



**Building an Inclusive Regulatory  
Community – From Policy to Practice**

January 5, 2022

# Agenda

All Times are in Eastern Standard Time

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## January 5, 2022

10:00 AM – 10:10 AM	<b>Welcome and Introductions</b>
10:10 AM – 11:10 AM	<b>Moving the Needle: Promoting Equity and Inclusion within Michigan’s Regulatory Community</b> Marlon I. Brown, Chief Administrative Officer <i>Michigan Department of Licensing and Regulatory Affairs</i>
11:10 AM – 11:20 AM	<b>Break</b>
11:20 AM – 12:20 PM	<b>Disability Inclusion and Access: Removing Barriers to Open Jobs for Americans with Disabilities</b> Philip Kahn-Pauli, Policy and Practices Director <i>RespectAbility</i>
12:20 PM – 1:20 PM	<b>Lunch Break</b>
1:20 PM – 2:20 PM	<b>A Few Good Facts about Occupational Licensing that matter for Regulators</b> Dr. Peter Q. Blair, Assistant Professor <i>Harvard University, Graduate School of Education</i>
2:20 PM – 3:20 PM	<b>Barriers to Workforce Development</b> Lindsey Courtney, Executive Director <i>New Hampshire Office of Professional Licensure and Certification</i> Albert Scherr, Professor and Chair <i>University of New Hampshire School of Law</i>
3:20 PM – 3:30 PM	<b>Break</b>
3:30 PM – 4:30 PM	<b>Critical Insights for Regulators from Equity-Centered Cannabis Policy Reform &amp; Implementation</b> Dasheeda Dawson, Chair <i>Cannabis Regulators of Color Coalition (CRCC)</i>
4:30 PM – 5:00 PM	<b>Closing Remarks</b>

# Sessions

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## **Moving the Needle: Promoting Equity and Inclusion within Michigan's Regulatory Community**

**Marlon I. Brown**

Chief Administrative Officer, *Michigan Department of Licensing and Regulatory Affairs*

Under the leadership of Governor Gretchen Whitmer and Director Orlene Hawks, the Michigan Department of Licensing and Regulatory Affairs (LARA) has made diversity, equity, and inclusion (DEI) a focal point of its work. LARA recently adopted administrative rules requiring implicit bias training as a condition of licensure for all health professionals in the state. Similarly, the department is leading by example in having all its staff complete implicit bias training. LARA has further demonstrated a commitment to this work by hiring its first equity and inclusion officer. These initiatives, and others, are purposed to foster greater engagement and awareness around DEI issues. This presentation will provide an overview of LARA's ongoing efforts and share what the department has learned as it strives to promote equity and inclusion within Michigan's regulatory community.

## **Disability Inclusion and Access: Removing Barriers to Open Jobs for Americans with Disabilities**

**Philip Kahn-Pauli**

Policy and Practices Directory, *RespectAbility*

The past 23 months of the COVID-19 pandemic have seriously impacted the more than 67 million Americans living with some form of disability. However, there are new signs of hope and opportunity. According to the Bureau of Labor Statistics, the labor force participation rate for working-age people with disabilities is now at 37.7 percent. This number is fully 2 percentage points higher than it was before the pandemic started, meaning that more than a million people with disabilities got jobs or started a business! To sustain this momentum, public and private sector leaders need to come together in order to remove regulatory barriers to employment, invest in cost-effective programs, and replicate best practices. This session will discuss practical strategies and proven models for getting more qualified individuals into the workforce.

# Sessions

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## **A Few Good Facts about Occupational Licensing that matter for Regulators**

**Dr. Peter Q. Blair**

*Assistant Professor, Graduate School of Education, Harvard University*

Occupational Licensing touches 1 in 4 workers in both the US and Europe. As policy makers consider reforming licensing there a few key facts that are important for understanding the trade-offs inherent in licensing reform.

## **Barriers to Workforce Development**

**Lindsey Courtney**

*Executive Director, New Hampshire Office of Professional Licensure and Certification*

**Albert Scherr**

*Professor and Chair, University of New Hampshire School of Law*

Who is entitled to pursue a profession? Individuals who meet education and experience requirements are generally competent—however, what other grounds should regulators consider in evaluating a licensure application? Should there be limits on a regulator’s ability to deny licensure based on past criminal history?

In New Hampshire, the right to pursue an occupation is a fundamental right—but that was not always the case. This session explores the movement that changed New Hampshire’s approach to review of criminal convictions in the licensure process and the necessary statutory and regulatory changes. This session also highlights “lessons learned” and the challenges in implementation. Finally, this session discusses additional efforts to remove unnecessary barriers to workforce and some strategies for regulators to consider in revising their approach to criminal history and good moral character requirements.

# Sessions

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## **Critical Insights for Regulators from Equity-Centered Cannabis Policy Reform & Implementation**

**Dasheeda Dawson**

*Chair, Cannabis Regulators of Color Coalition*

Cannabis Regulators of Color Coalition (CRCC) is a coalition of government officials appointed and/or selected to lead, manage and oversee the regulatory and policy implementation for legal medical and adult-use cannabis markets across the United States and abroad. CRCC founding members represent multiple legal cannabis jurisdictions from across the country, including California, Massachusetts, Illinois, Oregon, Connecticut and Oklahoma. Called the leading architects of cannabis equity and policy reform in the United States, the coalition's mission is to be a source of information and education for legislators that aim to build sustainable cannabis regulatory frameworks that are also designed to deliver on the reparative and restorative potential of the global cannabis legalization and decriminalization movement.

As public servants responsible for advising and implementing cannabis policy reform at the state and municipal level, CRCC members know firsthand that many state and municipal governments are increasingly making the commitment to not only responsibly license and regulate commercial cannabis activity, but to also pioneer and collaborate on the development of innovative regulatory programs that seek to acknowledge and remediate the harms from past government laws. Over the last several years, and certainly in the last twelve months, legal states have made significant progress in elevating the need to center equity in cannabis policy reform. This is evidenced through recent state and local efforts to decriminalize and legalize cannabis, and the establishment of cannabis equity programs, community reinvestment initiatives and the development of strategies specifically addressing racial inequities in policy reform. Many of these efforts have happened within the respective jurisdictions under the direct leadership of founding members of the CRCC. This session will share critical insights from the collective experience of CRCC members while also discussing opportunities for equity-centered regulation in other sectors.



# Presenters

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**Marlon I. Brown**

Chief Administrative Officer, *Michigan Department of Licensing and Regulatory Affairs*

Marlon I. Brown works for the State of Michigan as the Chief Administrative Officer for the Department of Licensing and Regulatory Affairs (LARA). He is responsible for leading the central services of the department including communications, finance and administration, human resources, policy and legislative affairs, and equity and inclusion initiatives. Marlon most recently served as director of LARA's Office of Policy and Legislative Affairs where he led the development of a transformative policy requiring all health care professionals in Michigan to receive training on implicit bias and the way it affects the delivery of health care services. Marlon has served in various positions within state government, including working for the Michigan Supreme Court, the Michigan Department of Transportation, and the State Budget Office. He earned a BA in political science from American University, a Master of Public Administration from the University of Delaware, and he is currently pursuing a doctorate in public administration at Valdosta State University.

**Philip Kahn-Pauli**

Policy and Practices Director, *RespectAbility*

Philip Kahn-Pauli is the Policy and Practices Director of RespectAbility, a nonprofit organization fighting stigmas and advancing opportunities so people with disabilities can fully participate in all aspects of the community. He educates leaders at the federal and state level about best practices to expand opportunities for people with disabilities. He frequently organizes accessible webinars on best practices, which are attended by workforce boards, agencies, VR, disability organizations, public officials, artists, and more – reaching a national audience of more than 2,000. Kahn-Pauli also speaks at national and regional conferences for workforce boards, agencies, and professionals.

At the state level, Kahn-Pauli advocates for cost-effective solutions, replicable models, and school-to-work transition programs for youth with disabilities. Kahn-Pauli's career in disability began with several years of work at a local nonprofit focused on traumatic brain injury. He holds a master's degree in social policy and philosophy from George Washington University and a bachelor's degree from the University of Denver. Raised by a single mother with serious chronic health issues, he is deeply committed to building a better future for people with disabilities.





# CLEAR winter symposium

# Presenters

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**Dr. Peter Q. Blair**

*Assistant Professor, Graduate School of Education, Harvard University*

Dr. Peter Q. Blair is on the faculty in the Graduate School of Education at Harvard University where he co-directs the Project on Workforce. He serves as a Faculty Research Fellow of the National Bureau of Economic Research (NBER) and the Principal Investigator of the BE-Lab – a research group with partners from Harvard, Clemson, and Illinois Urbana-Champaign. His group’s research focuses on the link between the future of work and the future of education, labor market discrimination, occupational licensing, and residential segregation. Dr. Blair received his Ph.D. in Applied Economics from the Wharton School at the University of Pennsylvania, his M.Sc. in Theoretical Physics from Harvard University, and his B.Sc. in Physics and Mathematics from Duke University. He is the youngest of his parents’ seven sons, and got his start understanding markets by selling fruit and vegetables in the Bahamas in the Nassau Straw Market with his brothers.

**Lindsey Courtney**

*Executive Director, New Hampshire Office of Professional Licensure and Certification*

Lindsey B. Courtney is currently the Executive Director of the New Hampshire Office of Professional Licensure and Certification, the state agency responsible for administering occupational licensing boards in New Hampshire. Lindsey attended Northeastern University and thereafter New England School of Law, where she was a recipient of the Sandra Day O’Connor Award. Lindsey’s law career began at a leading medical malpractice law firm in New Hampshire, before she joined the New Hampshire Department of Justice as litigation counsel to the Department of Health and Human Services. Lindsey has served on the Board of Directors of the New Hampshire Women’s Bar Association since 2014 and is presently the NHWBA Vice President. She is co-founder of the NHWBA Women to Women Project, designed to unite women attorneys with female inmates at the New Hampshire State Prison for Women for the purpose of providing general legal information to assist in transitioning to the community. Lindsey has been an active member of several associations, including most recently as representative to the American Association of Health and Human Services Attorneys. Lindsey has been a change agent at OPLC since her arrival in 2019, leading a restructuring of the new agency with a focus on eliminating unnecessary barriers to workforce, reducing inefficiencies in the licensing process, and improving the licensee experience.





# Presenters

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**Albert Scherr**

Professor and Chair, *University of New Hampshire School of Law*

Professor Scherr is a nationally recognized authority on forensic DNA evidence and genetic privacy. He is a past president of the New Hampshire Civil Liberties Union, and a former member of the ACLU's national Board of Directors. Professor Scherr has also worked closely as a cooperating attorney for the ACLU-NH on a number of issues involving economic justice in the criminal justice system. He has lectured and taught on criminal law and on genetic privacy issues across the country to judges, lawyers and graduate and undergraduate students. He consults regularly with NH legislators on criminal justice reform and privacy issues.

**Dasheeda Dawson**

Chair, *Cannabis Regulators of Color Coalition*

Dasheeda Dawson is a global cannabis advocate, award-winning Fortune 100 business strategist and bestselling author of *How to Succeed in the Cannabis Industry* featured across multiple outlets including *Entrepreneur*, *The New York Times*, and *Essence*. She has nearly 20 years of business development, strategic management and brand marketing excellence while leading transformative businesses for philanthropic and for-profit corporations. For over five years, she has worked as a cannabis-focused educator, senior executive leader, and strategy expert for multiple businesses, municipalities, and media outlets across the country. Currently, Dasheeda is the City of Portland Cannabis Program Manager for the Office of Community & Civic Life, responsible for overseeing all regulatory, licensing, compliance and equity initiatives for the city's cannabis industry. Supported by ongoing cannabis tax revenue allocation, her office oversees the Social Equity & Educational Development (SEED) Initiatives which includes the nationally-modeled SEED Grant Fund, the country's first community reinvestment fund tied to cannabis tax revenue. Under her leadership, Portland recently approved a multimillion dollar Cannabis Emergency Relief Fund (CERF) becoming the first government jurisdiction in the country to allocate cannabis tax revenue to specifically provide aid and emergency relief to the industry. In her role, she also serves as Board Chair of the national Cannabis Regulators of Color Coalition (CRCC) and participates on the Oregon Cannabis Commission Governance Frameworking subcommittee. Dasheeda received her MBA from Rutgers Business School and completed her undergraduate degree in molecular biology at Princeton University.

