

**NEW JERSEY COMMISSION ON CIVIL RIGHTS
RESOLUTION OF DECEMBER 11, 2007
SUPPORTING THE APPOINTMENT OF
J. FRANK VESPA-PAPALEO AS DIRECTOR OF THE DIVISION ON CIVIL RIGHTS**

WHEREAS, by an Act of the Legislature of the State of New Jersey the New Jersey Commission on Civil Rights was created; and

WHEREAS, the Commission on Civil Rights is charged under the law with consulting and advising the Attorney General with respect to the work of the Division on Civil Rights, surveying and studying the operations of the Division, reporting to the Governor and the Legislature with respect to such matters relating to the work of the Division and at such times as it may deem in the public interest, and approving the appointment of the Director of the Division; and

WHEREAS, the Commission has seen first-hand the exceptional leadership, dedicated service and creative thinking of Director J. Frank Vespa-Papaleo since it voted to appoint him to the position of Director in 2002; and

WHEREAS, under his leadership as Director the Division has seen: (1) unprecedented re-emergence of the agency as a national leader in promoting progressive civil and human rights enforcement, outreach and policy development; (2) cutting-edge legal and policy development in the areas of housing, employment and public accommodations discrimination; (3) the dedication of resources to enhancing the training of civil rights professionals to better serve the public and victims of discrimination; (4) very visible attention to emerging civil rights policy issues including race discrimination against youth at work and in public accommodations, bias-based bullying in schools by student peers, discrimination on the internet and in housing against persons who are single parents or recipients of Section 8 discrimination; (5) the use of strategic legal resources applied for high-impact and systemic discrimination matters through the use of the most Director complaints in the agency's history, including on behalf of persons of racial minorities, persons with disabilities, and others; (6) operational efficiencies that have resulted in improved customer service, budgetary savings, inter and intra-agency collaborations and enhanced attention to cutting-edge legal issues that serve as a national model for other civil and human rights agencies; (7) unprecedented reduction of backlog cases while speeding up the investigations of cases and enhancing the investigations of cases under investigation by providing staff with additional investigative tools; (8) the creation of first-ever Housing/MDRR Unit, Disabilities/Public Accommodations Unit, Central Intake Unit, Employer Advisory Council, Disability Law Conferences, Housing Law Conferences, Commission Training programs, and attorney training programs; (9) more attention to diversity and inclusion in the development of programs and the recruitment of staff and services; and (10) the development of well-recognized outreach, prevention, training and community relations functions, which have included the Commission, that help ensure compliance with NJ's Family Leave Act and Law Against Discrimination.

NOW, THEREFORE, BE IT RESOLVED on this date, December 11 2007 the New Jersey Commission on Civil Rights makes clear its support for Mr. Vespa-Papaleo's appointment as Director of the Division on Civil Rights, so that the Division can continue its unprecedented, cutting-edge legal work on behalf of the people of New Jersey, and victims of discrimination; and

NOW, THEREFORE, BE IT RESOLVED that the Division shall ensure that a copy of this Resolution is transmitted to the Legislative leadership, Attorney General and the Governor, and shall have a copy posted on the website of the Division under the Commission's link.