

**Bios**

**NYC Ban the Box and Stop Credit Discrimination:**

***A Conversation on Enforcement with the City Commission on Human Rights***

Thursday, November 19, 2015

**Joseph B. Cartafalsa**

**Joseph Cartafalsa**, Partner at Putney, Twombly, Hall & Hirson LLP, represents management in all aspects of labor and employment law and related litigation. He frequently represents and advises employers on their rights and obligations under the myriad of federal, state, and local employment related laws and regulations.

Mr. Cartafalsa has worked closely with employers to provide counseling during particularly sensitive times such as during layoffs, mergers, or corporate restructuring; when sexual harassment or discrimination is alleged; and when an employee requests a medical leave or job accommodation. He has also been called upon to draft and review employment contracts and non-compete agreements to protect his clients from unfair competition and the theft of trade secrets.

Mr. Cartafalsa received his BS degree from Cornell University's School of Industrial and Labor Relations in 1989 and his JD degree from the Fordham University School of Law in 1992. He is licensed to practice law in the State of New York, the State of New Jersey, and the United States District Courts for the Southern and Eastern Districts of New York and for the District of New Jersey. He is active in Cornell University and Fordham Law School alumni affairs.

**Ronald F. Day**

**Ronald Day** is Associate Vice President of the David Rothenberg Center for Public Policy (DRCPP) at the Fortune Society, where he oversees advocacy efforts to reduce reliance on incarceration, promote model programing for the incarcerated population, change laws and policies that create barriers for successful reintegration, and foster a just and equitable criminal justice system. He is passionate about reentry, reducing recidivism, dismantling mass incarceration, and addressing the stigma of incarceration.

Ronald formerly served as the Director of Workforce Development for the Osborne Association, where he managed youth and adult job training and placement and mentoring programs. Ronald has been the recipient of several awards, including the Citizen’s Against Recidivism Bridge Builder Award. Ronald is the host of Fortune’s original show *Both Side of the Bars* on Manhattan Neighborhood Network. He has spoken on dozens of panels relating to criminal justice issues, and has been featured in documentaries on access to education and incarceration’s stigma.

Ronald is Fortune’s representative on numerous coalitions, including but not limited to: New York Reentry Education Network (NYREN), Education from the Inside Out (EIO), Coalition of Reentry Advocates (CoRA), and Coalition of ATI/Reentry and Victims Advocates (CAVA). Ronald has a Master’s in Public Administration from Baruch College (CUNY). He is a criminal justice doctoral student at the CUNY Graduate Center / John Jay College of Criminal Justice and an Adjunct Instructor at John Jay.

**Paul Keefe**

**Paul Keefe** is a Supervising Attorney at the New York City Commission on Human Rights. Prior to joining the Commission in July 2015, Paul was Associate Counsel at the Community Service Society of New York (“CSS”), where, for eight years, he represented people with conviction histories as they challenged discrimination in employment, licensure, and housing. At CSS, Paul was the lead legal advocate behind the Fair Chance Act, which amends the New York City Human Rights Law to prohibit most public and private employers from discovering a job seeker’s criminal record until after making a conditional offer of employment. He also created and supervised the Next Door Project, which trains senior citizen volunteers to help individuals obtain, understand, and fix their criminal records.

Paul is a 2007 graduate of the City University of New York School of Law, where he was editor-in-chief of the New York City Law Review.

**Carmelyn P. Malalis**

**Carmelyn Malalis** was appointed Chair and Commissioner of the New York City Commission on Human Rights (the Commission) in November 2014, by Mayor Bill de Blasio following more than a decade in private practice as an advocate for employees’ rights in the workplace. Ms. Malalis has a dedicated history of combating prejudice, intolerance, discrimination and harassment through her representation of employees from a variety of industries and income levels, work with employers’ advocates, and collaborations with community groups, non-profit organizations and bar associations.

As Chair and Commissioner of the Commission, Ms. Malalis leads New York City’s efforts to enforce the New York City Human Rights Law, educate the public about the law, and work with governmental and non-governmental agencies and organizations with similar functions.

Prior to her appointment, Ms. Malalis was a partner at Outten & Golden LLP where she co-founded and co-chaired its Lesbian, Gay, Bisexual and Transgender Workplace Rights Practice Group and co-chaired its Disability and Family Responsibilities Discrimination Practice Group. Previously, Ms. Malalis worked as a litigation associate at Sullivan & Cromwell LLP, and for the Honorable Magistrate Judge Ronald L. Ellis on the United States District Court for the Southern District of New York.

Ms. Malalis is currently a member of the New York City Bar Association's Executive Committee and has held a variety of leadership roles with other groups. In recognition of her professionalism, commitment to civil rights and human rights, and her contributions to different marginalized communities, Ms. Malalis has been awarded numerous honors throughout her career, including the Arthur S. Leonard Award (The New York City Bar Association), a Community Vision Award (The Lesbian & Gay Law Association of Greater New York), a Women on the Move Award (The Arthritis Foundation), a Pro Bono Publico Award (The Legal Aid Society), an inaugural Best LGBT Lawyers Under 40 Award (The National LGBT Bar Association), and a Visionary and Policymaker Award as one of the 100 Most Influential Filipina Women in the US (Filipina Women’s Network).

Ms. Malalis earned her J.D. from the Northeastern University School of Law and received a B.A. in women's studies from Yale University.