



Embracing Diversity: Women's Rights in the 21st Century

AGENDA

April 20, 2022

Moderator

Tisha M. Leonardo-Santiago, Bilingual Community Relations Specialist, NJ Division on Civil Rights

Know Your Rights Presentation

Tisha M. Leonardo-Santiago, Bilingual Community Relations Specialist, NJ Division on Civil Rights

Panelists:

- **Julie Diaz**, Chief of Staff, New Jersey Department of Labor and Workforce Development
- **Suzanne A. Kim**, Professor of Law and Judge Denny Chin Scholar at Rutgers Law School
- **Debra Lancaster**, Executive Director, Center for Women and Work at Rutgers University

Questions and Answers

Closing Remarks

Tisha M. Leonardo-Santiago, Bilingual Community Relations Specialist, NJ Division on Civil Rights

Program Resources



Tisha M. Leonardo-Santiago

*Bilingual Community Relations Specialist,
Division on Civil Rights (Moderator)*

Tisha M. Leonardo-Santiago is the Bilingual Community Relations Specialist in New Jersey Division on Civil Rights' Community Relations Unit. A second-generation Latinx Hudson County native and a first-generation college graduate earning their undergraduate and graduate degrees in Criminal Justice with a concentration in Law Enforcement Administration from New Jersey City University.

Tisha has been a brother of the Alpha Phi Omega National Co-ed Community Service Fraternity, Inc. since Spring 2008 serving as Alpha Gamma Sigma Chapter President from December 2008 to August 2011; Community Service & Greek Week Lead Chairperson for the University's Greek Senate.

In 2017, Tisha joined DCR as a Bilingual Investigator in the Enforcement Unit, served as the bilingual subject matter expert for the New Jersey Bias Investigation Access System (NJBIAS) Project that launched in November 2020, and now serves as the Statewide NJBIAS Community Liaison for the online complaint portal. They proudly serves as an Executive Committee member of the Employee Resource Group – The Alliance, Member on the DCR Anti-Racism Employee Resource Group, DCR Designated Representative on the Human Relations Council, and member of the Law & Public Safety Diversity Council.

Tisha is based in Newark, and primary counties are Bergen, Hudson, Hunterdon, Passaic, Sussex and Union. Tisha leads their unit's strategic planning and programming initiatives on breastfeeding, pregnancy, gender, sexual orientation, gender identity and expression, national origin, nationality, ancestry, and religion (Islam). Tisha serves as the subject matter expert on Youth, Higher Education, Prisons and Policing, Latino/a/x, LGBTQI+, Muslim and Immigrant communities. They also serve as the DCR Youth Ambassador Program Coordinator.

Website: [New Jersey Division on Civil Rights \(njoag.gov\)](http://njoag.gov)

Speakers & Panelists



Julie Diaz

Chief of Staff, NJ Department of Labor and Workforce Development

Julie Diaz was named Chief of Staff of the New Jersey Department of Labor and Workforce Development (NJDOL) in January 2018, backed by a long career of service to workers in the Garden State.

As Chief of Staff, Diaz works closely with the Commissioner and her executive colleagues to develop and administer NJDOL's wide array of programs and services designed to uplift New Jersey workers and

businesses, in addition to overseeing all aspects of the department's internal operations.

Her political experience began with a grassroots campaign for then Senator Barack Obama. Diaz's dedication to public service includes the role of Outreach Coordinator in the Office of Governor Jon Corzine, and Chief of Staff to a New Jersey State Legislator. She has also served on various coalitions and boards that promote protections for immigrants, women's equality and worker protections.

From 2014 to 2018, Diaz proudly served as New Jersey Political Director for Local 32BJ SEIU (Service Employees International Union) – the largest property services union in the country. Her collaborative approach to outreach served her well as a strategist and principal liaison between Federal, State and local officials, as well as labor and civic organizations throughout New Jersey. This experience helped promote progressive legislation that benefited thousands of workers.

A native New Jerseyan hailing from Middlesex County, Diaz holds an associate's degree in Business Administration from Middlesex County College.

Website: [Department of Labor & Workforce Development \(nj.gov\)](http://www.nj.gov)



Suzanne A. Kim

*Professor of Law and Judge Denny Chin
Scholar at Rutgers Law School*

Suzanne A. Kim is Professor of Law and Judge Denny Chin Scholar at Rutgers Law School at Rutgers University, the State University of New Jersey. Her research and teaching focus on social inequality, family, gender, antidiscrimination, procedure, constitutional law, and access to justice at the intersections of law, critical theory, and social sciences. She has presented her research throughout the United States and in Europe, Canada, and Asia, including as the endowed Ihlenfeld

Lecturer in Public Service at West Virginia University.

Professor Kim is chair-elect of the AALS Section on Law and Social Sciences and is a member of the Executive Committees of several Association of American Law Schools sections. She sits on the Board of Directors of the Asian American Bar Association of New York. She is an elected member of the American Bar Foundation and is a past winner of the Association of American Law Schools Women in Legal Education New Voices in Gender Studies Paper Competition. Her work has appeared or is forthcoming in journals at Yale, Harvard, Washington University, Georgetown, UC Berkeley, Ohio State University, Indiana University, and Hastings University Law School, in publications by Cambridge University Press and Oxford University Press, and in peer-reviewed and peer-edited law and interdisciplinary journals, including the International Journal of Law in Context (by Cambridge University Press), Family Court Review, and the American Journal of Public Health. She is founding director of the Rutgers Center for Gender, Sexuality, Law, & Policy.

Website: [Rutgers Law School Camden & Newark NJ](#)



Debra Lancaster

Executive Director, Center for Women and Work Rutgers University

Debra Lancaster is the Executive Director of the Center for Women and Work at Rutgers University. The CWW is committed to advancing research, education, and programming that promotes economic and social equity for women, their families, and communities. The Center's recent work has included a study on the implementation of paid family leave in New Jersey; a collaboration with community partners to document the working conditions of domestic workers; and a project exploring the effects

of unpredictable scheduling on women workers and their families. Prior to joining Rutgers Debra served for over 10 years on the leadership team of the New Jersey Department of Children and Families leading transformation and systems change in the child welfare arena.

Website: [Center for Women & Work \(CWW\) | Rutgers School of Management and Labor Relations](#)