

Ann Moss Joyner

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Education

New College, Sarasota, Florida	B.A.	1975	Liberal Arts
University of North Carolina at Chapel Hill	M.B.A.	1981	

Research and Professional Experience

1999-Present *President*, Cedar Grove Institute for Sustainable Communities, Inc. Mebane, NC

Duties include written reports and spoken testimony as expert consultant and expert witness for legal clients and community advocates in environmental justice, fair housing, education and disability cases.

Additional duties include representing CGISC and educating the public concerning social and racial inequities through oral presentations (at over 35 presentations across the nation, including keynote speaker at events at Cornell University and Texas A&M University, presentations to the US Justice Department, NC Central University, UNC-CH Institute of Government, UNC-CH School of Law, University of Southern California Annenberg School for Communication) and written articles (published in peer-reviewed journals, on-line web-sites, research reports for CGISC clients, etc.).

Environmental justice work includes: Expert witness for plaintiffs in two cases involving construction and demolition landfills in minority neighborhoods: *Myrick v. Lee County, NC* and *Royal Oak Concerned Citizens vs. Brunswick County, NC*; Provided expert consultant research regarding zoning disparities and a resulting lack of sewer, streetlights, stormwater drainage and other infrastructure for Lawyers' Committee for Civil Rights Under the Law (LCCRUL) in Modesto, CA ; Expert consultant for Title VI case regarding environmental health impact and racial disparities in location of Fibrowatt poultry litter processing plant; Researcher in a study of disparities in water quality and water systems in Tulare County, CA, funded by the Energy and Resources Group, UC-Berkeley; Case study for environmental justice effort working with excluded communities in Moore County, NC.; Meta-study of inequities in water quality and health outcomes in Central Valley of CA, funded by the California Endowment; Conducted meta-study of inequalities in farmworker housing and health outcomes, funded by the California Rural Legal Assistance; Presenter, 2010 White House Environmental Justice Forum; and Presenter, 2015 National Environmental Justice Conference and Training Program, Washington, DC.

Fair Housing work includes: As expert witness, analyzed housing disparities and education for *Inclusive Communities, Inc. v. Flower Mound, TX*; As expert consultant, analyzed 50 years of financial and policy documents for discrimination case against Portsmouth, Va; As expert consultant, researched demographic trends, provision of service and infrastructure and land use regulations in *The Committee Concerning Community Improvement, et. al., v. City of Modesto, et. al.* for the Lawyers Committee for Civil Rights Under the Law; as expert consultant, researched parcels targeted for discriminatory rent-to-own scheme in *Fair Housing Center of Central Indiana, et al.v. Rainbow Realty Group, Inc. et al.*, Case No. 1:17-

cv-1782-RLM-TAB; Identified institutionalized discrimination via annexation, zoning and land use by local government of Mebane, NC; Expanded research to survey exclusion by towns in North and South Carolina; Conducted case study of predominantly-black town denied ETJ rights in support of town's lawsuit against the County (Green Level, NC); Co-investigator in NIH research project to measure segregation in small towns; As expert consultant, analyzed land-use planning policies and practices for disparate impact case against Napa County, CA; Co-author, Analysis of Impediments to Fair Housing for: City of Wilmington, NC (2008), City of Houston, TX (2013), South Carolina (2015), Harris County, TX (2017) and currently for Memphis and Shelby County, TN.

Education work includes: Expert witness in *Carter G. Woodson School v. North Carolina State Board of Education and Charter Schools Advisory Board*. 17 EDC 02872;; As expert consultant in re-segregation in Charlotte-Mecklenburg School System for the UNC-CH Center for Civil Rights; Expert Consultant regarding school segregation Title VI against Wayne County, NC for the NAACP; as Expert Consultant, analyzed discrimination in zoning and school attendance areas in Greenville, NC for the Lawyers Committee for Civil Rights Under the Law; Expert Consultant in *Silver et al v. Halifax County Board of Commissioners*; Expert Consultant analyzing segregation in attendance areas in Johnston County, NC public schools for Julius L. Chambers Center for Civil Rights.

Disabilities work includes: As Expert witness, analyzed housing and zoning disparities case regarding the disabled against Newport Beach, CA; As expert consultant, analyzed zoning disparities against group homes in St. Bernard Parish, LA; As expert consultant, analyzed zoning against assisted living facility in Oakland Township, MI.

Voting Rights work includes: As expert consultant, researched demographic trends for *Sanchez v. City of Modesto, \$149500*, Lawyers' Committee for Civil Rights Under the Law (LCCRUL) in Modesto, CA.

Banking work includes: Expert witness in current Texas case regarding bank closures in minority neighborhoods.

Additional civil rights work includes: Researcher in analysis of minority contractor practices for North Carolina Department of Transportation.

1998- Present *Vice President/Chief Financial Officer*, McMillan & Moss Research, Inc. Mebane, NC

Conduct client development activities for eminent domain attorneys (2000 to present). Provided community outreach for NIH National Children's Study in three NC sites. Project Manager for NIEHS SBIR on lead-based paint and housing; supervised production of database of houses in NC likely to contain lead-based paint; Conducted study for National Institute of Health (NIH) using GIS to identify and locate physician facilities in North Carolina; Conducted study of NC DOT minority-owned business program. Defined project goals and methods, developed timelines, assigned roles to team participants; and evaluated employees' and consultants' performance and products; Responsible for budgeting and cost control, as well as supervising all internal and external reports (budget, regulatory compliance, project summaries, etc.). Co-author, Greensboro War Memorial Stadium and Yanceyville Neighborhood Redevelopment study (2013); Co-author of Retail Ready for Local Foods, a training manual for North Carolina farmers selling to local markets (2013).

Clients include Population Reference Bureau; NIEHS; National Institute of Maternal and Child Health; National Institute of Aging; Wake County, NC; Global Population Fund; Euquant Consulting of Atlanta; Cranfill, Sumner and Hartzog, LLP; Carolina Population Center, University of North Carolina at Chapel Hill; North Carolina State University and A&T State University Cooperative Extension; and BWC Consulting, Inc.

- 1989-2010 *General Partner*, Terra Firma Development Mebane, NC
 Researched, purchased, subdivided and marketed over 2,100 acres in the Research Triangle area of North Carolina, all using Onsite Wastewater Management Systems.
- 1982-1989 *Management and Marketing Consultant*, McMillan and Moss, Inc. Chapel Hill, NC
 Services included consulting in compensation, performance evaluation, marketing, marketing research and public relations. Clients included Lowe's Home Improvement; Record Bar, Inc.; Maxway, Inc; McPherson Hospital and others.
- 1981-1982 *Lecturer*, University of North Carolina at Chapel Hill, MBA program: Integrative Management. Taught writing component and managed 12 student assistants. Also Adjunct Professor, writing, Alamance Community College, Haw River, NC
- 1978 *University and Government Affairs Reporter*, "Chapel Hill Newspaper," Chapel Hill, NC
- 1976-1977 *Senior Citizen Editor*, "Bradenton Herald," Knight-Ridder papers, Bradenton, FL

Selected Publications

"Federal Farmworker Housing Standards and Regulations, Their Promise and Limitations, and Implications for Farmworker Health," New Solutions: A Journal of Environmental and Occupational Health Policy, September 16, 2015. doi: 10.1177/1048291115604390. Epub 2015 Sep 16.

"Adverse impact of racial isolation on student performance: A study in North Carolina." With Andy Sharma and Ashley Osment. Education Policy Analysis Archives, 22 (14), March 10, 2014. <http://dx.doi.org/10.14507/epaa.v22n14.2014> .

"Maximizing the Power of Geographic Information Systems in Racial Justice" in *Clearinghouse Review*. Jan/Feb. 2013.

"Institutionalizing Disparities in Education: A Case Study of Segregation in Wayne County, NC High Schools," with Ben Marsh. *InterActions: UCLA Journal of Education and Information Studies*, 7(1). UCLA Graduate School of Education and Information Studies, UC Los Angeles, January, 2011.

"The Effects of Racially and Economically Isolated Schools on Student Performance, Summary" *Poverty and Race*, PRRAC, September/October 2010. Vol. 19, No. 5, pp. 11-12.

"The Effects of Racially and Economically Isolated Schools on Student Performance," White Paper funded by PRRAC, May 26, 2010. Pp. 1-26. Ann Moss Joyner, with Ashley Osment, Andy Sharma, Jessica Perlman, Timothy Stallmann and Allan Parnell.

"Institutionalization of Racial Inequality in Local Political Geographies: The Use of GIS evidence." Allan M. Parnell, Ben Marsh and Ann Moss Joyner, *Urban Geography*, May 31, 2010, pp. 691–709. DOI: 10.2747/0272-3638.31.5.691.

“(Un)Safe at Home: The Health Consequences of Sub-standard Farm Labor Housing, A Review of the Literature and Call for Research.” With Don Villarejo, Mark Schenker, and Allan Parnell. *CRLA Rural Justice Forum*, December 31, 2009. <http://www.crla.org/node/9>

“Standards for Extending Extra-Territorial Jurisdiction: Written in Black and White?” *Carolina Planning*, Vol. 32, No. 1, Winter, 2007.

“Minority Exclusion in Small Town America.” Johnson, James H., Jr., Ann Moss Joyner and Allan M. Parnell, pp. 20-24, Chapter 5, Poverty and Race in America: Emerging Agendas, Chester Hartman (ed.) New York: Lexington Books. 2006.

“Minority Exclusion in Small Towns.” Johnson, James H., Jr., Ann Moss Joyner and Allan M. Parnell *Poverty & Race* 14 March/April 2005.

“Incorporation, Annexation and Extra-Territorial Jurisdiction: A Double Standard?” <http://home.mindspring.com/~mcmoss/cedargrove/id19.html> October, 2004.

“Racial Apartheid in a Small North Carolina Town,” with Allan Parnell, Jim Johnson, Carolyn Christman and Ben Marsh. *The Review of Black Political Economy*, Vol. 31, Number 4, (New York, NY. June, 2004.

“Annexation and Racial Exclusion.” With Allan Parnell. Presented at the Institute of Government, UNC-Chapel Hill, December 9, 2003.

“Eradication of a disease: keys to success,” Population Reference Bureau. <https://www.popline.org/node/186790> 2002.

“Challenges to Global Immunization Programs” Population Reference Bureau, <http://www.prb.org/Articles/2001/ChallengestoGlobalImmunizationPrograms.aspx> June, 2001.

“Immunization, Eradication of a Disease,” Population Reference Bureau, <http://www.prb.org/Articles/2001/ChallengestoGlobalImmunizationPrograms.aspx> June, 2001.

Selected Presentations

“Housing Discrimination History – Zoning” Fair Housing Expert Training, LDF Thurgood Marshall Institute Lab, Duke University, Durham, NC, May 15, 2019.

“Fair Housing Oversight,” Housing Hangout, University of North Carolina at Greensboro, Greensboro, NC, April 5, 2019.

“Climate Change: Implications for Fair Housing,” Fair Housing for Our Future – Laws and Litigation Conference, San Diego Fair Housing, Feb. 13, 2019.

Fair Housing Training, Office of Systemic Investigations, HUD. March 28-29, 2016.

“Farmworker housing standards and regulations: Their promise and limitations, and implications for farmworker health,” white paper presented at Farmworker Housing Quality and Health: A Trans-disciplinary Conference. Washington, D.C. November 10, 2014.

“Illustrating Implicit Bias in Fair Housing,” and “Protecting and Promoting Voting Rights to Advance Fair Housing & Human Rights,” 21st Annual Fair Housing Laws and Litigation Conference, San Diego, CA. February, 2014.

“Using GIS to Fight Social and Racial Inequity,” Keynote Speaker, National GIS Day, Texas A&M University, sponsored by the College of Architecture’s Hazard Reduction and Recover Center (HRRC), HRRC's Sustainable Housing Research Unit, Texas A&M University Libraries, and Race and Ethnic Studies Institute (RESI). College Station, NC. November 15, 2011.

“Using GIS as Evidence,” in “Building Inclusive Communities,” 9th Annual Fair Housing Conference: The Legal Duty to Affirmatively Further, City of Raleigh Fair Housing Hearing Board and Legal Aid of North Carolina, Raleigh, NC. April 29, 2011.

“Threats to Environmental Justice in Brunswick County, NC” to Royal Oak Concerned Citizens Association. February 22, 2011.

“The Re-segregation of North Carolina’s Schools,” to representatives of NAACP LDF, NC NAACP and Gates Foundation. January 21, 2011.

“Using Data, Research and GIS Mapping in Farmworker Advocacy,” 2010 National Farmworker Law Conference, Washington, DC. November 12, 2010.

“Representing Farmworkers in Housing Discrimination Cases,” 2010 National Farmworker Law Conference, Washington, DC. November 12, 2010.

“Community Inclusion and Environmental Justice,” Unfinished Work Conference, Chapel Hill, NC November 2, 2010.

“Environmental Justice and Environmental Racism,” With Mark Ewall. University of North Carolina at Chapel Hill. Carolinas Power Shift Summit. Oct. 18, 2010.

“Institutionalized Discrimination (Structural Racism),” N. C. Central School of Law Property Law classes, October 10, 2010.

“Institutionalized Discrimination Against Communities of Color,” Charles Hamilton Houston Lecture, N. C. Central School of Law faculty, September 16, 2010.

“Creating Maps to Expose Social Inequities,” Annenberg School for Communication, Los Angeles, CA June 2010.

“Municipal Planning and Affordable Housing,” N.C. Fair Housing 2010 Conference, Raleigh, NC. April 23, 2010.

“Use of Mapping to Prove Fair Housing and Zoning Cases,” 17th Annual Fair Housing Laws and Litigation Conference, San Diego, CA. February, 2010.

“Municipal Exclusion of Dense Minority Communities and the Role of Planning,” Keynote speaker for the Social Justice and Unincorporated Communities Symposium, Sponsored by the Organization of Cornell Planners and the Department of City and Regional Planning, Cornell University School of Planning and Architecture, Ithaca, NY. October 22, 2009.

“Modern Techniques to Investigate and Prove Title VI Discrimination in the Provision of Services,” U.S. Department of Justice Civil Rights Division’s 2009 Title VI Conference: Celebrating the 45th Anniversary of the Legislation and Exploring Current Issues in Enforcement. Washington, D.C. July 20, 2009.

“Research-Based Advocacy and GIS Mapping to Improve Farmworker Housing,” 2008 National Farmworker Law Conference, Washington, DC. Nov. 21, 2008.

"Equity Implications of Unincorporated Communities," National Legal Aid and Defenders Annual Conference: Creating Change, Achieving Justice. November 20, 2008.

"Using Mapping, Data, and Databases for Advocacy and Program Improvement: An Introduction" National Legal Aid and Defenders Annual Conference: Creating Change, Achieving Justice. November 20, 2008.

"Using Mapping, Data, and Databases (II): Developing and Implementing Mapping and Data Capacities" National Legal Aid and Defenders Annual Conference: Creating Change, Achieving Justice. November 20, 2008.

"Municipal Exclusion of Dense Minority Communities and the Role of Planning" Cornell University School of Planning and Architecture, Ithaca, NY. October 4, 2008.

"Strategies to Map Health Inequality," Opportunity Agenda Seminar, Los Angeles, CA. March, 2008.

"Tracking the Effects of Water Contamination," Annenberg School for Communication, Los Angeles, CA September, 2008.

"Equity Implications for Unincorporated Areas," Regional Equity '08 Conference, PolicyLink, New Orleans, LA. March, 2008

"The Convergence of Immigration and Fair Housing Laws," Fifteenth Annual Fair Housing Laws and Litigation Conference, San Diego, CA February, 2008.

"Using GIS Maps in Racial Justice Litigation, Policy Advocacy and Community Outreach," NLADA Litigation and Director's Conference, San Francisco, CA. June, 2008.

"Using GIS and Public Data to Fight Institutionalized Discrimination," Legal Aid of North Carolina Board of Directors Meeting, Durham, NC. September, 2007.

"Mapping, Data & Race in Fact-Based Advocacy," NLADA Substantive Law Conference, San Jose, CA. July, 2007

"Municipal Underbounding – Addressing Unequal Municipal Services in Communities of Color," Hispanic National Bar Association Annual Conference, San Francisco, California. September, 2006.

"Using Data and Mapping in Housing, Land Use and Civil Rights Cases," California Rural Legal Assistance Annual Conference, Monterey, California. August, 2006.

"Unequal Services: Confronting Discrimination by Local Government in Municipal Services, Land Use and Housing" Litigation Directors Annual Conference, Snowbird, Utah. June, 2006.

"Use of Geographic Information Systems and Public Records for Eminent Domain" Owners' Counsel of America annual conference, Miami, FL. January 2005.

"Fighting Extra-territorial Jurisdiction" Paper presented at *Invisible Fences*, Center for Civil Rights , University of North Carolina Law School, Chapel Hill, NC. November 12, 2004.

"Addressing Racial Disparities in Local Government Actions: The Mebane Case Study," May 29, 2003.
<https://docplayer.net/42362089-Addressing-racial-disparities-in-local-government-actions-the-mebane-case-study-1-may-29-2003-table-of-contents.html>

Selected Grants

National Institute of Deafness and Other Communication Disorders, "Congenital Hearing Loss and

Adverse Developmental Outcomes: Reducing Disparities,” R21DC913346, \$167,440, 2014-2016.

Maternal and Child Health Bureau Research Program. Administrator, “*Preeclampsia, Quality of Prenatal Care, and Disparities in Gestational Age.*” U.S. Health and Human Services. R40 MC21509. \$ 99,999, February 1, 2011-January 31, 2012.

National Institute of Child Health and Human Development. Co-Investigator “*Racial Segregation in Southern Towns.*” National Institute of Child Health and Development, R21 HD49394-01A2 \$106,956 (direct costs), October 2006-September 2008.

California Endowment through the Community Water Center, Principal Investigator, “*Meta-study of Inequities in Water Quality and Health Outcomes in the Central Valley,*” \$18,000. Visalia, California. 2008.

Racial Equity Consortium (Ford Foundation, Z. Smith Reynolds Foundation and others), Co-Investigator, “*Identification of Municipal Inequities in North Carolina,*” 2004-2006.

Z. Smith Reynolds Foundation, Co-Investigator, “*Racial Disparities in Public Services: GIS Analysis.*” \$60,000, July, 2003-June 2004

National Institute of Child Health and Human Development. Small Business Innovative Research Grant, Phase 1. Researcher, “Health Access GIS Data Base for Women and Children in North Carolina and South Carolina” R43 HD165309-01A1, \$100,000. May, 1999-October, 1999

National Institute of Environmental Health Sciences. Small Business Innovative Research Grant, Phase 1. Co-investigator. “Lead Risk Data Base for North Carolina” R43 HDES09568-01, \$100,000. August, 1999- January, 2000.

National Institute of Aging. Small Business Innovative Research Grant, Phase 1, Researcher. “Health Access GIS Data Base for the Elderly in North Carolina and South Carolina” R43 HD36951-01, \$100,000. August, 1999- January, 2000.

Others include The Warner Foundation, Paul Green Foundation, Triangle Community Foundation.