chaudhry is also an instructor for Understanding Islam/Counterterrorism Level I and Understanding Sikhism.



David S. Leonardi

Captain, NJ State Police (Retired)

Dave Leonardi is the Training & Outreach Liaison for the Office of the Attorney General, Division of Criminal Justice, Prosecutors Supervision & Training Bureau. In that role, he is responsible for specialized training for law enforcement officers, as directed by the Attorney General and the Director of the New Jersey Division of Criminal Justice. His duties also include law enforcement and community outreach for the State of New Jersey. Dave works with law enforcement and government agencies, as well as community and faith based organizations in order to enhance community relations on a local

and State level. Mr. Leonardi received the 2019 Community Outreach Award for the Division of Criminal Justice from Governor Phil Murphy and the 2019 Attorney General's Award for Outstanding Contribution to a Special Project. Dave currently is also the State Chief Resiliency Officer for New Jersey, overseeing the New Jersey State Law Enforcement Resiliency Program. He holds the title of Vice-President for the New Jersey Bias Crimes Officers Association and delivers Bias Awareness training to members of the community and law enforcement throughout New Jersey. In addition, he oversees the DELTA Leadership Course for the State of New Jersey.

Dave was the Chief for the Outreach and Special Projects Bureau at the New Jersey Office of Homeland Security & Preparedness (OHSP). He was responsible for overseeing special projects and developing private sector outreach programs. In that role, he has developed statewide outreach programs and partnerships with operators of malls, sports/entertainment venues, hotels, casinos, airports, motor coach, motor truck, taxi, limousines associations, correctional facilities, military bases and faith based groups. He helped implement the NJ Interfaith Advisory Council for OHSP. For his outreach efforts, he received the 2011 Law Enforcement Officer of the Year Award from the NJ Retail Merchants Association and NJ Food Council, the Peace Island Institute (Turkish-Muslim organization) Government Achievement Award in 2012 and the Attorney General's Award for Excellence in Public Outreach in 2013.

Prior to being the Chief for Outreach and Special Projects, he was the OHSP Training Bureau Chief, responsible for development and delivery of counter-terrorism and domestic preparedness training programs. Prior to that position, he was the Chairman of the Domestic Security Preparedness Planning Group, which was part of the Domestic Security Preparedness Task Force, under the Office of the Attorney General. The Planning Group was responsible for developing homeland security plans for the State of New Jersey.

Dave served 29 years with the New Jersey State Police before retiring at the rank of Captain and the Executive Officer of the Investigations Section. Dave had a variety of criminal investigation assignments during his career with State Police, including Narcotics, Organized Crime, Arson, Cargo Theft & Robbery, Official Corruption and others. He was cited for his work involving terrorism-related cases that received national attention: the Brinks Armored Car Robbery in Nyack, New York, where four police officers, security guards were killed by members of the Weathermen Underground and the Black Liberation Army. He was also cited for his work on the Trooper Lamonaco homicide

investigation and the capture of members of the United Freedom Front, a domestic terrorist group responsible for Tpr. Lamonaco's death. The United Freedom Front were on the Federal Bureau of Investigation's Ten Most Wanted List for a series of bombings and bank robberies that occurred prior to and after the murder of Trooper Lamonaco. All members of the group were captured in what turned out to be the largest manhunt since the Lindbergh kidnapping.

Dave served as the Commandant of the New Jersey State Police Training Academy where he received the "Team/Partnership Achievement Award" from Acting Governor Donald DiFrancesco, the Meritorious Award from New Jersey State Police Superintendent Carson Dunbar and the "Employee Recognition Award" from Attorney General John Farmer for his work in re engineering the Academy's curriculum and in-service training program. He was cited by the federal monitors overseeing the Consent Decree on Racial Profiling for his part in designing a training plan to develop a positive organizational culture and structure.

Mr. Leonardis received a B.S. from William Paterson College and a Master's Degree in General Education from Seton Hall University. He was an adjunct professor in the Criminology Department at The College of New Jersey, and taught at Seton Hall University's Education and Human Resource Departments and currently teaches in the Monmouth University Criminal Justice Graduate program.



Harpreet Singh Mokha

National Program Manager

Harpreet Singh Mokha serves as the National Program Manager on issues regarding the Muslim, Arab, Sikh, South Asian and Hindu (MASSAH) communities at the Community Relations Service (CRS), U.S. Department of Justice. Harpreet works with law enforcement, government, civil rights groups, faith-based groups, and other community organizations across the country to share information and foster dialogues on ways to prevent and respond to alleged hate crimes against MASSAH communities.

Prior to this role, Harpreet had served as the Mid-Atlantic Regional Director for CRS for seven years, where he has worked with law enforcement, federal, state and local government officials, community leaders, and federal agencies to provide support in addressing tensions associated with allegations of discrimination on the basis of race, color, and national origin.

His work includes helping communities develop resources to effectively prevent and respond to violent hate crimes committed on the basis of actual or perceived race, color, national origin, gender, gender identity, sexual orientation, religion, or disability. Additionally, Harpreet has worked closely with law enforcement and community leaders to conduct trainings, design and facilitate dialogues, and identify opportunities to increase community engagement.

Harpreet joined CRS at the Department of Justice after serving as a civil rights attorney and the Legal Director of UNITED SIKHS in Washington, D.C. As Legal Director, Harpreet was involved in numerous outreach initiatives, served to create cultural programs, and conducted educational seminars with federal, state, and local government agencies to increase awareness of issues faced by the Sikh American community. He has extensive experience in providing legal guidance and counseling on issues such as civil rights and liberties violations, post 9/11 backlash, airport profiling, employment discrimination, and immigration law.

Harpreet earned his Juris Doctor from Michigan State University College of Law and Bachelor's degrees in Finance and Human Resource Management from the University of Houston.



Jessica C. Kim

Clinical Social Worker

Jessica C. Kim, LCSW, CCTP is a licensed clinical social worker and certified clinical trauma professional with 20 years of experience in agency, school, government, and private practice settings delivering clinical services to youth, adults, and families. As a current PhD student of social welfare at the University of Pennsylvania School of Social Policy and Practice, her research is committed to centering perspectives of Asian American communities in understanding their own mental health needs. She believes in exploring ways to critically re-imagine culturally situated systems of care.

She is a nationally sought-after speaker on Asian American mental health issues. Her recent works include ["A Call to Healing Asian Racialized Trauma"](#), ["From Disparities to Progress: Cultural Reflexivity in Framing Asian American Mental Health Research"](#), and a co-authored book chapter, ["Pathways to Mental Health Service Use for Korean American Adolescents: A Case Study"](#) in the first book focused solely on Korean American mental health.

Jessica earned a bachelor's degree in psychology at Rutgers University and a master's degree in social work from Columbia University. She completed a fellowship in child and adolescent mental health at Yale University Child Study Center. She lives in South Jersey with her husband, three children, and yellow Labrador retriever where she serves on various mental health and diversity committees in her local school and church communities.

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Lubna Qazi-Chowdhry

Legal Specialist

Lubna Qazi-Chowdhry is a Legal Specialist, in the Strategic Initiatives and Enforcement Unit at the New Jersey Division on Civil Rights. Her current topic areas include working on addressing discrimination in: Health Equity, Immigrant Communities, and Religion. Lubna is committed to creating proactive actions to prevent and address discrimination for all New Jerseyans. Prior to joining the Division on Civil Rights, Lubna served as the Ethics Liaison Officer for the State of New Jersey, Department of Health.

Serving the people of the great State is where she always desired to return after twelve years as a practicing attorney. She continues to be active in minority bar associations with a focus on advancement, inclusion and mentorship of the minority attorney.

Lubna is a native of Los Angeles, California and a proud graduate of the University of California system. Although she misses those sunny California beaches and never ending rows of palm trees, she has made New Jersey her forever home and resides by the Jersey Shore with her husband and two children. Civil Rights define everything Lubna continues to fight for and attaining equality is something that is close to her heart. Born to Indian parents from Mumbai, she is proficient in reading and speaking Hindi and Urdu as well as a dialect from the coastal region of India: Konkani. She is committed to addressing discrimination against Asian Americans in New Jersey and explaining the New Jersey Law Against Discrimination to Asian communities throughout New Jersey.

In her spare time, Lubna loves to travel, cook, hike, read and experience new foodie approved spots across the world!



Christina Huang

Student

Christina Huang is a first-generation Chinese American student at Ridgewood High School. She started the Students of Color Alliance Club at her high school to facilitate a safe environment and build solidarity among students of color.

She is also a youth member Make Us Visible NJ, an organization dedicated to expanding school curriculum to include AAPI history and contributions. There, she manages the social media and designed its website.

In November, she testified before the NJ State Senate Education Committee in favor of a bill would mandate Asian American and Pacific Islander History in classrooms across the state.

In addition to her passion for advocacy, she likes to paint and bake desserts. She also likes watching true crime and historical documentaries.



Siddharth Satish

Student

Siddharth Satish is a rising senior at West Windsor Plainsboro High School North who is engaged in interdisciplinary study and advocacy: focusing on the confluence of politics/international relations, economics, and health inequity.

Siddharth is the co-founder and vice-president of their NAACP youth council. In addition to this role, Siddharth is the president of HOSA, state programs director of NJ High School Democrats, and state captain of NJ's world schools debate team. They also are a youth delegate

to the UN from Ariel Foundation International, the only under 18 member of the World Humanitarian Forum youth council, and the chair of the International Association of Political Science Students for USA and Canada.

Siddharth also has founded two successful non-profits: Rememoirs and PEP magazine, and has been featured in 165+ news outlets including Fox, CNBC, MarketWatch, and ABC for their work with these entities.

Siddharth served as the NJ delegate to the United States Senate Youth program, and has been nominated for the International Children's Peace Prize as well as Forbes 30 under 30 in social entrepreneurship.



Amy Ko-Tang

Founding Board Member
Fort Lee Chinese American Community Association (FLCA)

Amy was born in Fujian, China and immigrated to the U.S. in 1985 by way of Hong Kong. Her family settled in Washington Heights before moving to Fort Lee in 1988 where she has returned to raise her family of two young children with her husband.

Amy is actively involved in community services, focusing on education and community building and has been a Nonviolent Communications (NVC) facilitator since 2016.

Most recently, Amy was appointed to and serves as a Commissioner on the Bergen County Advisory Committee on Human Relations. As an FLCA board member, she recently helped organize a Stop Asian Hate peace rally in Fort Lee and served as a community partner in the NJ DoJ Community Law Enforcement Affirmative Relations Initiative. She had also served as the President of the Fort Lee Elementary School #3 PTA from 2018-2021 where her focus is building "A Loving Community" and helped plan the MLK Day of Service in Fort Lee since 2019. Previously she was a religion education instructor and the Chairperson of the Finance Committee at the Church of Transfiguration in Chinatown, NYC.

Prior to active community organizations, Amy's professional career in financial services spanned from Institutional Equity Capital Markets to Foreign Exchange to Fixed Income for nearly 20 years. She is currently a patient care coordinator in the Chinese Medical Program at Holy Name's Asian Patient Services, a pioneer program in North Jersey that seeks to provide quality and culturally-appropriate healthcare services to the medically underserved Asian population in North Jersey.

Amy received her B.A. (Honors) in Economics from the University of Chicago and M.B.A. from Tuck School of Business. At Tuck, Amy was elected as her class representative and co-chaired the Diversity Conference.

Community Panel Participation:

- Community 2.0 Stop the Hate, Asian American and Pacific Islanders Speak Out on Hate in America
April 2021
- Violence Against the Asian American Community hosted by the Fort Lee Public Library
August 2021



Dr. Kani Ilangovan

Psychiatrist, Founder of Make Us Visible NJ

Dr. Kani Ilangovan is a child, adolescent, and adult psychiatrist. She founded *Make Us Visible NJ* which is a coalition of students, parents, educators, legislators, professionals, and New Jersey community members advocating for thoughtful and comprehensive inclusion of Asian American and Pacific Islander (AAPI) studies into K-12 curriculum for New Jersey public schools.

Resources



Farng-Yi Foo *Deputy Attorney General*

Farng-Yi Foo is a Deputy Attorney General in the Administrative Civil Rights Section with the Office of the New Jersey Attorney General - Division of Law. In her current role, she represents and counsels the New Jersey Division on Civil Rights (“DCR”), which is the state agency tasked with enforcing the state’s antidiscrimination law. She prosecutes discrimination complaints related to employment, public accommodations, and housing on behalf of DCR in the Office of Administrative Law. She has worked on school bullying cases and employment

cases involving discrimination based on sex, race, and disability. She also advises DCR staff on investigations and counsels on emerging issues.

Prior to working with the Division of Law, she served as a law clerk to the Honorable Mark M. Russello in New Jersey Superior Court in the Civil Division and law secretary/clerk to the Honorable Eileen Bransten in New York State Supreme Court in the Commercial Division.

She received her J.D. from Benjamin N. Cardozo School of Law and her A.B. from Princeton University.

She grew up in Bergen County and recently moved from Hudson to Union County.



Libby Klein

Mental Health Resource

Libby is a dedicated activist for civil rights, social worker, and inveterate learner with 30 years of experience in community and hospital settings. Her work there has centered on advocating for patients' access to quality care, workplace/education accommodations for physical and cognitive disabilities, and social supports necessary for treatment and healing.

Prior to joining the DCR, Libby had a private practice as a couple and family therapist for 8 years, until

she felt drawn to work at the systems level. As a member of the Division on Civil Rights' new Community Relations Unit she is excited to be bringing her advocacy to the community level, building relationships with stakeholders to ensure equity and access to care.