

Stopping Asian Hate: Know Your Civil Rights

Webinar: Virtual Listening Session

November 30, 2022, 6:30pm – 8:00pm

Welcome – **Tisha Leonardo-Santiago**, Interim Director 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, New Jersey Division on Civil Rights

Speakers:

- **David Leonardis**, Training & Outreach Liaison for the Office of the Attorney General, Division of Criminal Justice, Prosecutors Supervision & Training Bureau
- **Harpreet Singh Mokha**, US Department of Justice CRS National Program Manager on Muslim, Arab, Sikh, South Asian and Hindu Communities (MASSAH)
- **Manjusha Kulkarni**, Executive Director of AAPI Equity Alliance and Co-Founder, Stop AAPI Hate
- **Patricia D. 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
- **Sehkeet Kour**, Moorestown High School Senior and NJ DCR Youth Ambassador
- **Nidhi Ummettala**, South Brunswick High School Senior and NJ DCR Youth Ambassador

Questions and Answers

Closing



Tisha Leonardo-Santiago

*Interim Director of Outreach & Community Relations
Bilingual Community Relations Specialist
New Jersey Division on Civil Rights*

Tisha M. Leonardo-Santiago (she/they) is the Interim Director of Outreach & Community Relations and 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 from New Jersey City University.

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.

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.



Patricia D. Williamson

Facilitator

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.



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.



David S. Leonardis

Captain, NJ State Police (Retired)

Dave Leonardis 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. He is currently the Vice-President of the NJ Bias Crime Officers Association. Mr. Leonardis 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.



Manjusha P. Kulkarni

Executive Director of AAPI Equity Alliance

Manjusha P. Kulkarni (Manju) is Executive Director of AAPI Equity Alliance (AAPI Equity), which serves and represents the 1.5 million Asian Americans and Pacific Islanders in Los Angeles County. In March 2020, Manju co-founded Stop AAPI Hate, the nation's leading aggregator of COVID-19-related hate incidents against AAPIs.

In 2021, Manju was recognized by *TIME* magazine as one of the 100 most influential individuals and by Bloomberg/

Business Week as one of the 50 individuals "with the ability to move markets or shape ideas and policies" with the co-founders of Stop AAPI Hate, Cynthia Choi and Russell Jeung. Cynthia, Russell and Manju also were awarded the 2021 Webby Social Movement of the Year.

Manju's work has been featured in the New York Times, and on CBS News and CNN, as well as in numerous ethnic media outlets. Manju is a member of the Los Angeles City Ethics Commission and was recently appointed to the California Racial and Identity Profiling Advisory Board by CA Assembly Speaker Anthony Rendon.

In 2014, she received the White House Champions of Change award from President Barack Obama for her dedication to improving health care access for Asians American communities. In March 2021, she testified before Congress at the House Judiciary Committee on the issue of anti-Asian hate.

Manju holds a Bachelor of Arts degree from Duke University and a Juris Doctor degree from Boston University School of Law. Manju lives in Los Angeles with her daughters Vaishali and Meghana and her husband Shai Halbe.



Nidhi Ummettala

Student/Youth Ambassador

Nidhi Ummettala (she/her), 17, is a high school senior at South Brunswick High School. She is currently a youth ambassador for the New Jersey Division on Civil Rights, a staff writer for Sexetc.org, and the youth president of Asha for Education-Princeton, a nonprofit organization dedicated to providing education to underprivileged children in India. When she is not writing articles or organizing charity events, Nidhi trains students in public speaking, coaches youth girls basketball in her community and is an avid reader. Attending college next

year, Nidhi plans to study business and psychology and hopes to continue advocating for diversity and inclusivity.



Sehkeet Kour

Student/Youth Ambassador

Sehkeet Kour is a senior at Moorestown High School in Moorestown, New Jersey. She interned with SALDEF (Sikh American Legal Defense and Education Fund) in their 2022 SikhLEAD Regional Internship Program. Sehkeet is a Youth Ambassador for the New Jersey Division on Civil Rights' Program. Sehkeet interned with Assemblywoman Carol Murphy this past summer. She hopes to pursue a Computer Science degree in college and help the community with social work and justice.

Resources



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!



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.

Fort Lee Chinese American Community Association

Fort Lee Chinese American Community Association is a non-profit organization incorporated in the State of New Jersey for the purposes of support and strengthen the local Chinese American community, promote Chinese culture & cultural exchanges, enhance community relations, assist new immigrants and residents to participate in community activities and further engaging Chinese Community to participate and contribute to the greater Fort Lee community through:

- 1) educational, social, cultural and recreational activities in the community;
- 2) community and social service information exchange; and
- 3) other cultural exchange events, educational seminars as well as multi-cultural holiday events.



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.



Farn-Yi Foo

Deputy Attorney General

Farn-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.



Jim Lee

Assistant Prosecutor

Atlantic County Prosecutor's Office's Family Court Unit

Mr. Lee is an Assistant Prosecutor at the Atlantic County Prosecutor's Office's Family Court Unit. In this position, Mr. Lee prosecutes juvenile offenders and Domestic Violence offenders in Atlantic County, NJ. Mr. Lee also coordinates civil forfeiture of Domestic Violence weapons forfeitures. Prior to being assigned to the Family Court Unit, Mr. Lee was previously assigned to the Grand Jury Unit of the ACPO.

Prior to joining ACPO, Mr. Lee was an extern at the 87th Air Base Wing Legal Office, the United States Air Force—Judge Advocate General's Corps, Burlington County Prosecutor's Office, as well as judicial extern for the Honorable Daniel J. Anders of the Court of Common Pleas, Philadelphia, PA. Mr. Lee is currently serving in the New Jersey Army National Guard.

Mr. Lee received his J.D. from Rutgers Law School in 2021, his B.S. from the Pennsylvania State University in 2015.