

# LECIA J BROOKS

## **Southern Poverty Law Center • Montgomery, Alabama • 2004-Present**

Non-profit civil rights advocacy organization dedicated to fighting hate and bigotry, and to seeking justice for the most vulnerable members of society.

### **Chief Workplace Transformation Officer (2019-Present)**

Develop a workplace culture of inclusiveness and ensure a sustainable infrastructure that supports the Centers' ongoing focus on diversity and equity.

### **Outreach Director (2010-2019)**

Develop strategic relationships with, and serve as a liaison to, allied advocacy groups and organizations. Advise and work with SPLC's Legal, Teaching Tolerance and Intelligence projects on community-engagement initiatives. Manage SPLC on Campus program supporting non-violent activism on college campuses.

### **Interim Director, Teaching Tolerance (2009-2010)**

Led editorial team in the development and distribution of free educational materials to teachers in the U.S. *Teaching Tolerance* magazine is mailed to 400,000+ educators twice annually, and the website is visited by over 150,000 people annually.

### **Director, Civil Rights Memorial Center (2005-Present)**

Manage program and operations at SPLC's museum and adjacent Civil Rights Memorial honoring martyrs of the modern American Civil Rights Movement.

### **Director, *Mix It Up* (2004-2005)**

Developed and implemented a strategic media and communication strategy resulting in a successful yearlong campaign for the award-winning Teaching Tolerance program. This youth activist program consisted of three components: grantmaking, dialogue and organizing.

## **National Conference for Community & Justice • Los Angeles, CA • 1992-2004**

Human relations organization dedicated to fighting bias, bigotry and hatred.

### **Director of Special Projects (2000-2004)**

- Initiated and led a series of six-week anti-hate courses expressly for first-time juvenile hate crime offenders and their parents/guardians at request of the Los Angeles District Attorney's Office
- Designed and directed two 1-week residential camp programs for girls ages 12-16 to improve self-concept and combat the negative effects of sexism for the Tyra Banks Foundation
- Designed and directed support group for queer and questioning youth to examine the intersections of identity and safely explore LGBT community space with trained queer adults facilitators.

### **Youth Program Specialist (1992-2000)**

- Led 40 Chicago-area youth through a dialogue process examining racial stereotypes for a special taping of *The Oprah Winfrey Show*

- Directed 10-month Youth Leadership Program documented by a national film production company series entitled “*The Truth About Hate*,” exploring youth homophobia.

### **Diversity Matters • 2000-2007**

Independent consulting firm engaging groups in conversation and reflection on intersectionality and positive identity development.

- Client list includes: Marlborough School for Girls, California State Polytechnic University, Pomona, Montgomery, Alabama Chapter of NOW, University of California, Riverside, U.S. Department of Justice, U. S. Department of Health and Human Services, Public Allies, U.S. Department of Education, Los Angeles County Office of Education, Los Angeles County Department of Mental Health, Simon Wiesenthal Center’s Museum of Tolerance, and the Gill Foundation.

### **Los Angeles Unified School District • Los Angeles, CA • 1987-1992**

Served recently arrived immigrant 5<sup>th</sup> grade students in a bilingual (English/Spanish) classroom.

## **EDUCATION**

Elementary Education Program - National University, Los Angeles, CA  
 Bachelor of Arts, Political Science - Loyola Marymount University, Los Angeles, CA  
 Foreign Study - Schiller College Heidelberg, Germany and Madrid, Spain

## **MEDIA APPEARANCES (partial list)**

Al Jazeera America • USA Today • Los Angeles Times • Clarion-Ledger • Montgomery Advertiser • The Oprah Winfrey Show • HuffPost Live • The Grio.com

## **COMMUNITY SERVICE**

Leadership Montgomery, Montgomery, AL, Graduate • Los Angeles County Network Against Hate Crime, Los Angeles, CA, Co-Chair • Los Angeles Women’s Foundation, Los Angeles, CA, Grants Review Committee Member • Liberty Hill Foundation, Santa Monica, CA, Community Funding Board Member • Alabama Civil Justice Foundation, Montgomery, AL, Board Member • Aid to Inmate Mothers, Montgomery, AL, Board Member

## **PUBLICATIONS**

Brooks, L. (editor) 2012, *God Loves Uganda* Discussion Guide. New York, NY: Full Credit Productions  
 Brooks, Lecia, *Civil Rights Activity Book*, (2013). Montgomery, AL: The Southern Poverty Law Center

Aguilar, J., Arana, O., Briggs, S. E., Brooks, L., Bauer, M., et al. (eds.) (2008) *Viva La Causa* Teacher's Guide. Montgomery, AL: The Southern Poverty Law Center.

Brooks, L. (2007). *The School Year That Changed a Nation: The Little Rock Nine Interview with Minnijean Brown Trickey*. Teaching Tolerance Magazine, 32, 20-25. Montgomery, AL: The Southern Poverty Law Center.

Brooks, L. (ed). (2006) *Juliette Hampton Morgan: "A White Woman Who Understood."* Montgomery, AL: The Southern Poverty Law Center.

## CONGRESSIONAL TESTIMONY

Financing of Domestic Terrorism.

U.S. House Subcommittee on National Security, International Development and Monetary Policy (Committee on Financial Services) Jan. 15, 2020

Confronting White Supremacy (Part II): Adequacy of the Federal Response.

U.S. House Subcommittee on Civil Rights and Civil Liberties (Committee on Oversight and Reform) June 04, 2019

## PRESENTATIONS (partial listing)

### ***Achievements of the Civil Rights Movement***

June 1, 2016	The Picture House	Pelham, NY
May 14, 2016	Seattle University	Seattle, WA
April 18, 2016	Whitworth College	Portland, OR
July 16-22, 2015	U.S. Embassy, Berlin	Germany (various)
January 24, 2014	U.S. Embassy, Berlin	Germany (various)

### ***Tolerance Education***

January 24, 2016	Ethical Society of STL	St. Louis, MO
February 25, 2015	Georgia College	Milledgeville, GA
September 28, 2013	U.S. Embassy, Warsaw	Poland (various)

### ***Diversity, Tolerance and Extremism***

April 15-27, 2013	U.S. Embassy, Athens	Greece (various)
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### ***Hate and Extremism in the U.S.***

May 23, 2017	Antirrasistisk Senter	Oslo, Norway
May 4, 2017	Kent State University	Kent, OH
April 18, 2017	New Jersey City Univ.	Newark, NJ
April 7, 2017	Burgoa Library	Oaxaca, Mexico
March 16, 2017	Augusta University	Augusta, GA
September 17, 2016	Univ. of Richmond	Richmond, VA
August 4, 2016	NABJ/NAHJ	Washington, DC

July 1, 2016	NAIS	Washington, DC
April 22, 2016	Ohio State University	Marion, OH
April 15, 2015	Missouri State Univ.	Springfield, MO
April 1, 2015	Temple Shalom	Chevy Chase, MD
October 16, 2014	Skirball Cultural Center	Los Angeles, CA
October 13, 2014	Marcus Jewish Center	Atlanta, GA
October 6, 2014	East Tennessee State	Johnson City, TN
September 17, 2014	Jacksonville State	Jacksonville, AL
November 15, 2013	Univ of Southern Miss.	Hattiesburg, MS
October 29, 2013	Univ of Central Arkansas	Little Rock, AR
August 22, 2013	Marcus Jewish Center	Atlanta, GA
July 17, 2013	D.A.R.E. Conference	Cincinnati, OH
April 4, 2013	Arkansas Fair Housing	Little Rock, AR
February 9, 2013	First Unitarian Church	Dallas, TX
January 27, 2013	Nicolet College	Rhineland, WI
January 18, 2013	Phillips Exeter Academy	Exeter, PA
January 30, 2013	Moravian Academy	Bethlehem, PA

***Martin Luther King, Jr. Day***

January 15, 2015	Ctr for Faith Studies	Omaha, NE
January 17, 2014	Congregation B'nai Israel	Jonesboro, GA
January 21, 2013	Topeka Center for Peace	Topeka, KS
January 16, 2012	City of Davis	Davis, CA
January 17, 2011	Walmart	Bentonville, AR

***Black History Month***

February 10, 2016	North Dakota State Univ.	Fargo, ND
February 10, 2015	Donaldson Correctional	Birmingham, AL
February 8, 2014	U.S. Embassy	Frankfurt, Germany
February 6, 2013	Westminster College	Salt Lake City, UT
February 11, 2013	University of Alabama	Tuscaloosa, AL
February 20, 2013	Bridge Builders	Montgomery, AL

***Museum Gallery/Exhibit Opening***

*50<sup>th</sup> Anniversary of the Voting Rights Act*

Breman Holocaust and Heritage Museum	Atlanta, GA
March, 2015	

*The Scottsboro Boys: Outside the Protective Circle of Humanity*

November 19, 2013	Jackson State University	Jackson, MS
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*Speaking Volumes: Tolerating Hate*

October 17, 2013	Lewis-Clark College	Lewiston, ID
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*Hate in America: the Klan and White Supremacy*

September 12, 2013	B'ham Southern College	Birmingham, AL
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