



Office of Human Rights
District of Columbia

Monthly News & Updates

July 2024
Issue LXXI (71)

**DISABILITY
PRIDE
MONTH**

*The ADA turns 34!
(1990-2024)*

Office of Human Rights
District of Columbia

Director's Note

Dear Residents, Neighbors, and Friends:

As we move into the heart of summer, I'm filled with both reflection and optimism about the progress we have made and the work that lies ahead for the Office of Human Rights (OHR). July embodies the spirit of freedom and independence, values central to our mission of ensuring equality and justice for all residents of the District of Columbia.

This month marks the anniversary of **the Americans with Disabilities Act (ADA)**, a pivotal piece of legislation that has significantly advanced the rights of individuals with disabilities. The ADA reminds us of the importance of accessibility and inclusion in all aspects of life. At OHR, we are dedicated to upholding these principles by addressing discrimination and promoting equal opportunities for everyone in every area of our work.

July also continues our initiatives aimed at fostering community engagement and awareness. Recently, we conducted the Human Rights Liaison 2.0 Training and participated in the **2024 Chinatown Park Festival**, hosted by the Mayor's Office on Asian and Pacific Islander Affairs, engaging with residents and empowering our community with knowledge and tools to tackle discrimination. In addition, we will be hosting a series of Office Hours sessions at various public library branches to promote awareness of your rights and responsibilities under local and federal human rights laws. Details about these sessions can be found at the bottom of our newsletter.

Our team has been working diligently to ensure our resources and processes help residents better access their rights. As part of these efforts, we have launched **new intake forms** for the DC Universal Paid Leave and the Care for Seniors Act, making sure you can report any discrimination and access program benefits more smoothly and without prejudice. These new forms underscore our dedication to enhancing accessibility and inclusivity in essential services for all individuals.

As we celebrate our nation's independence this month, let us also remember that the fight for true equality and justice is ongoing. I encourage each of you to participate in District-wide events, stay informed about your rights, and join us in our mission to create a stronger community where everyone can thrive without fear of discrimination.

In Solidarity,
Kenneth Saunders
Acting Director



Trait of the Month



DISABILITY

Under the D.C. Human Rights Act of 1977, disability is defined as "a physical or mental impairment substantially limiting one or more major life activities; physical can include auditory, speech, visual, and/or neurological impairments and mental can include cognitive and learning impairments."

DID YOU KNOW? The ADA was signed into law on July 26, 1990, by President George H.W. Bush. This date is now celebrated annually as National Disability Independence Day.

What's New and Upcoming

DC OFFICE OF HUMAN RIGHTS OFFICE HOURS

EXPERIENCED DISCRIMINATION?

LEARN HOW TO FILE A COMPLAINT WITH OHR AND
UNDERSTAND THE PROCESS TO ENSURE YOUR RIGHTS ARE PROTECTED!

↘ **24** JULY
1PM - 4PM

MLK JR. LIBRARY
(901 G STREET NW)

↘ **21** AUGUST
10AM - 2PM

SOUTHWEST LIBRARY
(900 WESLEY PI SW)

↘ **10** SEPTEMBER
10AM - 2PM

DEANWOOD LIBRARY
(1350 49TH STREET NE)



WE ARE
DISTRICT OF COLUMBIA
DC GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

OHR Office Hours

Do you have questions about discrimination or want to learn more about the resources available through OHR? Our team will be at different public library branches to provide information, answer your questions, and offer support. The first session will be at MLK Jr. Library on Wednesday, July 24. Don't miss these opportunities to learn about your rights and connect with us. Everyone is welcome!

- Wednesday, July 24, 1 PM – MLK Jr. Library
- Wednesday, August 21, 10 AM – Waterfront Library
- Tuesday, September 10, 10 AM – Deanwood Library



OHR Press Release

Check out our latest press releases



Employment Opportunities

We are seeking a candidate with strong management and supervisory skills for the position of **Supervisory Equal Opportunity Specialist** (DCHR Job ID: 26747). The successful candidate will oversee a team of experienced investigators and intake officers, focusing on Equal Employment Opportunity (EEO) and Fair Housing. Advanced knowledge of local and federal civil rights laws is essential.

If you're ready to take on this challenge and make a difference, apply now at careers.dc.gov!

OHR In the Community

Scenario #2

Microaggressions are the "everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon the marginalized group membership."

They are often categorized into three types, ranging from subtle and unconscious acts to deliberate attacks: microinsults, microinvalidations, and microassaults.



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OFFICE OF HUMAN RIGHTS
DC MURIEL BOWSER, MAYOR

OHR hosted its EmPOWERed 2.0

Your copy should address 3 key questions: Who am I writing for (audience)? Why should they care (benefit)? What do I want them to do (call-to-action)?

Create a great offer by adding words like "free," "personalized," "complimentary," or "customized." A sense of urgency often helps readers take action, so consider inserting phrases like "for a limited time only" or "only 7 remaining!"





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