



Mission Statement

The mission of the Civil Rights Division is to reduce discrimination in employment and housing through education and enforcement of state and federal laws.

Vision

The vision of the Civil Rights Division is to help create an environment in which the people of the State of Texas may pursue and enjoy the benefits of employment and housing that are free from discrimination.

Texas Commission on Human Rights Commissioners

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In this issue:

Best Practices for Recruiting People with Disabilities	1
Civil Rights Division: Education Training & Outreach.....	3
TWC Civil Rights Bill Watch: The 84th Texas Legislative Session.....	4
Online Complaint Form Process Launched	5
The Cause Case Process	5
FY 2014 Discrimination Complaint Filing Data Released	6
Selected State Employment Case Summaries	8
CRD Employees Attend Civil Rights Activist's Speech	10

Best Practices for Recruiting People with Disabilities

"I want future generations to know that we are a people who see our differences as a great gift, that we are a people who value the dignity and worth of every citizen – man and woman, young and old, black and white, Latino and Asian, immigrant and Native American, gay and straight, Americans with mental illness or physical disability."

- President Barack Obama, January 20, 2015

The passage of the Americans with Disabilities Act (ADA) has enabled more people with disabilities to join the workforce than ever before. Today, people with disabilities expect to join the workforce and to be financially independent. Unfortunately, the vast majority of working age adults with disabilities still face structural and attitudinal

barriers that block their access to steady employment and economic security.

The Texas Governor's Committee on People with Disabilities envisions a state where people with disabilities have the opportunity to enjoy full and equal access to lives of independence, productivity and self-determination.

To change the economic landscape for people with disabilities, private sector employers need to act as Disability Employment Champions. Employers who have made this commitment are reaping innumerable benefits. Employees with disabilities can help businesses understand and meet the needs of an important and expanding customer base of people with disabilities and their families.

Research shows that people with disabilities can provide businesses with the flexible, innovative thinking required for a competitive edge in the 21st century.

People with disabilities are a growing and highly qualified candidate pool. They work in all levels of employment in public sector agencies, private companies, small businesses, nonprofit organizations, and across all industries.

What steps can businesses take to ensure people with disabilities are included in a company's overall recruitment efforts?

Practical strategies to ensure that a company's recruitment efforts are successful include:

- Establishing internal policies that prioritize hiring people with disabilities

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Equal Opportunity Employer/Program Auxiliary aids and services are available upon request to individuals with disabilities.

Relay Texas: 800-735-2989 (TTY) and 711 (Voice).

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- Ensuring that the hiring of people with disabilities is part of a company's overall hiring plan

- Conducting targeted outreach to attract qualified candidates with disabilities
- Developing community linkages
- Retaining and reviewing applications from applicants with disabilities when future openings occur
- Ensuring fully accessible online job applications and electronic and social media recruitment materials

What are some strategies for recruiting people with disabilities?

Hiring people with disabilities is no different than hiring people without disabilities. A number of federal, state, and private initiatives focus on ensuring that people with disabilities can enter and succeed in the workforce.

To build a talent pipeline of people with disabilities,

businesses should consider:

1. Starting an internship that targets people with disabilities
2. Developing registered apprenticeship programs for people that target people with disabilities
3. Conducting outreach activities to high school transition initiatives, college and university disability student services offices, and community colleges that have programs designed for students with disabilities

To ensure a level playing field for applicants with disabilities, employers should:

1. Ensure that job announcements posted on job boards and social networking sites are in formats that are accessible to jobseekers with disabilities
2. Indicate on job announcements that qualified individuals with disabilities are encouraged to apply and that reasonable accommodations will be provided

3. Ensure online application systems, including online pre-employment tests, are accessible to candidates with disabilities

4. Confirm that interview locations are physically accessible

5. Inform all applicants ahead of time what the interview process may include and provide them with the opportunity to request a reasonable accommodation, if needed

6. Be prepared to provide reasonable accommodations for applications, interviews, reemployment tests, and other aspects of the hiring process when needed, including assigning staff to arrange and approve requested accommodations in a timely fashion

What are some strategies to recruit Veterans with disabilities?

A number of public and private sector initiatives are designed to help employers recruit and hire Veterans with disabilities.

- The Texas Veterans Leadership Program is a Texas Workforce Commission resource and referral network connecting returning veterans of Iraq and Afghanistan with the resources and tools they need to lead productive lives and enjoy the full benefits of the society they have willingly served.
- The Texas Veterans Commission Employer Services helps employers

by serving as the link between companies needing quality employees, and Texas veterans who are seeking employment. This is accomplished by educating companies on the benefits of hiring veterans and by acting as a liaison between employers and veterans.

What are some best practices for interviewing applicants with disabilities?

The resources below identify best practices for interviewing and hiring candidates with disabilities:

- U.S. Department of Labor's Office of Disability Employment Policy's Focus on Ability: Interviewing Applicants with Disabilities
- Employer Assistance Resource Network's

webpage on Interviewing Candidates with Disabilities

What can an interviewer ask about a person's disability during the hiring process? What questions may not be asked?

In general, the Texas Labor Code, Chapter 21 and Americans with Disabilities Act (ADA) do not allow an employer to ask any questions about disability or to conduct any medical examinations until after the employer makes a conditional job offer to the applicant.

Although employers may not ask disability-related questions or require medical examinations at the pre-offer stage, they may do a wide variety of things to evaluate whether an applicant is qualified for the job, including the following:

- Employers may ask about an applicant's ability to perform specific job functions or tasks
- Employers may request that an applicant describe or demonstrate how they would perform job tasks or achieve job outcomes
- Employers may ask about an applicant's qualifications and skills, such as the applicant's education, work history, and required certifications and licenses

The Texas Labor Code Chapter 21 and the ADA do, however, provide an exception to the general rule prohibiting disability-related questions in the interview process. Under Texas Labor Code Chapter 21 and ADA, an employer may invite applicants to voluntarily self-identify as individuals

with disabilities for affirmative action purposes.

If a business is a federal contractor subject to the written affirmative action program (AAP) requirements of Section 503 (Section Four), it has an obligation to invite applicants to voluntarily self-identify as an individual with a disability, using a specific government form designed for this purpose. Applicant responses to the form should be provided only to Human Resources offices, and not shared with interviewing, testing, or hiring officials.

For more information, availability, and training designed for your needs, contact TWCCRD at 888-452-4778, locally at 512-463-2642, or by email: CRDTraining@twc.state.tx.us. ■

Civil Rights Division: Education Training & Outreach

Upcoming Schedule of Events

The Texas Workforce Commission Civil Rights Division (TWCCRD) is committed to providing training and technical assistance, outreach and education programs to assist employers, employees and other stakeholders in understanding and preventing discrimination. We believe that discrimination can be averted if everyone knows their rights and responsibilities. Please come and visit with us at the following upcoming scheduled events:

- May 1, 2015 Texas Business Conference at the Embassy Suites and Conference Center in San Marcos, TX. To register, visit www.texasworkforce.org/tbc or call 512-463-6389.

- June 19, 2015 Texas Business Conference at the Overton Hotel and Conference Center in Lubbock, TX. To register, visit www.texasworkforce.org/tbc or call 512-463-6389



CRD Trainer Ellena Rodriguez (l) and TWC Commissioner Hope Andrade (r). Photo courtesy of Ellena Rodriguez, CRD

No-cost Outreach and Education Programs:

TWCCRD representatives are available on a limited basis at no cost to make presentations and participate in meetings with employees and employers, and their representative groups, as well as community organizations and other members of the general public.

TWCCRD Education Training & Technical Assistance:

TWCCRD provides low-cost, fee-based trainings and technical assistance programs throughout the State of Texas.

For more information, availability, and training designed for your needs, contact TWCCRD at (888) 452-4778, (512) 463-2642, or CRDTraining@twc.state.tx.us. ■

TWC Civil Rights Bill Watch: The 84th Texas Legislative

The TWC Civil Rights Division will monitor selected bills related to civil rights and Texas Labor Code Chapter 21 during the 2014 regular session of the Texas Legislature that began on Tuesday, Jan. 13, 2015 and ended on March 20, 2015. The list of relevant employment bills previously reported in the last issue of the Civil Rights Reporter included the following:

- House Bill 58 by Martinez, Armando (D) - Relating to an unlawful employment practice by an employer whose leave policy does not permit an employee to use leave to care for the employee's foster child.
- House Bill 187 by Thompson, Senfronia (D) and Senate Bill 65 by Ellis, Rodney (D) - Relating to unlawful employment practices regarding discrimination in payment compensation.
- House Bill 476 by Dutton, Harold (D) - Relating to the consequences of successfully completing a period of deferred adjudication community supervision.
- House Bill 577 by Flynn, Dan (R)—Relating to pay, benefits and requirements for state active duty service members.
- House Bill 627 by Johnson,

Eric (D)—Relating to the prohibition of employment discrimination on the basis of sexual orientation or gender identity or expression.

Since our last issue was published, the following new bills have been filed:

- House Bill 1151 by Thompson, Senfronia (D) - Relating to sexual harassment protection for unpaid interns.
- House Bill 1281 by Rodriguez, Eddie (D) - Relating to requiring reasonable workplace accommodations for and prohibiting discrimination against employees or applicants for employment with limitations related to pregnancy, childbirth, or a related condition.
- House Bill 1515 by Canales, Terry (D)—Relating to the consideration by employers of consumer credit reports or other credit information of employees and applicants for employment.
- House Bill 1911 by Leach, Jeff (R)—Relating to regulation of discrimination by political subdivisions and certain state agencies.
- House Bill 2537 by Vo, Hubert (D) -- Relating to an employee's right to leave to care for a sibling with a serious health condition.
- House Bill 3547 by Larson,

Lyle (R) and SB 1713 by Campbell, Donna (R)—Relating to a voluntary veteran's employment preference for private employers.

- House Bill 3582 by Turner, Scott (R)—Relating to a property right in certain genetic information.
- House Bill 4091 by Lozano, Jose (R)—Relating to the statute of limitations for an employment discrimination complaint.
- Senate Bill 65 by Ellis, Rodney (D)—Relating to unlawful employment practices regarding discrimination in payment of compensation.
- SB 856 by Rodriguez, Jose (D)—Relating to the prohibition of certain discrimination based on sexual orientation or gender identity or expression.
- SB 1745 by Hinojosa, Chuy (D)—Relating to the liability of the state for a violation of the federal Americans with Disabilities Act.
- HB 3294 by Burkett, Cindy (R)—Relating to the continuation and functions of the Texas Workforce Commission .

You may access bill text and other information for these bills by accessing the following website: www.capitol.state.tx.us. Once there simply type the bill number into the Search field for the full text and additional details. ■

Online Complaint Form Process Launched

In an effort to improve customer service and accessibility, soon the public will be able to submit employment discrimination complaints online on the TWC website within the Civil Rights Division (CRD) webpages at the following link:

www.texasworkforce.org/jobseekers/how-submit-employment-discrimination-complaint

Currently complaint forms, although available in Word and PDF versions on the website, must be submitted by

email, fax or regular mail.

In addition to the online form, the Word and PDF versions of the Employment Discrimination Complaint Form have been updated to correspond with the online version. Changes were made to the paper form to make the forms much easier to understand. The goals of the changes are to make the complaint submission process much more user friendly and to decrease the amount of time it takes the CRD intake staff to review complaints and

draft discrimination charges.

The online process was created by CRD in collaboration with TWC's Information Technology Department. In order to maintain web security, Survey Monkey was the platform employed to create the form. Once submitted, the forms will be reviewed by CRD intake staff. Telephone and e-mail communication will continue to be the primary sources of communication with potential complainants after a complaint is accepted by CRD. ■

The Cause Case Process

The Texas Commission on Human Rights and the Director of the Texas Workforce Commission Civil Rights Division (TWCCRD) recently agreed that there was sufficient evidence that a Texas employer had discriminated against an employee. When this occurs, it is considered a "Cause Case." Below is the process for handling "Causes Cases" under Chapter 21 of Texas Labor Code.

First, the investigator and the supervisor meet to review the facts of the Charge of Discrimination and the underlying investigation. At that time, a Respondent's Pre-Determination letter is issued to the Respondent. The Respondent is given a period of time to respond with additional evidence to counter the pre-determination. If the additional evidence is not enough to change the pre-determination, then the investigation is presented to the TWC CRD Director. The TWC CRD Director makes the actual determination

of whether there is cause or not. If the TWC CRD Director agrees with the investigator's pre-determination that there is sufficient evidence that the Respondent has engaged in an unlawful employment practice, the case is presented to a panel of three Commissioners of the Texas Commission on Human Rights (the Commission).

In addition to hearing the presentation, the panel reviews the evidence in the record. If at least two of the three members of the panel agree with the TWC CRD Director, the TWC CRD Director issues a written determination (Letter of Determination) that the evidence supports the complaint. A copy of the determination is served on the Complainant, the Respondent, and any other agency as required by law. The Director's designee then attempts an informal resolution of the complaint through such means as conference, conciliation or persuasion (which also

occurs throughout the investigation process).

In the event that the Respondent and the Complainant are not able to settle the case within a reasonable time frame after the TWC Director and Commission panel have determined there is cause for a finding of discrimination, the case is then presented to the full Commission for a final decision. The Commissioners decide whether or not to authorize the filing of a lawsuit by the Office of the Attorney General by a majority vote in closed session at the next quarterly public meeting. If a majority of the Commissioners have voted affirmatively, the case is referred to the Office of the Attorney General for the filing of a lawsuit on behalf of the Commission. The Complainant may intervene in a civil action brought by the Commission at that time. ■

FY 2014 Discrimination Complaint Filing Data Released

FY 2014 Discrimination Complaint Filing Data Released

In February 2015, the Equal Employment Opportunity Commission (EEOC) released data about the employment discrimination complaint filings it received during Fiscal Year (FY) 2014. And, in December 2014, the Texas Workforce Commission Civil Rights Division (CRD) released data on its FY 14 employment discrimination complaint filings. This article compares the data for both organizations. It

should be noted that CRD numbers and the other Texas Fair Employment Practice Agencies (FEPAs) in Austin, Corpus Christi, and Fort Worth, are a subset of the Statewide and National numbers.

FY 2014 statistics indicate that more than 10 percent of charges nationwide were filed in Texas. Of the complaints filed in Texas, CRD processed 7.9 percent of those charges.

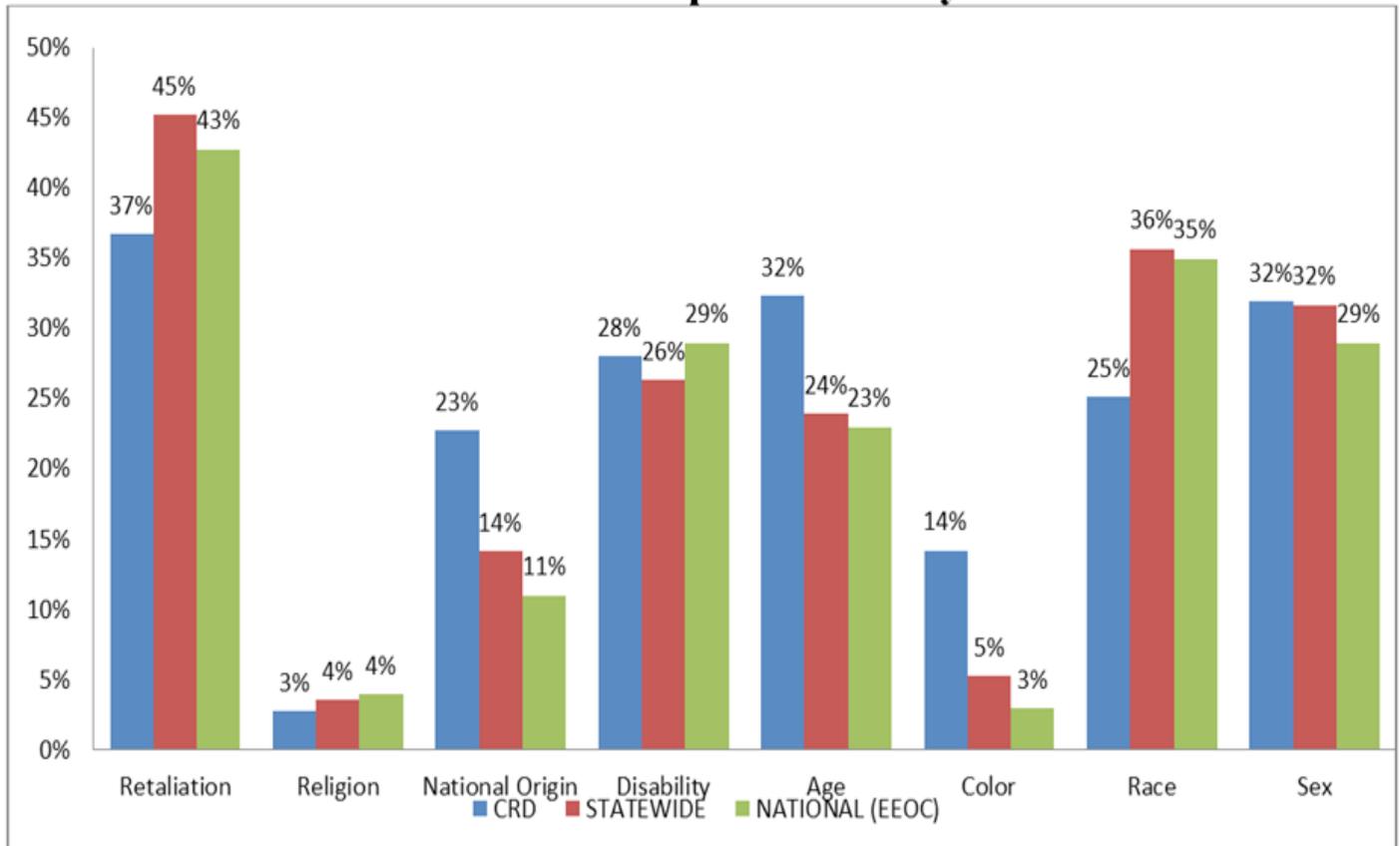
The chart and table below show the statistical breakdown of charges filed in Texas by basis.

A comparison of the national EEOC data with the Statewide and CRD data indicates that Retaliation is the basis with the most complaint filings in FY 2014. The next most common basis

FY 2014 Complaint Filing Data

National (EEOC)	88,778
Texas	9,668
CRD	760

FY 2014 Discrimination Complaints Filed By Basis



* Please note that there were a total of 88,778 Nationally (EEOC), 9,668 Statewide (Texas), and 760 CRD Charges in FY 2014. Some charges filed involve multiple bases. Therefore, the percentages add up to more than 100%.

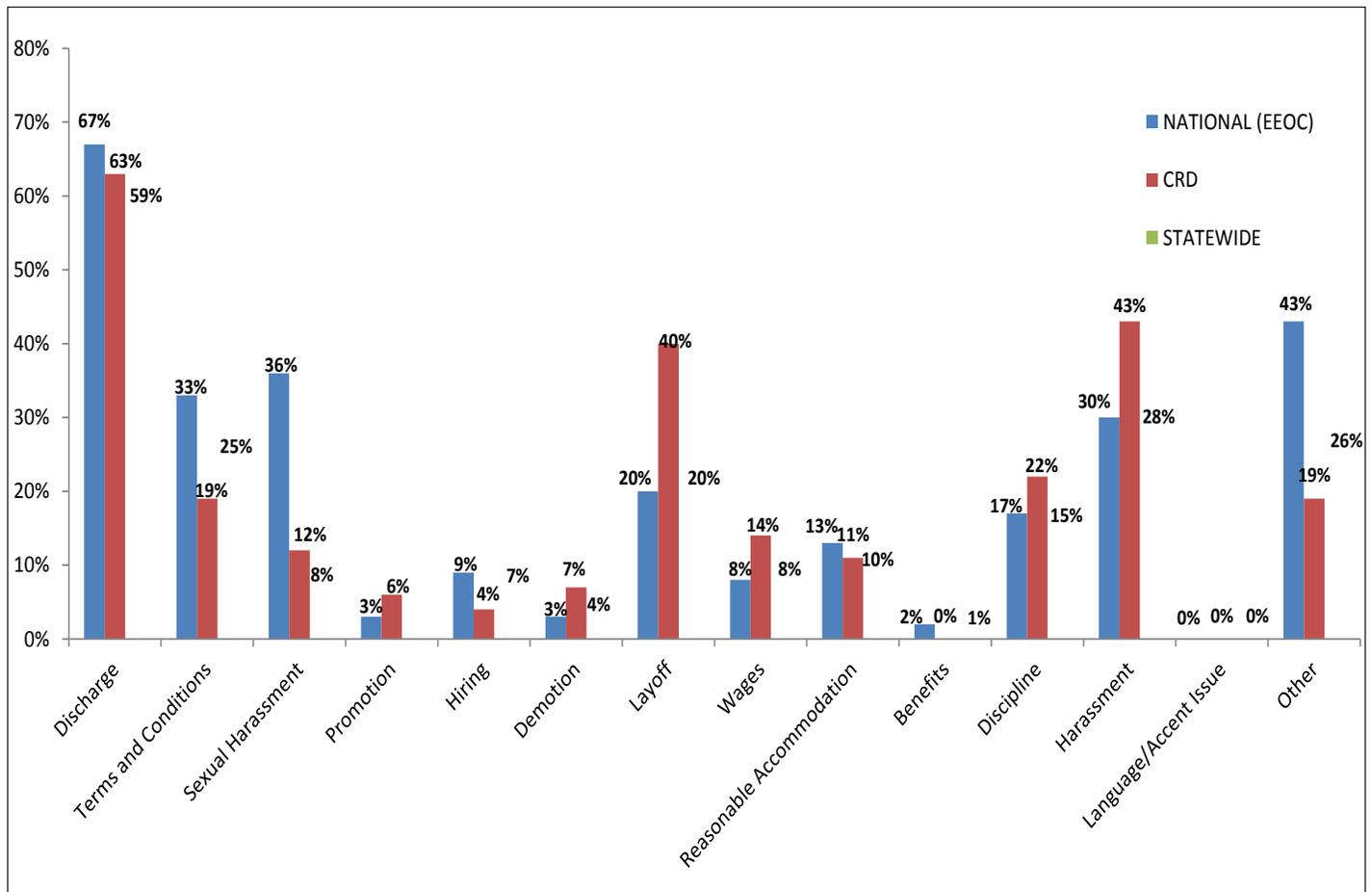
was Race according to Statewide and National EEOC data. It should be noted that CRD statistics indicate that its next most common basis is Sex and Age (both are 32% of the total), followed by Disability. National Origin, Age, Color are the three bases for which a significantly greater percentage of complaints were filed with CRD than Statewide or Nationally. However, a smaller percentage of complaints were filed under the basis of Race with CRD as opposed to Nationally and Statewide. In particular, there was at

least 10% difference in complaints filed due to Race (CRD, 25%; State, 36%; National EEOC, 35%). Religion was the least claimed basis (CRD, 3%; Statewide, 4%, and Nationally, 4%).

According to these statistics, Discharge was the major issue Nationally, Statewide and with CRD. Specifically, 67% of all complaints filed with EEOC, 63% of all complaints filed with CRD, and 59% of all complaints filed Statewide indicated that issue. The next most common Issue was Harassment: 43% of all complaints filed

with CRD, 30% of all complaints filed Nationally, and 28% of all complaints filed Statewide indicated that issue. Interestingly, Layoffs was a major Issue for CRD (43% of complaints filed). With 20% of all complaints filed under Layoffs, Nationally and Statewide, it was not a significant issue. It should also be noted that Nationally, Terms and Conditions (33%) and Sexual Harassment (36%) were key Issues. The percentages of CRD and Statewide complaints filed under these Issues were much lower. ■

Statistical Analysis of CRD & Statewide Employment Complaints Filed by Issue



* Please note that there were a total of 88,778 Nationally (EEOC), 9,668 Statewide (Texas), and 760 CRD Charges in FY 2014. Some charges filed involve multiple issues. Therefore, the percentages add up to more than 100%.

Selected State Employment Case Summaries

Rincones v. WHM Custom Services

2015 Tex. App. LEXIS 1363

(Corpus Christi – Edinburg – Feb. 12, 2015)

Gilberto Rincones, a Hispanic male, worked as a technician for WHM Custom Services, Inc. (WHM), a contractor for Exxon that provides installation and maintenance of catalyst systems. Exxon required contractors to use DISA, a third party, to conduct random drug tests. DISA reported that Rincones tested positive for marijuana. Rincones disputed the results and went to another drug testing company, which provided him with a negative test. WHM told Rincones to work it out with DISA. DISA said that it would conduct another test on the same sample, but refused to conduct a test on another sample Rincones tendered. Rincones was placed on “inactive status” due to the drug test and eventually terminated.

The Court considered several common law claims, but this summary focuses on the claims under Chapter 21 of the Texas Labor Code. WHM argued that the prima facie element of whether Rincones was “qualified” for the position was not met because of his “inactive” status due to the drug test. The Court, however, agreed with Rincones that the “inactive status” was not the same as the qualification requirement, and thus, summary judgment was not proper.

WHM asserted that the prima facie element of disparate treatment was not met because Rincones could not produce evidence that he was treated less favorable than similarly situated individuals who were not of the same protected class. Rincones pointed to summary judgment evidence that under WHM’s policy, an employee

who tests positive may regain “active” status and return to work by undergoing rehabilitation and meeting other requirements. DISA was contractually responsible for conveying the policy to affected employees. In certain instances, the human resources (HR) director for WHM had met personally with affected employees and explained the policy, and in one instance, admitted this occurred with a White employee who returned to work within two weeks. Rincones contended that neither DISA nor WHM informed him. Therefore, the Court held that Rincones had met his “minimal” burden to avoid summary judgment.

WHM argued that Rincones could not maintain a retaliation claim because when he complained to WHM he failed to specifically say that he was being treated differently than other employees based on his “race or national origin.” The Court sided with Rincones, since the HR director testified that he knew the other employees who Rincones said were being treated more favorably and allowed to return to work were non-Hispanic. WHM also attacked the retaliation claim by alleging that Rincones did not suffer an adverse action because by the time Rincones allegedly complained, his status already been changed to “inactive.” The Court disagreed, stating that 1) Rincones was denied the opportunity to regain “active” status through the return to work policy and 2) he was officially terminated by WHM.

Finally, WHM (and Exxon) asserted that Rincones’ claim for “pattern or practice” discrimination should be dismissed because he did not allege sufficient facts to support the claim in his charge of discrimination. The Court concluded that Rincones claim for pattern or practice was factually related to his claim for race

and national origin discrimination in that he alleged non-Hispanic employees were being treated differently, which suggested a group-wide discriminatory pattern or practice. Therefore, it was a factually related claim that could be reasonably expected to grow out of the investigation of the charge. (Author’s note: although the words “pattern or practice” are not specifically used in Texas Labor Code Chapter 21, the state law is considered to be substantially equivalent to the federal law).

The Court remanded the case to the trial court for further proceedings.

Warrick v. Motiva Enterprises, L.L.C.

2014 Tex. App. LEXIS 13849

(Houston [14th Dist.] Dec. 30, 2014)

Carolyn Warrick was employed as a timekeeper with a refinery, Motiva Enterprises. Warrick sent an email to several company executives saying that a human resources (HR) manager was serially bullying her, he had an investigator break into her home, he stole an investigative report, he placed a snake in her bed under the covers, he had arranged for her new pocket knife to fall out of its packaging box, and he had put twelve holes in one of her tires. In the last two paragraphs of her email, she alleged that there was another employee in her office who had stolen time and overtime. Warrick was told that the company was concerned about her fitness for duty and that it was requiring her to meet with a doctor to conduct an examination.

Warrick filed suit alleging discrimination on the bases of race, perception of disability, and retaliation. The Court held that Warrick failed to provide more than a scintilla of evidence that she suffered an adverse employment action on the

basis of race or perception of a disability. She did not offer evidence that either the psychological assessments or her placement on paid disability leave while the assessments were pending had any impact on her employment. Also, although Warrick claimed she was denied the same leave and pay package as a White comparator, she did not show that either her leave or her compensation was adversely affected. Warrick herself alleged that the other employee was not using his vacation hours—she did not allege that he received a superior vacation package. Moreover, both employees worked the same number of hours and she received a higher salary.

The Court further held that Warrick failed to present more than a scintilla of evidence that her email to the employer was protected activity under Texas Labor Code, Chapter 21. The Court stated that the relevant inquiry is whether her opposition to proscribed discriminatory practices was discernible in the email itself. The email accused a coworker of stealing time, but she did not make a comparison of his and her circumstances. In addition, the email did not allege that

the bullying against her was based in any manner on race or a perception of disability. The Court affirmed the judgment of the trial court in favor of Motiva.

Texas Parks and Wildlife Department v. Gallacher

2014 Tex. App. LEXIS 13926
(Austin December 31, 2014)

Nancy Gallacher, an administrative assistant, brought suit against the Texas Parks and Wildlife Department alleging disability discrimination and retaliation. She took absences under the Family and Medical Leave Act (FMLA) and used other paid leave because of her husband's health and later, her own. Gallacher had been diagnosed with morbid obesity, diabetes, congestive heart failure, and chronic anemia. Her supervisors had allowed her to work on weekends to make up for absences, but later her then supervisor stated that because of his increased responsibilities, he needed her in the office consistently. However, in her last year of employment, she was absent frequently, without advance notice, and depleted her leave balances.

The Court held that Gallacher could

not raise a material issue of fact as to whether she could perform the essential functions of her job, even with reasonable accommodation. In her application for disability retirement benefits to the Employees Retirement System (ERS), Gallacher affirmed her permanently incapacitating disability, her inability to hold the position she occupied or any other comparable position, and her inability to perform her duties even with a reasonable accommodation. These statements were supported by a certification from a doctor. The Court pointed out that Gallacher's statements in a deposition that she probably could perform some secretarial positions were made much later and when her discrimination claim was at risk.

The Court also held that Gallacher did not raise a material issue of fact on her retaliation claim. The Court disagreed with Gallacher's assertion that her supervisor's granting of 160 sick-pool leave hours rather than 320 violated the agency's policy, since the policy stated that the supervisor had discretion and that simply requesting leave did not automatically entitle an employee to approval of the leave. Also, the Court disagreed with Gallacher's argument that she was retaliated against because there was only a three-month period between a complaint she made to management and her termination. The Court stated that the Texas Supreme Court has cautioned that the temporal proximity must be "very close" and has noted even a three-month gap has been held insufficient to infer a causal link. The Court thus concluded that Gallacher's mere temporal proximity argument was insufficient in this case.

As a result, the Court rendered judgment dismissing Gallacher's suit. ■



Photo courtesy of Thinkstock

CRD Employees Attend Civil Rights Activist's Speech

Several employees of the Texas Workforce Commission Civil Rights Division attended the 9th Annual Barbara Jordan Forum at the Lyndon B. Johnson School of Public Affairs at The University of Texas at Austin on February 4, 2015. The theme for this year's forum, which was selected by students, is "The stakes are too high for government to be a spectator sport."

The theme is taken from Barbara Jordan's remarks at Harvard University's Commencement Address June 16, 1977.

Civil rights activist and former Georgia State Sen. Horace Julian Bond was the keynote speaker. Bond was center stage during the Civil Rights Movement of the 1960s, including participating and getting arrested for sitting at a cafeteria counter in segregated Atlanta. A former Morehouse College student of Dr. Martin Luther King Jr., Bond was a leader of the March on Washington for Jobs and Freedom in 1963 and the Mississippi "Freedom Summer" voting rights campaign of 1964. Bond also co-founded the Student Nonviolent Coordinating Committee in 1961, and served as the chairman of the NAACP from 1998 to 2009.

Bond's speech was titled "On the Front Lines of Equality Then and Now." When speaking about the remarkable improvements to the "racial picture in America" that have occurred during his lifetime, Bond reflected, "So much so that a black man is in the White House today and a statue of Martin Luther

King stands on the Washington Mall."

However, Bond cautioned that President Barack Obama's election and re-election is testament to one man's singular abilities and not to racial nirvana in this country.

Bond asserted that most of the people

who made up the movement were not famous, they were faceless. "Yesterday's movement succeeded, in part, because the victims became their own best captains," Bond said. "When Rosa Parks refused to stand up, and when Dr. King stood up to preach, mass participation

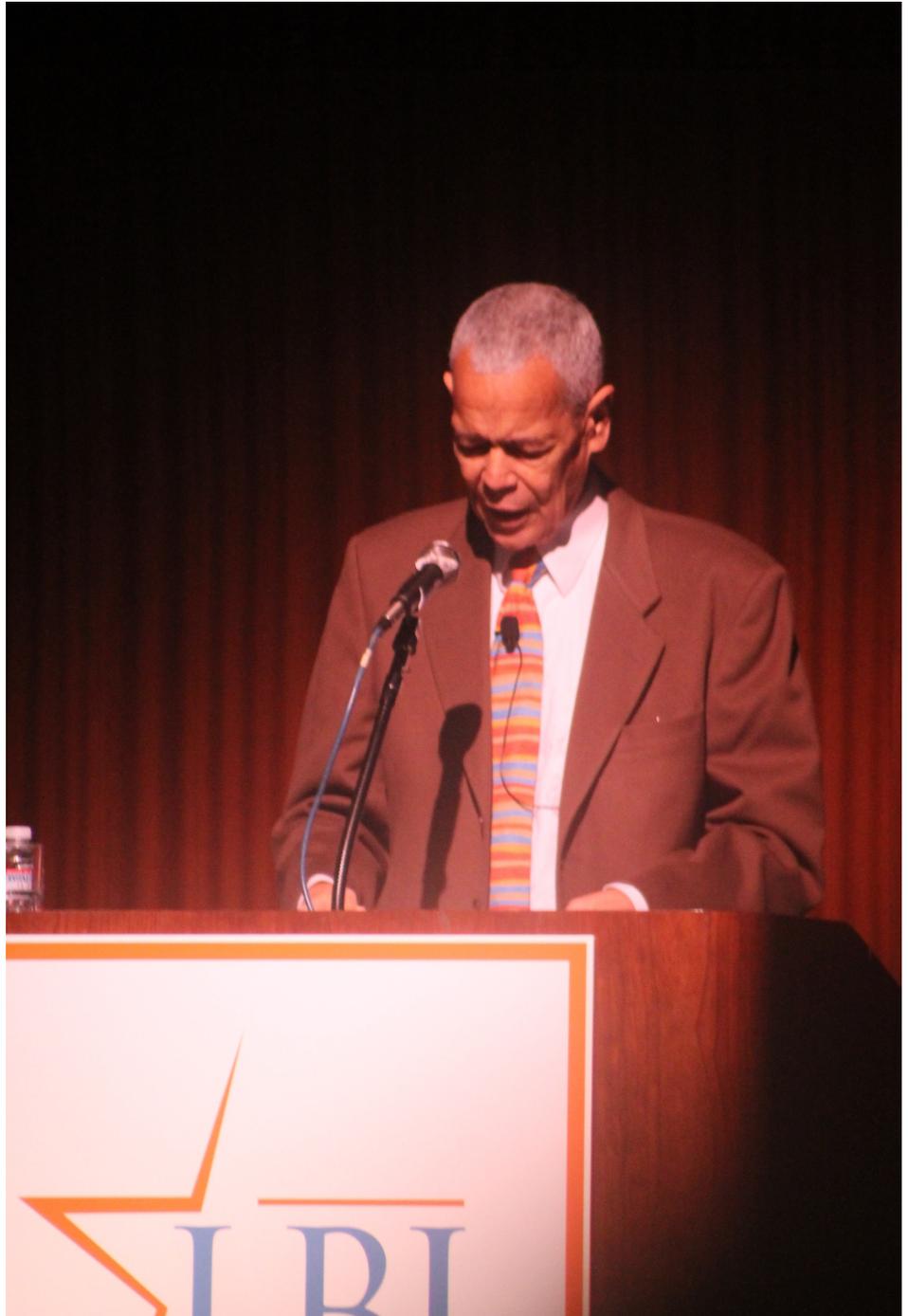


Photo courtesy of Eloise Reynolds, CRD

came to the movement for civil rights. Now it's up to all of us to continue this fight.”

According to Bond, the task ahead of the people is to continue to litigate, to organize, to mobilize and to form coalitions of the caring and concerned. He warned the audience that racial inequality still exists in America, and cited many statistics, including the 4

year life expectancy difference between whites and blacks to prove his point.

Although grateful for the advancements that have been made, Bond believes more must be done. “We have to fight discrimination wherever it raises its ugly head,” Bond maintained.

As University of Texas at Austin Division of Diversity and Community Engagement graduate student assistant Virginia

Cumberbatch, who delivered Bond's introductory speech so eloquently stated, “The life-long work of Julian Bond should not only impress us, it should also inspire us to sustained and meaningful action, as his leadership stands as a blueprint for social advocacy.” ■



Photo courtesy of Thinkstock