



Campus Compact
Iowa

January 9, 2018

Des Moines Business Record
Forty Under 40 Selection Committee
100 4th St.
Des Moines, IA 50309

To Whom It May Concern:

It is my honor to submit this nomination package for Joshua V. Barr, Director of the Des Moines Civil and Human Rights Commission. Since being nominated and selected myself almost 10 years ago, I have sought each year to look around the community and see who is doing great work that is not being recognized for its depth and value. Joshua is the best example yet of someone whose contribution to this community will have a lasting and important impact and yet he does not seek praise or recognition for those efforts.

Last year, I start thinking about how I could get more involved in my local community. After years of state and federal involvement I was ready for something closer to home. I heard that the Civil and Human Rights Commission was looking to support community dialogue and asked Joshua to meet. He called me later that day and said he gets asked to do a lot of meetings, could I just let him know over the phone what I was interested in and whether I really wanted to act. I appreciated his candor and knew this was someone I had to work with. I have since joined the commission and seen his commitment and effectiveness up close. I have rarely been more impressed by another person.

I don't know how to convey how hard Joshua works without sounding hyperbolic. Other than his dedication to his wife and her catering business, striving for justice is his life. He doesn't take breaks or leisure time. He doesn't watch television. He doesn't take vacations. As he says, "he really gives a damn." He is committed to equity and justice and lives that commitment every day. As director, he has taken the commission to an entirely different level of investigation, education and advocacy. He responds to every request that he speak, reaches out to people from different communities, breaks through language barriers and makes sure EVERYONE has a voice in the city of Des Moines.

Under his leadership the commission has greatly expanded outreach, added focused efforts dedicated to LGBTQ, refugee, and immigrant issues and significantly raised the profile of issues of inequity and prejudice. He is one of the reasons I want to live in Des Moines and feel confident raising my children. Des Moines can be a great city and Joshua is helping to lead us there. I hope you will consider selecting him.

Best,

Emily J. Shields
Executive Director

Iowa Campus Compact
Iowa Center for Higher Education
2500 Fleur Drive
Des Moines, IA 50321

January 9, 2018

Des Moines Business Record
Forty Under 40 Selection Committee
100 4th St.
Des Moines, IA 50309



Dear Selection Committee Members,

It is my honor to write this recommendation letter in support of Joshua V. Barr's nomination for the prestigious Forty Under 40 award. As director of the Des Moines Civil and Human Rights Commission since 2015, Barr has shown exemplary commitment to creating equity and justice for all in Des Moines and our city is better because of it.

When the City interviewed Mr. Barr for the director position, we knew right away that he was the best candidate to move Des Moines forward. He is tirelessly dedicated to public service and building authentic relationships at all levels of the community to achieve his ambitious goals to make Des Moines the model city on equity. The road to hiring Mr. Barr was not an easy one. Our traditional department director hiring process was not enough to find a transformational leader for this critical role. Touting the revitalization of our downtown was not enough to entice Joshua to join our team. He wanted to be a part of a community where there was work to be done. We knew there was work to be done, but we neglected to show him the challenges our community faces. He returned to Des Moines so that we could share with him the side of the city he needed to see and accepted our offer to join our community members in improving our great city of Des Moines for all.

In the last three years, Joshua has been a champion in this city to investigate injustice, promote equality, educate community members, and bring people together. He recently worked with the City Council and myself to establish the city's first Equity Coordinator position and a new Refugee and Immigrant Subcommittee. He has improved office operations, secured new funding and increased the annual Civil and Human Rights Symposium attendance dramatically. He has clearly served as a transformational leader, exceeding expectations for the functionality of the department and for the community.

Des Moines is lucky to have such an incredible cohort of young leaders. I am confident each of those selected this year will be tremendously important to the future of our community. As you piece together a class of deserving leaders, I urge you to consider Joshua, who I am proud to have as part of the City's team and hope the committee will recognize his tireless efforts through this award.

Sincerely,


Mayor Frank Cownie



601 Forest Avenue
Des Moines, Iowa 50314
Phone: (515) 288-4742
udinfo@urbandreams.org
Web Site:
urbandreams.org

Izaah JB Knox
Executive Director

Board of Directors:

Ms. Marlene Doby
Chair
Dr. Dennis Zachary
Vice-chair
Ms. Heather Jones
Secretary
Michael Lipsman, PhD
Treasurer
Mr. James S. Marcovis
Martha Lebrón-Dykeman, JD
Paul Stageberg, PhD
Mr. Derrick Beechum
Mr. Ben Greaber
Mr. Rich Wireman
Mary Chapman, EdD
Beatriz Mate-Kodjo, JD
Mr. Dau Jok

Vision Statement

Creating bridges of opportunity
and equal access to pursue your
dreams

Friday, January 12, 2018

Urban Dreams
601 Forest Avenue
Des Moines, IA 50314

Business Publications Corporation
Attn: Jason Swanson
100 SW 4th Street
Des Moines, IA 50309

Dear Forty Under 40 Selection Committee:

It is with great honor that I am submitting this letter of recommendation for Joshua V. Barr the director of the City of Des Moines Civil and Human Right Commission to be considered for the class of 2018 Forty Under 40 class.

I have served on the commission for the past two years. As the current chair, I have had the pleasure to work with Director Barr on moving the department and community in a new, positive direction.

During his time in Des Moines, Joshua has immersed himself deep into many of the underrepresented and underserved communities. He has built trust within those communities. As well as lifting up their voice positively and productively. In addition to working diligently at the grassroots level, Joshua can move ideas and initiatives forward within city government and beyond.

Director Barr is an asset to Des Moines in many ways and would be an outstanding addition to our Forty Under 40 club.

Sincerely,

Izaah JB Knox
Executive Director

MISSION STATEMENT

Urban Dreams is a human service agency dedicated to serving the people, the community, groups, non-profits, for profits, and government agencies in the areas of mental health, substance abuse, education, and public safety as those pertain to underserved and underrepresented populations in urban communities.

January 9, 2018



Forty Under 40 Selection Committee
Business Record
Des Moines, IA

Respected 40 under 40 award Selection Committee members,

With great pleasure and honor I am writing this letter to express my immense support and recommendation for the nomination of Mr. Joshua Barr, Director, Des Moines Civil and Human Rights Commission for the prestigious 40 Under 40 award.

When Des Moines Civil and Human Rights Commission was interviewing candidates for this very important position nearly three years ago, I had the incredible opportunity of being a part of the selection committee. Joshua Barr was undoubtedly the best candidate in the pool and we are extremely lucky to have him in our community, in this very crucial role. His passion and fire for justice and equality set him apart from the other candidates, who closely matched in education or experience.

Since his hire, Joshua hit the ground running and wasted no time in embracing the new community he gladly called home. In less than two months' time, almost everyone was already talking about this new guy who was the new director of Des Moines Civil and Human Rights and how personable, energetic and purposeful he was.

He exemplified what it means to 'above and beyond'. He made enormous efforts to get to know ALL community members, understand their issues, build rapport and provide them the support they are desperately in need of. Since starting in 2015, he has not slowed down or been discouraged. He is always available and accessible to those who request his presence. He has ensured that all communities no matter how small or big, how new or old, are visible, understood and heard. He has brought new and innovative ideas and programs at the City to ensure no communities are left behind in the shadow and fall through the cracks.

He lives and breathes equity and justice for all and is very visible in his words and actions. He has given a new hope to many communities in Des Moines that they are no longer going to be marginalized, unrecognized and excluded.

Des Moines is very lucky to have a leader like him. I fully support the nomination of Joshua Barr to be recognized with this prestigious 40 Under 40 award.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Sanjita'.

Sanjita Pradhan
Program Director, Talent Development
Greater Des Moines Partnership
700 Locust St, Des Moines, IA 50309
515-447-3632



700 Locust St., Ste. 100 | Des Moines, Iowa 50309 | (515) 286-4950 | DSMpartnership.com



Jan. 8, 2018

Dear "40 Under 40" Selection Committee,

I am happy to support Joshua Barr's nomination for the 2018 "40 Under 40" class. I came to know Joshua through Des Moines University community partnerships with the Des Moines Civil and Human Rights Commission and believe he's made a great impact on our city in the short time he's been in his role. Josh has been a speaker at DMU for many of our diversity and inclusion events, and we find him to be a knowledgeable and compassionate expert.

Joshua brought to Des Moines energy and enthusiasm as well as a deep knowledge in serving the vulnerable in our community. With the Civil & Human Rights Commission, Joshua works to eliminate and prevent discrimination in the areas of employment, housing, municipal practices, and public accommodations to make Des Moines a model city. Under his leadership as Des Moines Civil & Human Rights Director, the department has truly flourished. For example:

DMU has hosted the Commission's annual Human Rights symposium for years, but last year's event drew a huge, record crowd. That's a testament to Josh's team and their relationships in the community as well as innovative planning. Josh and I also worked together on a Youth Violence Prevention Committee pulled together by the mayor, and he brought helpful insights to the group. Josh was also part of the steering committee that hosted a Mardi Gras event at the World Food Prize to benefit the Evelyn K. Davis Center for Working families. I had the pleasure of attending that event, and found it be an excellent celebration that helped raise the profile of an important community resource.

Lastly, Josh embraces deliberative dialogue strategies that help build bridges between people with different backgrounds and beliefs. When he's involved in a project, he'll ask the hard questions, but also facilitate a quest for common ground. With leaders like Joshua continually engaged in conversations that build up our community, developing strategies to address discrimination, Des Moines will be able to overcome the divisive attitudes of the age and emerge as a place where people from any background can find opportunity and prosperity.

I encourage you to strongly consider Joshua Barr for the Business Record '40 Under 40' 2018 class. We were lucky to lure him away from South Carolina and are I look forward to seeing his future contributions to addressing pressing social issues in our City.

Respectfully,

Brianne Sanchez

Community & Public Affairs Manager, Des Moines University

JOSHUA V. BARR, ESQ.

2205 E. 9th Street • Des Moines, IA 50316 • 803-250-5820 • joshuavbarr@gmail.com

DEGREE EDUCATION

Penn State University Smeal College of Business	University Park, PA	May 2010
<i>Master of Business Administration with Concentrations in General Management, Marketing, & Entrepreneurship</i>		
<ul style="list-style-type: none">• Vice President of Marketing, MBA Association• Graduate Advisor, NABA		
University of South Carolina School of Law	Columbia, SC	May 2007
<i>Juris Doctorate Degree with a Concentration in Business/Corporate Law</i>		
<ul style="list-style-type: none">• Mock Trial Bar Member• Moot Court Competition Team Member, BLSA		
Francis Marion University	Florence, SC	December 2003
<i>Bachelor of Business Administration Degree in Management</i>		
<ul style="list-style-type: none">• Minor in Political Science		

OTHER EDUCATION

Drake University College of Business & Public Admin	Des Moines, IA	January 2016-Present
<i>Certified Public Manager Program</i>		
Pontificia Universidad Javeriana (Javeriana University)	Cali, Colombia	July 2010-June 2012
<i>Spanish for Foreigners Immersion Program</i>		

PROFESSIONAL MEMBERSHIP

South Carolina Bar Association	<i>Bar Number 76375</i>
U.S. District Court of the District of South Carolina	<i>Bar Number 11624</i>

HIGHLIGHTS OF PROFESSIONAL EXPERIENCE

Director	Des Moines Civil & Human Rights Commission, Des Moines, IA	10/15-Present
<ul style="list-style-type: none">• Increased the number of formal complaints filed by one-hundred and fifty percent (150%).• Increased our city Municipal Equity Index (MEI) score with the Human Rights Campaign by 15 points to a near-perfect score of 97.• Developed a “Not In Our City” advertising campaign designed to better inform all Des Moines residents, employees, and visitors of their rights under our human rights ordinance.• Implemented a multi-user electronic database that allows the department to track all cases, contacts and concerns from the community via ward, neighborhood, zip code and type of complaint.• Developed a client-friendly office by renovating our office to better maximize the use of a very small space.• Implemented a new case filing and numbering system for all cases to better track the type and number of cases in the office on a yearly basis.• Created a training programming and manual for human rights investigators and new performance measures for investigator caseloads.• Developed a training class for new commissioners designed to help commissioners better understand their roles as commissioners and demonstrate how they can best serve the people of Des Moines in their capacity as commissioners.• Created new events and enhanced cornerstone events hosted by the Commission increasing our attendance by hundreds of persons.• Designed new fair housing and employment brochures and posters in both English and Spanish to better educate citizens of their fair housing rights.• Assisted in the development of the Social Equity component of Plan DSM, which will allow our office to expand beyond investigations to address more systemic issues that affect under-served communities.• Increased our overall outreach in the various communities of Des Moines including the Hispanic, African, refugee and immigrant communities.		

JOSHUA V. BARR, ESQ.

2205 E. 9th Street • Des Moines, IA 50316 • 803-250-5820 • joshuavbarr@gmail.com

- Director of Fair Housing* **South Carolina Human Affairs Commission**, Columbia, SC 01/15-10/15
Staff Counsel **South Carolina Human Affairs Commission**, Columbia, SC 10/13-10/15
- Civil Rights Attorney for the State of South Carolina concentrating in the areas of employment and fair housing law.
 - Implemented new policies and practices to improve fair housing investigation resolution time.
 - Advise the Commission on policy questions and operating problems that have legal implications.
 - Investigate and litigate claims of civil rights violations on behalf of the State of South Carolina.
 - Develop partnerships with other organizations in the state to assist in our mission to further affirm equal housing opportunities throughout South Carolina.
 - Review agency investigations to ensure that all legal issues have been addressed and that the law was properly applied.
 - Successfully negotiated conciliation terms and agreements for tens of thousands of dollars with civil right violators on behalf of complainants.
 - Draft and review policies, regulations, contracts, conciliation agreements, et cetera identifying potential legal issues.
 - Conduct interviews and translate documents for Spanish-speaking complainants.
 - Developed a strategic plan to increase outreach in poor, less-educated rural areas of the state.
 - Conduct training to educate agency staff and private businesses on applicable Federal and State civil rights laws.
 - Meet with members of the community to address any concerns or questions they have about their rights as US citizens.
- Adjunct Professor* **Saint Leo University**, Shaw Air Force Base, SC 8/13-Present
- Professor of Legal Studies; design and teach courses in the areas of business, health, and administrative law.
 - Conduct classes using discussion and the Socratic Method in order to encourage critical thinking and educational dialogue.
- OSI LatAm Compliance Analyst* **STEELE Compliance & Investigation Services**, Worldwide 6/12-1/14
- Conducted investigative research for Fortune 500 Companies on Latin American companies and businesspersons to determine if there were any potential risks to our client if they went into business with the companies under investigation.
 - Determined if the party under investigation was in compliance with the U.S. Foreign Corrupt Practices Act and other international/local regulatory compliance laws.
 - Drafted reports that determine if the party under investigation has engaged, is engaged, or may engage in corrupt behavior during or prior to its relationship with our client.
 - Translate documents and other materials from Spanish to English in order to prepare final reports.
- Associate Attorney* **Barr Law Firm**, Kingstree, SC 8/12-8/13, 4/08-9/08
- Litigation & Appellate Attorney; prepare cases that are due to appear before the court. Preparations include: answers to complaints, motions, legal arguments, memorandums, deposing witnesses, writ of certioraris and appellate briefs.
 - Served the interests of clients before the court; advise clients of their legal rights and options.
 - Conducted investigations in regards to client cases or claims.
 - Negotiated settlement and plea bargain agreements with opposing parties.
 - Prepared and submitted court motions and pleadings on behalf of clients.
 - Focus in the areas of contract disputes, post-conviction relief, family law, and criminal offenses.
- International Legal Consultant* **Corn Products International**, Cali, Colombia 6/11-7/12
- Drafted and edited new company policies that will apply to the company throughout Colombia, South America.
 - Developed and drafted business contracts and agreements for the organization.
 - Reviewed and analyzed business contracts with other companies, identifying conflicts, areas of incompleteness, inefficiencies, legal loopholes, et cetera in order to ensure the contracts were in compliance with Corn Products Andina policies and regulations.
 - Advised Chief Legal Officer; trained other company attorneys on how to properly use and understand legal English terminology.
- Professor/Researcher* **Pontificia Universidad Javeriana**, Cali, Colombia 7/10-7/12
- Professor of Law, Political Science and Business Departments at a private university in Colombia, South America.
 - Designed courses and developed materials for each class.
 - Trained students to think like US lawyers and/or think about business on a global level.
 - Conducted investigations on business/institutional corruption and business law/policy.
 - Wrote and published articles on corruption and international legal matters.
 - Taught seminars on various subject matters related to law or business.
 - Mentored and advised students who desired graduate degrees in the US or other English speaking countries.
 - Consultant for the internationalization process of the university.

JOSHUA V. BARR, ESQ.

2205 E. 9th Street • Des Moines, IA 50316 • 803-250-5820 • joshuavbarr@gmail.com

- Coordinator/Professor* **Pontificia Universidad Javeriana**, Santiago de Cali, Colombia 9/11-6/12
- Coordinating Professor of the Legal English Certificate Class for the Continuing Education Department.
 - Created and developed the course, topics, class materials, and schedule of classes.
 - Trained Colombian attorneys/law students to think like US lawyers and helped them improve their legal/business English.
 - Recruited professors to teach various classes; also recruited professionals and students to attend the course.
 - Supervised courses to ensure that the educational needs of the students were being met.
- Director of Education* **GSC Ingles Para Todos**, Cali, Colombia 8/10-7/12
- Original member of an organization that taught English to underprivileged children through songs, games, etcetera.
 - Grew the program from 20 to over 200 students weekly.
 - Trained university students and other volunteers on how to teach the lessons for each class.
 - Supervised classes to ensure that materials were being taught properly and that the students were learning.
 - Created, developed, and implemented new ideas for the children to further develop their English speaking skills.
 - Monitored the progress of each child and made adjustments to the program as needed.
 - Recruited additional volunteers for the program.
- Private Tutor* **Personalized Classes**, Santiago de Cali, Colombia 10/10-07/12
- Private Tutor for professionals and students who wanted to improve their TOEFL, GRE, and English exam scores for work or in order to pursue a graduate degree in a foreign country.
 - Taught personalized classes focusing on students' strengths, needs, and weaknesses in order to help them improve their scores.

PUBLICATIONS & WRITINGS

Academic Journals

- Joshua V. Barr et al., *A Legal Perspective on the Use of Models in the Fight Against Corruption*, 8 S.C. J. Int'l L. & Bus. 267-296 (2012). [South Carolina Journal of International Business and Law: Vol. 8, Issue 2, Article 5]
- Carlos Delvasto & Joshua V. Barr, *The Evolution of Business Law in Colombia: Is it Possible to End Colombia's Legal Dependency*, Universidad de los Andes, La Revista de Derecho Privado No. 47.

Periodicals

- *Bill O'Reilly walked 'cause money talked*, USA Today, April 20, 2017.
- *More than words needed to end bigotry, hate and racism*, The Des Moines Register, August 19, 2017.

COURSES TAUGHT

At Pontificia Universidad Javeriana [Javeriana University]

- **Common Law** [Human Rights Law]
- **Contratación Internacional** [International Business Law]
- **Mercadeo Internacional** [International Marketing]
- **Ingles IV** [English IV]

At Saint Leo University

- **Business Law I**
- **Health Law**
- **Introduction to Law and the Legal System**

NOTABLE SEMINARS & PRESENTATIONS

- **State of Civil & Human Rights Address**, City of Des Moines, December 14, 2017
- **Bigger Than a Dream, Life Lessons from a King**, Perry High School, January 17, 2017
- **Flipping the System**, Young Men of Color Conference, Drake University, October 29, 2016
- **Comparative Business Law**, Pontificia Universidad Javeriana, February 2016
- **Beyond the Dream**, Grandview University, January 18, 2016
- **Legal Issues in Corporate Finance**, Pontificia Universidad Javeriana Cali MBA Program 04/2015
- **International Legal English Program**, Pontificia Universidad Javeriana Cali 09/2011-12/2011, 03/2012-6/2012
- **Business English Seminar**, Pontificia Universidad Javeriana Cali MBA Program 06/2012-07/2012
- **Corporate Social Responsibility**, Pontificia Universidad Javeriana MBA Program 10/2011, 03/2012
- **Global Corruption & Business Corruption Seminar**, Pontificia Universidad Javeriana Cali 03/2010

JOSHUA V. BARR, ESQ.

2205 E. 9th Street • Des Moines, IA 50316 • 803-250-5820 • joshuavbarr@gmail.com

HONORS & OTHER NOTABLES

- **South Carolina Bar Leadership Academy 2014 Graduate**, Columbia, South Carolina
- **Member of the 22nd Annual Litigation Skills Program**, John Marshall Law School, Chicago, Illinois

SELECTED EXCEPTIONAL SKILLS

- | | |
|--|--------------------------------------|
| • Bilingual in English & Spanish | • Gifted Public Speaker |
| • International Work & Living Experience | • Skilled Fundraiser |
| • Experienced Law & Business Researcher | • Management & Supervisor Experience |
| • Training and Recruitment Experience | • Experienced Youth Mentor |
| • Experienced Legal Documents Analyst | • Events Specialist |