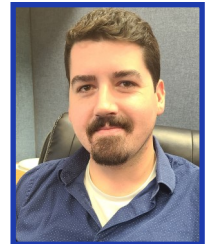


New Arrivals at the West Virginia Human Rights Commission

Cheryl L. Vance started working as the Secretary for the Fair Housing Investigation Unit of the West Virginia Human Rights Commission (HRC) on November 7, 2022. Cheryl is from Chapmanville and previously worked for three years as the Senior Services Coordinator for Pride Community Services in Logan. Outside of work, Cheryl enjoys spending time with family, including her four children and two grandchildren, and attending services at Word of Life Church in Logan.



Patrick A. Messinger also started working at the HRC on November 7, 2022 as an Investigator Associate. Patrick graduated from West Virginia State University with a business degree in Energy Management, and from Sissonville High where he played football, baseball, and basketball. He has previously worked for the West Virginia Department of Health and Human Resources' (DHHR) Bureau for Children and Families. Patrick is an avid fan of the Jacksonville Jaguars, the Reds, and the Mountaineers, and he enjoys golf, boating, and video games.



Krista J. Scott started as Paralegal for Judge Parker on November 21, 2022 in a temporary position, which became permanent in January 2023. Krista studied humanities at Marshall University and obtained a degree in Paralegal Studies from Kanawha Valley Community and Technical College before she started working for the state in 2013. She previously worked at the West Virginia Department of Administration and DHHR. Krista continues to study creative writing, minoring in film.



Paul T. O'Leary joined HRC on December 5, 2022 as an Investigator 1 working on employment and public accommodations cases. Paul has a BA degree in International Studies and a Masters degree in Security and Intelligence Studies. He has experience in customer service jobs and worked more than six years for the State of West Virginia at the Division of Motor Vehicles, the Department of Highways, and DHHR's Child Protective Services. Paul is a huge fan of science fiction books and movies, and particularly enjoys Star Wars stories (which he grew up watching!).



Executive Director Welch Ranks the HRC's Top Events of 2022

In late December, HRC Executive Director Tia Welch ranked shared the Commission's "top events of 2022" with staff.

Because it can sometimes be easy to lose track of everything that happens in a year, this served as an important reminder of the many accomplishments the Commission made in the last twelve months.

Thirty-one accomplishments made Executive Director Welch's list; the top ten are included in the newsletter.

HRC's Top Ten Events of 2022

- 1) Nine new hires
- 2) Sponsorship of the Issues & Eggs Legislative Breakfast
- 3) Black Policy Day at the Legislature
- 4) Statewide HUD partnership grant for billboards
- 5) Fair Housing seminars and workshops
- 6) Participation in the EEOC Leadership Academy
- 7) Attended the International Association of Human Rights Agencies Conference
- 8) HRC's Annual Fair Housing Conference
- 9) Participation in HHOMA's Juneteenth Celebration
- 10) Attended the National Association of Hearing Officials Conference

HRC Observes Anniversary of the Universal Declaration of Human Rights

On December 9, 2022, the West Virginia Human Rights Commission hosted an Open House in honor of the anniversary of the United Nations' adoption of the Universal Declaration of Human Rights. Attendees learned how the HRC works to protect the human rights of the State's residents.

The Universal Declaration of Human Rights, which was adopted by the United Nations General Assembly on December 10, 1948, was the result of the experience of the Second World War. With the end of that war, and the creation of the United Nations, the international community vowed to never again allow atrocities like those of that conflict to happen again.



Chair Cummings and General Counsel Attend US Attorney Presentation



On December 8, the United States Attorney's Office for the Northern District of West Virginia presented "Protecting the Public: Civil Rights Enforcement in West Virginia" at Temple Shalom in Wheeling.

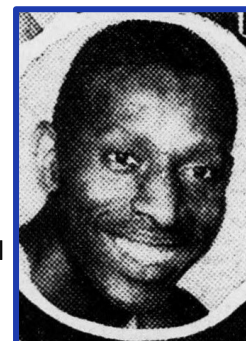
The event included informative presentations by attorneys and an FBI agent on federal enforcement of hate crimes laws and the Fair Housing Act.

United States Attorney William Ihlenfeld is pictured to the right and is between HRC General Counsel Cameron McKinney and HRC Chairman Dr. Darrell Cummings.

Earl Francis Lloyd: West Virginia's NBA Legend

Earl Francis Lloyd was the first African-American to play in the NBA and his historical journey began in West Virginia. HRC employees recently obtained an interview with Earl's son, Kevin, to learn more about this basketball legend.

Earl Francis Lloyd was born April 3, 1928, in Alexandria, Virginia. Lloyd graduated from Parker Grey High School in 1946. In high school, Lloyd was named to the All South Atlantic Conference three times and the All-State Virginia Interscholastic twice. According to Kevin, Lloyd was a gifted baseball player but received a scholarship to play basketball at West Virginia State University, home of the Yellow Jackets. Lloyd helped lead the West Virginia State University basketball team to an undefeated season in 1948. Just two years later, he was drafted into the NBA by the Washington Capitols.



While in the NBA, he played in over 560 games throughout nine seasons. His career was interrupted when he was drafted into the United States Army, where he served in the Korean War. He returned to basketball with the Syracuse Nationals in 1952, and later that year he became the first African-American to play on a NBA Championship team. He retired in 1961, and took up coaching for the Detroit Pistons as the association's first African-American coach.

Kevin said his father was a humble man and never let stardom get to him. Lloyd lived out the rest of his life in Tennessee until his death in 2015, but always kept West Virginia in his heart. Earl Lloyd was inducted into the NBA Hall of Fame. Additional honors include a statue dedicated in his honor at West Virginia State University, the State of Virginia proclaiming February 09, 2001 Earl Lloyd Day, and recognition by three U.S. Presidents.

HRC Employees Take Part in YWCA Anti-Racism Training

Over the course of several weeks, YWCA Charleston's Shante Ellis led the HRC team in a number of interactive lectures and exercises focusing on bias. The sessions explored the deep-rooted history of bias, provided actionable ways to become an ally, and encouraged learners to use what they learned to reduce the negative effects of bias.

The YWCA Charleston's Racial Equity and Inclusion program believes that racial equity and inclusion is the foundation required to create the conditions for communities to thrive by facilitating healthier race relations in Boone, Clay and Kanawha counties. The YWCA Charleston also works with a broad spectrum of community partners and social justice organizations. More information about the YWCA's program is available at <https://www.ywcacharleston.org/eliminatoracism>.



Executive Director Welch Speaks at Small Communities, BIG Solutions Conference



The annual Small Communities, BIG Solutions conference is a showcase held by the Alliance for Economic Development of Southern West Virginia, the West Virginia Community Development Hub, and Coalfield Development.

From November 15-17, 2022, West Virginia educators, businesses, community leaders, and public officials met at the University of Charleston for idea sharing and networking on endeavors bringing positive change to the state.

HRC Executive Director Tia Welch was a guest panel speaker at the conference for the seminar, "Cultivating your DEI Landscape: Developing DEI Policy and Procedure."

The two-day event had an attendance of more than 180 participants with more than fifty speakers covering a broad range of topics. To learn more about the Small Communities, BIG Solutions conference, visit <https://wvsolutions.net/history/>.

Pictured left to right: Moderator Dr. Michelle Taylor, Associate Professor, Bluefield State University; and panelists Meshea Poore, VP and COO, West Virginia University; Tia Welch, HRC Executive Director; Hank Dial, City Manager, City of Huntington, WV; Jill Upson, Executive Director, Herbert Henderson Office of Minority Affairs and West Virginia Women's Commission.

HRC Thanks Retired DHHR Cabinet Secretary Bill J. Crouch

In December 2022, Governor Jim Justice announced that DHHR Cabinet Secretary Bill J. Crouch would be retiring effective December 31, 2022. Secretary Crouch was appointed by Gov. Justice in January 2017.

"The West Virginia Human Rights Commission is thankful for DHHR Cabinet Secretary Bill Crouch's service," said Tia Welch, Executive Director. "Secretary Crouch regularly expressed his interest in and support Commission, and he devoted time and resources to help us grow because he believed in the importance of our work. We welcome and look forward to working with Interim DHHR Cabinet Secretary Jeffrey Coben."

