

Status of African Americans in Kentucky

2010 Revised Edition



Kentucky Commission
on Human Rights

PROTECTOR OF CIVIL RIGHTS
VOICE FOR EQUALITY
CATALYST FOR POSITIVE CHANGE

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Letter of the Executive Director



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Wednesday, January 27, 2010

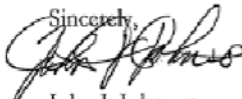
Dear Citizens of the Commonwealth of Kentucky:

Our state has experienced major milestones in civil and human rights for African Americans over the last 50 years. Many of these accomplishments are a matter of record and a source of great pride to our citizenry. This status report reflects the results of these positive changes, and it also reflects the still lingering and powerful effects of past legal and illegal segregation, discrimination, unfair treatment, racism and bigotry.

In 1965, Bernard W. Harleston wrote that educational opportunities for blacks were still severely limited, they lacked access to prominent white institutions, and many all-black institutions were underfunded and mediocre. Nearly a half-century later, problems such as these endure, and African Americans in Kentucky lag behind in disturbing numbers in education attainment, healthcare, economic status, housing and more. Kentucky continues to have a severe shortage of African American teachers in proportion to African American students. At the socio-economic level, the white per capita income is nearly double that of African Americans. Twice as many African Americans compared to whites live below the poverty line. Approximately 92% of racially motivated hate crimes are perpetrated against African Americans.

As with any great cause, the gains revealed in this report were hard won, with enormous sacrifices by men and women of every color. It is our duty as citizens of the Commonwealth to work as hard as we can to eliminate the remaining barriers that still plague us racially and to make our state shine as an example of equal opportunity for all.

It is our hope that a review of the findings contained within this latest report on the status of African Americans in Kentucky will act as a catalyst for triumphs of justice over injustice, tolerance over intolerance, and the continued enforcement of human and civil rights. We must work aggressively to safeguard all people within our boundaries from discrimination.

Sincerely,

John J. Johnson
Executive Director

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Virginia L. Burton
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Executive Summary

- African Americans continue to be the largest minority in Kentucky comprising 7.7% of Kentucky's population. Nearly 60% of the state's African Americans are concentrated in Jefferson and Fayette counties.
- The graduation rate of African American students is 11% lower than the white rate and 24% lower than the Asian graduation rate.
- According to the recent data, the dropout rate in 2008 was 2.9% for white students, 6.1% for African-Americans and 6% for Hispanic students.
- There is a severe shortage of minority teachers in Kentucky public schools. Kentucky has only 4.5% (3.7% African American) of minority teachers in proportion to 13% of minority students.
- African American students maintained a gradual increase each year at the postsecondary undergraduate level. The increase in enrollment has exceeded its representation in the Kentucky population. There has been no significant increase in African American participation in graduate programs.
- White Per Capita Income (PCI) was \$23,429 in 2008 while the African American PCI was 44.4% less (\$16,219).
- The number of African Americans with incomes below the poverty level is 30% while the number of whites with incomes below the poverty level is 15%.
- The average percentage of householders who own a home in Kentucky is 70.83%. This percentage drops sharply among minorities; only 43.16% of African Americans own a home.
- African American children are in foster care at a rate 2.5 times their representation in the census population.
- Among the major worker groups – men, women, teenagers, blacks, white, and so on— the unemployment rate for African Americans was 14.5% in July 2009 while it was 8.6% for whites.
- According to the hate crime data in the Commonwealth (2007), 51% of all hate crime incidents nationwide were racially motivated. In Kentucky, the percentage is higher by 17%; race was the most common motivation for hate crime (68%), of which 92% was against African Americans.
- While whites comprise 88.3% of the state's population and African Americans make up 7.7%, 31.7% of the total Kentucky prison population is African American.

Introduction

It has been said that African American Heritage Month is not only a time for celebration, but also a time for reflection and change. It is a period to recall the stony road African Americans have trod; it is a period to assess the state of current affairs and to plot a course to make positive changes.

Black History Month began in 1926 as Negro History Week which was established by Dr. Carter G. Woodson. This week-long period of recognition was a way to bring attention to the positive contributions of black people in American history. Woodson's achievements alone are of great historical value. The son of former slaves, Woodson worked in the Kentucky coal mines to put himself through high school. He graduated from Berea College in Kentucky in 1903 and then went on to Harvard for his Ph.D. In 1926, Woodson began promoting the second week of February as Negro History Week. In 1976, it became the United States Black History Month. Woodson selected February because it coincided with the birthdays of Abraham Lincoln and Frederick Douglass.

A century later, the struggle for fairness and equality still exists at all levels of society despite the great progress and achievements Kentucky and the nation have made.

While African Americans remain the largest minority in Kentucky, they also remain the people with some of the greatest disadvantages in the socio-economic structure. They still fall behind in educational attainments; have inordinate and high poverty levels; face racial disparity in the criminal justice system; and are underrepresented in many elected and appointed positions. Our state and national communities need improvements in policies and practices in ways that will result in a more equal society in the areas of business and employment, education, housing, financial transactions, healthcare and help-related funding.

The effects of long institutional racism may seem almost as great as the achievement of the Civil Rights Movement, but we can continue to help wipe out the remaining vestiges of the past practices of segregation and the double standards of discrimination.

Kentucky strives to be a state where equality and equal opportunity are not just ideas, but a way of life. Governor Steve Beshear's statement, "It is time that racism in Kentucky be relegated to where it belongs; as a sad footnote in Kentucky history," has significant merit and timing.

The Past ... Where African Americans Were¹

After the Second World War was over, people were eager to get back to normal. But “normal” would never be the same again especially not for the black man. The returning black soldier who had fought alongside white men on the beaches of Normandy, in Europe, and Iwo Jima, in Japan, faced discrimination in the restaurants of Pikeville and Elizabethtown. The black worker, who had made good wages assembling rifles in a defense industry, was not willing to go back to sweeping the floor. Black nurses who had worked in field hospitals in France and North Africa knew they had the qualifications necessary to work in hospitals in Hopkinsville and Lexington; they were not willing to accept second-class citizenship any longer.

Today’s generation will find it difficult to imagine how many areas were closed to Kentucky’s black citizens in 1945. Schools, parks, and entertainment facilities were segregated. Even the city government divided the jobs available into “white” and “colored” categories; the “white” jobs were generally clerical positions, the “colored” jobs were more likely to be janitorial jobs.

The problem that black leaders faced went back to the Supreme Court decision in the *Plessy v. Ferguson* case of 1896. The Court then said that any community had the right to segregate its public facilities as long as it provided separate but equal facilities for its black citizens. Kentucky communities claimed to be providing separate but equal facilities for their black citizens. In reality, however, the facilities available to blacks were inferior to those available to whites. In Louisville, for example, of 29 municipal parks and playgrounds, 24 were open to whites, 5 were open to blacks. The white parks occupied 2,129 acres of land; the black parks 167 acres. Although blacks knew that segregation was wrong, the highest court in the land had given segregation its stamp of approval. So blacks had to attack, not only segregation itself, but also the failure of the community to provide separate but equal facilities. Blacks hoped that insisting on equality would force desegregation. They thought that ultimately government officials would rather desegregate existing facilities than spend all the money required to maintain separate but equal facilities.

All the rules, regulations, and customs designed to “keep blacks in their place” were challenged by black citizens. The challenge took many different forms.

- a) **The Louisville Defender:** This black-owned newspaper with state-wide circulation was a major factor in this struggle. The newspaper wrote stories about discrimination against blacks and urged its readers to protest this discrimination. Frank Stanley, Sr., the editor, interviewed public figures and constantly reminded them about the needs of Kentucky’s black citizens.
- b) **NAACP:** The local NAACP Chapters were also very active in this crusade for equal rights. More than half of Kentucky’s NAACP Chapters were organized in the period between 1945 and 1955. These groups encouraged their members to file law suits which charged public agencies with discriminatory practices. Money to pay the legal fees involved in court battles was often raised by the membership. Local chapters also organized letter-writing campaigns, urging their members to write letters of praise to public officials who took steps toward desegregation and letters of complaint to those officials who refused to take such steps.
- c) **KNEA:** The Kentucky Negro Education Association, founded in 1877, also worked towards full equality for all black citizens. For many reasons, the black teacher has occupied more of a leadership

¹ Most of the paragraphs that address African Americans prior 1970 were adopted from Kentucky’s Black Heritage book by the Kentucky Commission on Human Rights, 1971.

role in his community than his white counterpart has occupied. KNEA leaders were among the first to see that the segregation barriers had to be broken down in order to have the best education possible for all Kentucky's children.

- d) **Churches:** Churches and church leaders were in the forefront of the civil rights struggles. The church had always been an effective force for social change in the black community. Clergymen had led the fight for black education before and just after the Civil War. Protesters marched from Quinn Chapel in 1961 to express demands for a public accommodations ordinance and again in 1967 to dramatize the need for an open housing ordinance. Quinn Chapel was used as a central meeting place because it was located in the heart of what was then Louisville's black community. Many of the programs that were held there were planned and led by cooperating clergymen from churches located in the outlying areas.

It's nearly impossible to document all the ways in which Kentucky's African American citizens worked to obtain their constitutional rights in the period after World War II, however, a few examples will indicate the variety of methods used:

- In 1945, when Henderson County blacks learned that no state law prohibited their using the state parks, a large group of black families simply paid the required admission fee and entered Audubon Park.
- In 1947, when he was not allowed to play golf on a city-owned golf course, Doctor P.O. Sweeney, with the backing of the Louisville NAACP, filed suit against the City of Louisville. In 1952 after many court hearings and appeals, Federal Judge Roy Shelbourne ruled that the City of Louisville must allow Dr. Sweeney and other Blacks to play golf on city-owned courses until separate-but-equal courses were provided for blacks. On a brisk January Sunday, a number of black golfers enjoyed their first golf games on Louisville courses.
- In 1951, the Interracial Hospital Movement presented petitions bearing 10,000 signatures to Governor Lawrence W. Wetherby asking the Governor to open all tax-supported and tax-exempt hospitals to all citizens of Kentucky. The petitioners told the story of one black man who was injured in an automobile accident and taken to Breckinridge County Hospital where he was refused care and died in the emergency room. Hospital authorities later sent a bill for \$11 to his widow for the "use of the emergency room."
- In April, 1951, Harry S. McAlpin, Louisville NAACP President, attacked a "Help Wanted ad" placed by the City of Louisville which stated, "*Civil Service needs Fire-Fighters and Police Patrolmen. White-\$220; typist, White-\$152; Electrician, White-\$194; Maintenance Worker, White-\$135; and Hospital Attendants, White and Colored, \$105. Apply 300 City Hall.*"
- On May 5th, 1951, the Board of Aldermen recommended that the City's discriminatory advertising and hiring practices be discontinued. However, on May 26th of that year, the Louisville Civil Service Board refused to change hiring policies. Some Louisville department heads agreed to hire black applicants for previously "white" positions, but others refused to take such action. Not until 1954 was the issue finally resolved when newly elected Mayor Andrew Broaddus declared that all civil service jobs in the city would be filled without regard to race.
- In 1952, when the telephone company would not hire black women as operators and clerks, black men and women throughout Kentucky began paying their monthly telephone bills in pennies. As the pennies began to pile up in the company office, taking hours of valuable time to count and process, telephone officials began to listen to the demands of blacks for equal employment opportunities.

African American Demographics in Kentucky

Each census from the Civil War until 1950 showed that the percentage of the total population that was black decreased. In 1860, Kentucky's population was 20.4% black; in 1950, it was 6.9% black. Many factors account for this decline:

1. The lure of better jobs in northern industries, especially in the developing automobile industry during the first decades of the twentieth century, attracted many black men to northern cities.
2. Kentucky lacked educational opportunities for blacks. Only two four-year colleges were open to blacks in Kentucky. Graduate courses for blacks were unavailable in the state and some of Kentucky's most gifted black students left the state to pursue their education elsewhere and never returned.
3. Black teachers found that salaries in Kentucky were lower than those in some other states. Kentucky public schools at the time had a double wage scale for teachers: the black teacher was paid about 20% less than the white teacher for doing the same job.
4. The indignity of legal segregation led many blacks to leave Kentucky for northern states. Kentucky's black population began to change from a rural to an urban population at the turn of the century. In 1890, 72% of Kentucky blacks lived in the country or in towns of less than 2,500 people. By 1910, only 59% lived in rural areas.²
5. Most black farmers had farms that were smaller than those of their white neighbors. However, a high percentage of Kentucky blacks owned their farms. Over 50% of the land farmed by black Kentuckians was owned by Blacks. Only Virginia and Oklahoma had higher percentages of black farm ownership.

Population, Sex and Age

According to the 2008 Census Bureau estimation, the population of African Americans in the US is 41.1 million or 13.5% of the US population. The population in Kentucky is **4,269,245**.³ Minorities consist of **12%** of Kentucky's total population.

- ✓ **African Americans 7.7%**
- ✓ **American Indians/Alaskans 0.2%**
- ✓ **Asians 1%**
- ✓ **Two races 1%**
- ✓ **Hispanic 2.2%**

African Americans are the largest minority in Kentucky.

There are 348,495 African Americans in Kentucky:

- ✓ **Females: 163,033 or 51.3%**
- ✓ **Males: 154,620 or 48.7%**

² Kentucky's Black Heritage by Kentucky Commission on Human Rights, 1971.

³ <http://quickfacts.census.gov/qfd/states/21000.html>

- ✓ Females between 18 and 34 years: **40,515** or **24.8%**
- ✓ Females between 35 and 64 years: **60,595** or **37.1%**
- ✓ Males between 18 and 34 years: **40,992** or **26.5%**
- ✓ Males between 35 and 64 years: **55,676** or **36%**

Nearly **60%** of Kentucky's African Americans are concentrated in Jefferson and Fayette counties:

- ✓ Jefferson County: **145,179** or **46.1%**
- ✓ Fayette County: **40,140** or **12.8%**
- ✓ Christian County: **18,426** or **5.89%**
- ✓ Hardin County: **11,860** or **3.79%**
- ✓ Warren County: **9,405** or **3.01%**
- ✓ Kenton County: **8,133** or **2.6%**
- ✓ McCracken County: **7,511** or **2.4%**
- ✓ Franklin County: **5,356** or **1.71%**
- ✓ Daviess County: **4,985** or **1.59%**

Nativity and Geographic Mobility of Kentucky's African American Population in 2008

- ✓ **73.8%** were born in the state of Kentucky
- ✓ **23.2%** were born in a state other than Kentucky
- ✓ **2.16%** were foreign born

- ✓ **76.2%** lived in the same house 1 year ago
- ✓ **15.25%** moved within the same county
- ✓ **3.72%** moved from different county within the same state
- ✓ **4.32%** moved from a different state

Education

In the 1950's, the segregated system of public education caused problems and inconveniences for Kentucky's black students. According to Kentucky law, black and white students were required to attend separate schools. Even if a white school were less crowded or better equipped or closer to their homes than a black school, black students were not allowed to enroll there. In counties where the black population was small, many black high school students had to travel eight or ten miles to reach their schools, often passing several white schools on the way.

Public support for school desegregation increased during the period from 1950 to 1954, among whites as well as blacks.

On May 17, 1954, the U.S. Supreme Court by a 9-0 decision ruled that school segregation was unconstitutional because "separate education facilities are inherently unequal." In this historic *Brown v. Board of Education* ruling, Chief Justice Earl Warren said, "We conclude that in the field of public education, the doctrine of separate but equal has no place." The Supreme Court decision, which echoed what black leaders had been maintaining for years, led the nation and Kentucky into an era of changes. Kentucky's reaction to the ruling was swift and positive. "Kentucky will do whatever is necessary to comply with the law,"

announced Governor Lawrence W. Wetherby. Attorney General J.D. Buckman, Jr., announced that the Supreme Court decision nullified the Day Law so that no legal barrier to desegregation in Kentucky remained.

However, many school districts took initial steps to desegregate their student bodies and then considered the job done. The more difficult problem of teacher desegregation was ignored. Many school districts offered freedom of choice integration; but few districts tried to solve the more difficult problem of how to draw school boundaries to insure maximum integration in communities with segregated residential patterns. All of the problems of desegregation have not been solved. Two serious problems which continued to persist were the lack of black teachers and administrators in Kentucky's schools and the re-segregation of schools in larger cities.

Kentucky school districts have failed to hire black teachers at levels matching the growth in number of black students. Since beginning pupil desegregation, the number of black students in Kentucky's public schools has increased by 64% while the number of black teachers has increased by only 9%⁴.

The gap was so great that it raised obvious questions about compliance with the Kentucky Civil Rights Act and other state laws against discrimination in hiring, placement and transfer of teachers.

Some highlights from a review of teacher distribution patterns were:

1. While the number of black students in Kentucky increased from 39,183 in 1954 to 64,429 in 1971, the number of black teachers increased only from 1,435 to 1,559. Kentucky would have to hire 1,500 more black teachers to bring the percentage of black teachers up to the percentage of black students.
2. In only eight of 191 Kentucky school districts was the percentage of black teachers as high as the percentage of black students. All eight were in areas with limited black populations.
3. Only 4.6% of all teachers in Kentucky were black while 9.6% of the students were black.
4. Only 19 school districts had more black teachers in 1971 than they had in 1954. That's less than 10%.
5. 102 school districts had fewer black teachers in 1970 than they had in 1954.
6. 89 school districts had no black teachers during the 1970-71 school year and 53 of those districts had black students.
7. Of the 20 school districts with the greatest number of black students, thirteen had fewer black teachers in 1971 than they had in 1968.

Most of the issues that existed fifty years ago are still persistent and, unfortunately, no significant change has occurred.

Number of Students (K-12)

During the 2007-08-school year, there were 671,466 students in all of Kentucky's public schools, according to the Kentucky Department of Education:

- ✓ White – 84 %
- ✓ African American – **10.6%**
- ✓ Hispanic – 2.6%
- ✓ Asian – less than 1%
- ✓ Native American – less than 1%

⁴ Displacement of Black Teachers in Kentucky Schools by Kentucky Commission on Human Rights, 1971.

- ✓ Other – 1.8%

Students' Level of Education

For the 2006-07 school year, there were **100,752** African Americans enrolled in all educational institutions in Kentucky, according to the Census Bureau data:

- ✓ Nursery and kindergarten: **11,864** or **11.7%**
- ✓ Grade 1 to grade 8: **41,186** or **40.8%**
- ✓ Grade 9 to grade 12: **23,619** or **23.4%**
- ✓ College or graduate school: **24,083** or **24%**

Educational Attainment

Out of the 186,256 African Americans who were 25 years of age and over (2007 Census data):

- ✓ Educational attainment less than 9th grade: **5%** (46.4% male, 53.6% female)
- ✓ 9th to 12th grade with no diploma: **16%** (48.3% male, 51.7% female)
- ✓ High school graduate (including equivalency): **36%** (48.4% male, 51.6% female)
- ✓ Some college and no degree: **23.6%** (44% male, 56% female)
- ✓ Associate's degree: **7%** (42% male, 58% female)
- ✓ Bachelor's degree: **8.5%** (47% male, 53% female); the percentage for the white population is 12%.
- ✓ Graduate degree: **4%** (42% male, 58% female); the percentage for the white population is 8%.

Graduation Rate

Nearly 90% of the fastest-growing and highest-paying jobs require some postsecondary education; having a high school diploma and the skills to succeed in college and the workplace are essential. Yet, nationally, one-third of students—about 1.3 million each year—leave high school without a diploma, at a high cost to themselves and society at large. Unacceptably low graduation rates, particularly among poor and minority students, have been obscured for far too long by inaccurate data, calculations, reporting, and inadequate accountability systems at the state and federal levels.⁵

The state graduation rate for 2007-08 school year was 84.52%, and in the 2006-2007 school year, was 83.76%, according to the Kentucky Department of Education. However, according to the US Department of Education, the graduation rate for the 2006-07 school year was 77%, and according to the Editorial Projects in Education Research Center, the rate was 72%. The 11% gap between state and independent sources is due largely to poor definitions and inconsistent infusion of graduation rate calculation methods. Recently, federal regulations require states to implement a common formula by school year 2010-11.

Looking at the available data, the graduation rate of African American students has been traditionally lower than that of white students. The following table shows that the African American graduation rate is 11% lower than the white rate and 24% lower than the Asian graduation rate.

⁵ “Understanding High School Graduation Rates in Kentucky” fact sheet. Alliance for Excellent education. July 2009.

Kentucky High School Graduation Rates by Race (Class of 2006)

	Kentucky	Nation
All Students	72%	69%
White	70%	76%
Black	59%	51%
Hispanic	55%	55%
Asian	83%	79%

Dropout Rate

Over one million students who enter ninth grade each year fail to graduate with their peers four years later. In fact, about seven thousand students drop out every school day, according to the Alliance for Excellent Education⁶. Dropouts considerably reduce their chances for a promising future. Dropout effects have far-reaching implications for students who dropped out, the communities they live in, the state, and the country as a whole.

Far too many students are not graduating on time with a regular diploma; low-income and minority students fare the worst in the dropout epidemic. Each year, approximately 1.2 million students fail to graduate from high school, more than half of whom are from minority groups. Nationally, about 71% of all students graduate from high school on time with a regular diploma, but barely half of African American and Hispanic students earn diplomas with their peers. In many states, the difference between white and minority graduation rates is stunning; in several cases there is a gap of as many as 40 or 50 percentage points.⁷

Kentucky Dropout facts

- ✓ The state dropout rate for academic year 2007-2008 was 3.3%.
- ✓ The African American dropout rate continues to be greater than that of the white dropout rate.
- ✓ The white dropout rate slightly decreased from 3.22% in 2004 to 3.21% in 2005.
- ✓ The African American dropout rate increased from 4.56% in 2004 to 5.92% in 2005.

“We had 314 more students drop out of high school last year than in 2007,” said Lisa Gross, spokeswoman for the Department of Education. “One of our biggest concerns is the number of dropouts among our different ethnic groups, particularly for our African-American students.” According to the recent data, the dropout rate in 2008 was 2.9% for white students, 6.1% for African-American and 6% for Hispanic students.⁸

Kentucky Dropout Rates By Race
1999-2005 - Grades 7-12

Year	Black	White
1999	7.0%	4.8%
2000	7.8%	4.8%
2001	6.9%	4.5%
2002	5.6%	3.8%
2003	4.4%	3.2%
2004	4.5%	3.2%
2005	5.9%	3.2%

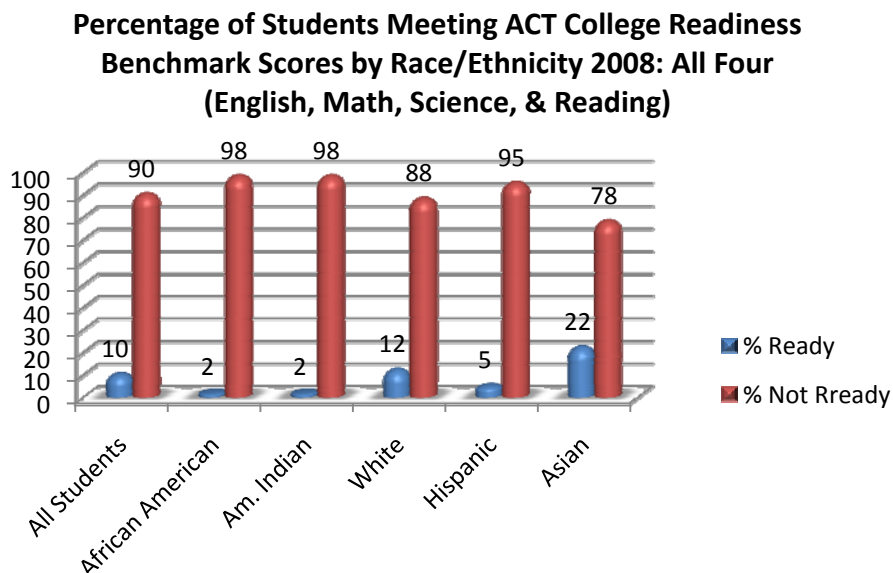
⁶ “High School Dropouts in America,” Alliance for Excellent Education. February 2009.
http://www.all4ed.org/files/GraduationRates_FactSheet.pdf

⁷ Ibid.

⁸ “Kentucky Graduation, Dropout Rates Up”, Courier-Journal.com. May 21 2009.

ACT Preparedness

The ACT (American College Test) State Test Profile Report,⁹ prepared by the Kentucky Department of Education, provides information about the performance of public high school students who took the ACT as juniors in spring 2008. Only 10% of all Kentucky juniors met all four ACT College Readiness Benchmark Scores (English, Reading, Math, and Science). However, breaking this percentage along the racial/ethnic line, African American and American Indian students ranked the lowest, with only 2% who met the ACT College Readiness Benchmark Scores.



African American Teachers

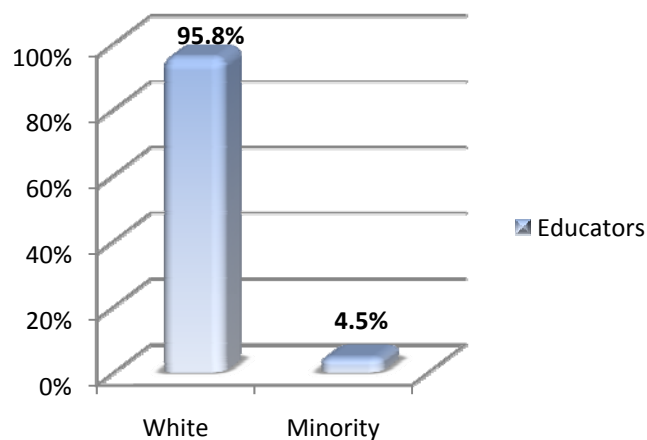
There is a severe shortage of minority teachers in Kentucky public schools. Kentucky has only 4.5% of minority teachers in proportion to 13% of minority students. Furthermore, in the 1953-54 school year, 6.8% of the teachers were African American, and in the 2007-08 school year, that percentage dropped to 3.7%.¹⁰

In other words, there were more African American teachers in the 1950s than in 2007 in proportion to white teachers.

The 4.5% of minority educators is composed of:

- **3.7% African American**
- 0.4% Asian
- 0.2% American Indian
- 0.03% Hispanic
- 0.1% Other

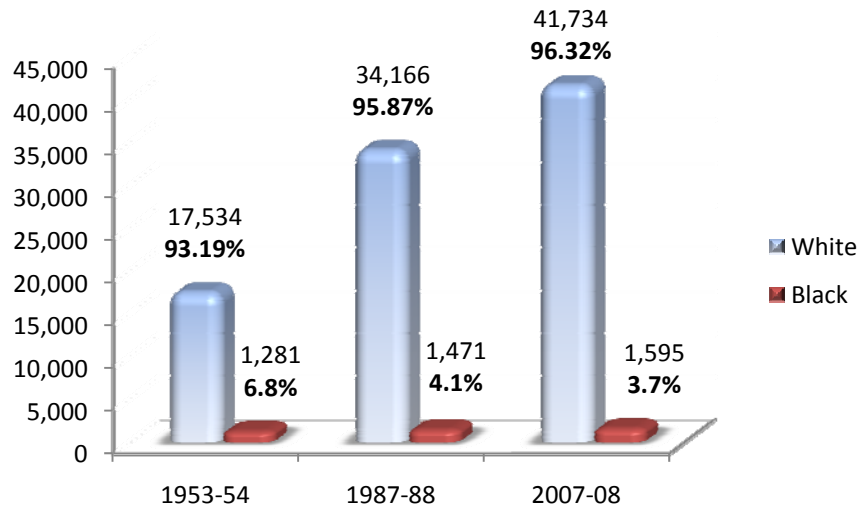
Educators in Kentucky's Public Schools for 2007-08



⁹ <http://www.kde.state.ky.us/KDE/Administrative+Resources/Testing+and+Reporting+/Reports/>

¹⁰ Minority Educators in Kentucky's Public Schools, KCHR Publication. Report can be found at: <http://kchr.ky.gov/reports/reports.htm>

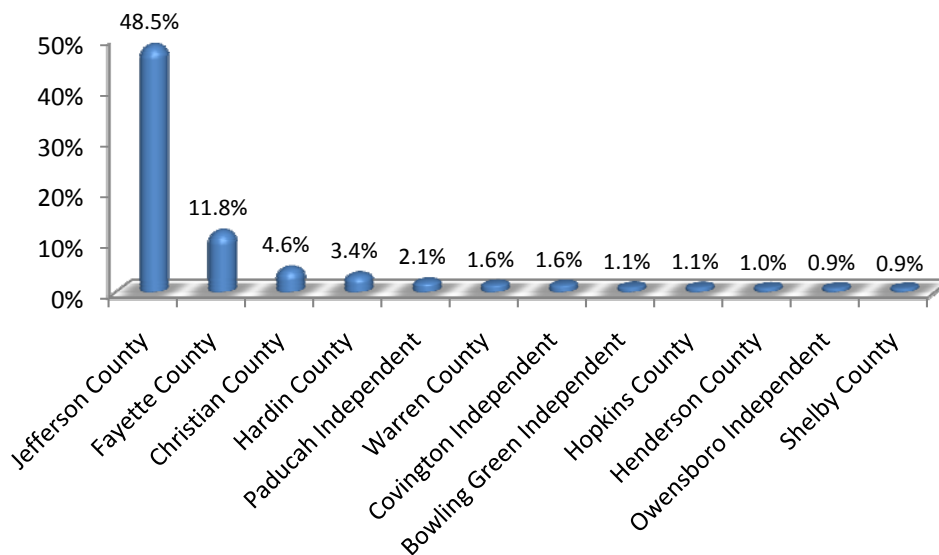
**Number of Black and White Teachers Employed by Kentucky
Public Schools 1953-54 Through 2007-08**



Geographical Concentration of African American Students

Nearly 80% of all the African American students enrolled in Kentucky's public schools are concentrated in just 12 of the state's 174 school districts. The twelve school districts with the largest number of African American students were, in order of total enrollment: Jefferson, Fayette, Christian, Hardin, Paducah, Warren, Covington, Bowling Green, Hopkins, Henderson, Owensboro, and Shelby.

**Percentage of African American Students by Total Enrollment
2006-2007-School Year**



African Americans and Educational Representation

There are 174 school districts in Kentucky run by 33 female superintendents and 141 male superintendents; there is only one minority superintendent.

The Kentucky School Boards Association (KSBA) is a nonprofit corporation of school boards from each public school district in Kentucky. It is governed by a 27-member board of directors made up of representatives elected as regional chairpersons or as directors-at-large.¹¹ There are three African Americans serving on the board of directors. With nearly 900 members, KSBA is the largest organization of elected officials in Kentucky. There are 810 white members (93%), 35 minority members (4%), and 28 who did not report race (3%).¹²

Case Study of Jefferson County District

In a 2008 study conducted by Richard G. Innes, “*How Whites and African Americans Perform In Jefferson County Public Schools*,”¹³ he concludes that during the 18 years since KERA’s (Kentucky Education Reform Act) enactment, serious questions have arisen regarding the performance of Kentucky public schools in meeting the goal that all children can learn, regardless of race or economic status, especially African American students. The Jefferson County district has the state’s largest number of African American students, that is, 48.5%.

The study shows:

- African Americans remain well behind academically in the key subjects of reading and mathematics. In a significant number of Jefferson County schools – 47 out of the 120 schools with usable data on reading and 44 out of 120 for math – the gap between white and African American students is widening.
- Graduation rates remain extremely low for significant numbers of African Americans – especially African American males – in the majority of Louisville’s public high schools. African American males in only three of the 19 Jefferson County high schools in the study had graduation rates equal to or greater than the statewide graduation rate for all students. In these 19 schools, the graduation rates are low for both African American females and white students. Two of the schools reported abysmal graduation rates of less than 60%.

Efforts to improve education, especially for African American students, have failed to produce anything close to acceptable results in Jefferson County. The continued poor performance discussed in the report shows the need for aggressive action.¹⁴

¹¹ <http://www.ksba.org/bod>

¹² <http://www.kde.state.ky.us/News+Room/Kentucky+Education+Facts.htm>

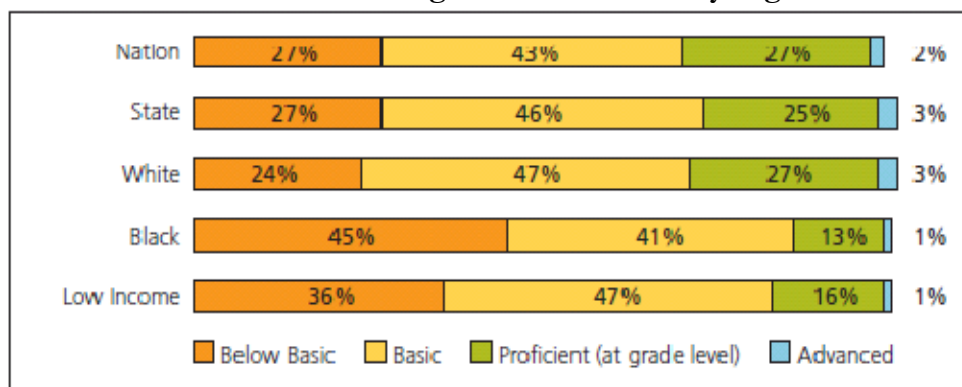
¹³ <http://bipps.org/pubs/2008/policypoint102008.pdf>

¹⁴ ibi

Achievement Gap

The Achievement Gap Remains A Challenge National Assessment of Educational Progress (NAEP) Reading Scores for Kentucky Eight Graders

In 2006, the Kentucky Advisory Committee to the U.S. Commission on Civil Rights in its report, *“Equal Education Opportunity: An Analysis of the Racial Achievement Gap in Kentucky Urban Schools,”* indicated that “a large and persistent achievement gap between African American students and their peers is a



national phenomenon, and such a phenomenon is also present in the Commonwealth of Kentucky. This situation has been part of the education landscape for decades, and no real headway has been made to close this gap despite legislation at both state and federal levels. Though most likely due to the interplay of a number of factors, the Kentucky Advisory Committee finds that regardless of other factors such as teacher quality, family structure, class size, or racial isolation, poverty matters and acts to impede academic achievement. This is not to say that “poor” children cannot learn, but rather that they are not learning at a satisfactory level in schools with high numbers of low-income children”.¹⁵

Postsecondary Education

In 1945, black veterans returning from World War II, found Kentucky universities still strictly segregated. Those blacks who wanted to continue their education could do so only at Kentucky State University in Frankfort or at Louisville Municipal College. There was no place in Kentucky where black students could receive graduate training so they could become doctors, lawyers, dentists, or engineers. Opportunities for vocational courses, too, were very limited. The only vocational courses open to blacks in Louisville, for example, were courses in secretarial work, barbering, beauty culture, and radio repair from a few small, commercially operated schools.

In 1949, as a result of a federal court suit by Louisville civil rights leader Lyman T. Johnson, the University of Kentucky was desegregated. In 1948, Johnson, a teacher in the Louisville public school system with a Master’s degree from the University of Michigan, applied to the Graduate School at the University of Kentucky. He refused to attend the special classes for blacks at Frankfort. University of Kentucky authorities denied him admission to the Lexington campus. With continuing support from the Louisville NAACP, he then took his case to federal court charging that the state did not provide separate but equal facilities for graduate students. One of the attorneys for Johnson’s case was Thurgood Marshall, former U.S. Supreme Court Justice. In March, 1949, Judge H. Church Ford ordered the University of Kentucky to admit blacks to the Colleges of Law, Engineering, Pharmacy, and the Graduate School since Kentucky State did not offer these courses. The following summer, thirty black students enrolled in the classes at the Lexington campus.

The desegregation of the University of Louisville in 1951, taken in conjunction with the opening of the Catholic Colleges the year before, offered many advantages to black students. They were able to choose from a wider range of courses. They were able to receive their undergraduate and graduate school training from the same institution in fields such as medicine and law. They were able to meet and exchange ideas with a greater

¹⁵ “Equal Education Opportunity: An Analysis of the Racial Achievement Gap In Kentucky Urban Schools,” The Kentucky Advisory Committee To the U.S. Commission on Civil Rights. 2006. <http://www.law.umaryland.edu/marshall/usccr/documents/cr1200613.pdf>

variety of students than was possible at the segregated Municipal College. In spite of the higher tuition cost on Belknap Campus at the University of Louisville, there was no decline in the percentage of Central High School graduates attending college. But the desegregation process eliminated all but one of the teaching positions and thus had the immediate result of forcing several excellent black educators to leave the state.

Forty years later there was no significant change for African Americans in postsecondary education. In the fall of 1992, Kentucky's higher educational public institutions had a total enrollment of 93,142 students, of which 5,553 were African American (6%). However, only 3.7% of all degrees were awarded to African Americans during the 1991-92 school year¹⁶. While African American students enrolled in higher education institutions in proportional numbers, they were less likely to complete their degree programs. In 2008, there were 8,539 (8.8%) African Americans enrolled in higher education public institutions. For the same year, there were 1,234 (6.2%) African American students enrolled at the graduate level and only 10 (2.7%) students at the post-doctoral level. The following table illustrates enrollment in Kentucky's higher education public institutions from 1998 to 2008 by race and level of education. African American students maintained a gradual increase each year at the undergraduate level. The increase in enrollment has exceeded its representation in the Kentucky population. There has been no significant increase in African American participation in graduate programs. There continues to be a significant racial gap in the production of Ph.D.s when compared to degrees awarded to whites.

Total Enrollment by Level and Race in Kentucky's Public Institutions, 1998-2008¹⁷

		1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Undergraduate	Black	6,574	6,862	6,914	7,298	7,439	7,573	7,643	7,712	7,868	8,002	8,539
	White	74,838	74,363	74,074	75,459	78,741	80,826	81,126	81,199	81,415	81,004	81,398
	Asian	1,067	1,045	1,078	1,159	1,165	1,238	1,296	1,314	1,380	1,379	1,453
	Hispanic	567	595	609	683	787	847	868	929	1,046	1,082	1,228
Graduate	Black	822	854	838	889	1,089	1,153	1,131	1,157	1,142	1,201	1,234
	White	14,580	14,074	14,010	14,638	15,516	15,735	15,685	15,211	15,106	15,203	15,484
	Asian	202	236	244	324	530	327	298	297	301	265	283
	Hispanic	138	146	125	122	166	189	206	208	205	219	237
Post-Doctoral	Black	6	5	7	1	2	3	0	2	2	9	10
	White	76	78	82	82	39	81	59	50	47	52	74
	Asian	30	21	42	10	39	72	21	17	23	38	36
	Hispanic	3	4	2	3	2	2	0	2	3	4	5

The previous table showed only enrollment. However, the following table clearly indicates a lag in graduation among minorities. The African American graduation rate in 2006 was 36%, that is, 12% lower than whites and 17% lower than Asians in four-year institutions.

¹⁶ The 3.7% is only for state-funded institutions; it does not include private institution (4.1% with private schools).

¹⁷ Kentucky Council on Postsecondary Education Comprehensive Database April 30, 2009.

Kentucky College Graduation Rates, 2006

	Four-Year Institution	National Average	Two-year Institution	National Average
All Students	47%	56%	29%	32%
White	48%	59%	30%	33%
Black	36%	41%	26%	27%
Hispanic	30%	48%	28%	34%
Asian	53%	66%	52%	34%
Native American	30%	39%	16%	29%

This table shows the number of baccalaureates awarded to African Americans by all higher education institutions (public and private). It shows clearly that the percentage of bachelor's degrees awarded to African Americans has not kept pace with their enrollment in postsecondary education.

¹⁸

African American Faculty

In 1997, full-time African American faculty made up only 5.2% of all faculties in Kentucky postsecondary schools. This percentage remained nearly the same in 2006 with the full-time African American faculty at 5.4%. “While many institutions made some progress toward their objectives, the system’s small percentage of full-time African American faculty characterizes a difficulty that confronts traditionally white institutions across the nation -- a limited pool of professors to diversify the campus, an insufficient number of researchers and educators, and a scarcity of role models and mentors to provide support and guidance to both minority and majority students. To effectively diversify the faculty complement, Kentucky’s public postsecondary education system must create a larger pool of minority candidates.”¹⁹

The Civil Rights Project Research

At the request of the Kentucky Council on Postsecondary Education, the Civil Rights Project, a leading organization devoted to civil rights research, conducted a research to assess what has been accomplished in successfully diversifying and desegregating historically segregated and unequal higher educational institutions across Kentucky. In September 2008, the research delivered the findings and asserted that “at the postsecondary level, affirmative admissions policy is a very important issue but there are many other dimensions that are involved in truly opening up a higher education system to all. There is strong research showing that students and families across the country from all racial and ethnic groups share high aspirations for college education, but that the pipelines carrying students from one level of education to another are

Bachelor's Degrees Awarded by Public and Private Colleges and Universities in Kentucky

Year	Kentucky	Black	Percent
1976-77	11,337	575	5.07
1978-79	11,220	494	4.40
1980-81	11,509	508	4.41
1982-83	11,591	520	4.49
1984-85	11,572	408	3.53
1986-87	11,584	468	4.04
1988-89	12,337	472	3.83
1989-90	12,070	493	4.08
1991-92	13,665	563	4.12
1992-93	14,161	660	4.66
1993-94	14,327	649	4.53
1994-95	14,217	710	4.99
1995-96	14,301	720	5.03
1996-97	14,283	759	5.31
1997-98	14,573	794	5.45
1999-00	15,241	827	5.43
2002-03	15,818	1,006	6.36
2003-04	16,780	1,137	6.78
2004-05	17,359	1,136	6.54
2005-06	N/A	N/A	N/A
2006-07	18,358	1,301	7.09

¹⁸ Southern Regional Educational Board. <http://www.sreb.org/DataLibrary/hcgraduates.asp>

¹⁹ “The Kentucky Plan for Equal Opportunity” System report 2003-2006 by the Committee on Equal Opportunities. P. 24

dangerously leaky, especially for African American and Latino students, and for students living in long-term poverty. The Kentucky data show a massive loss of students before high school graduation, a relatively low enrollment in four-year colleges, a poor transfer rate from the community and technical colleges to the four-year campuses, and very serious loss of students who come to college but fail to graduate. In other words, the opportunity pipeline has gigantic holes and Kentucky is losing much of its talent at a number of key transition points. The leaks tend to be more serious for African American students, which compounds the inequalities. It is essential to understand where students are lost as they pass through the system and to consider strategies to repair the severe leakage.”²⁰

African American Socio-economic Status

Per Capita Income

In the past 12 months of 2008 (inflation-adjusted dollars), Kentucky’s per capita income²¹ (PCI) was \$22,682; white PCI was \$23,429 while the African American PCI was 44.4% less (\$16,219), American Indian PCI was 25.3% less (18,686), and the Hispanic PCI was 76.6% less (\$13,265).

The following counties represent more than 80% of the African American population in Kentucky.

- ✓ Jefferson County: **\$16,325** for African American and **\$29,965** for white
- ✓ Fayette County: **\$18,252** for African American and **\$32,229** for white
- ✓ Christian County: **\$13,740** for African American and **\$20,146** for white
- ✓ Hardin County: **\$20,420** for African American and **\$23,754** for white
- ✓ Warren County: **\$14,427** for African American and **\$24,952** for white
- ✓ Kenton County: **\$16,716** for African American and **\$28,595** for white
- ✓ McCracken County: **\$16,253** for African American and **\$26,065** for white
- ✓ Franklin County: **\$19,367** for African American and **\$29,505** for white
- ✓ Daviess County: **\$12,746** for African American and **\$23,709** for white

Per Capita Income in the Past 12 Months
(in 2008 inflation-adjusted dollars)

State	White	Black
Indiana	\$25,926	\$16,929
Ohio	\$26,897	\$16,613
Tennessee	\$26,077	\$16,129
West Virginia	\$21,272	\$14,915

²⁰ “Building on Success: Educational Diversity and Equity in Kentucky Higher Education,” The Civil Rights Project. September 2008.
http://www.civilrightsproject.ucla.edu/research/diversity/building_on_success_kt.pdf

²¹ **Per capita income** means how much each individual receives, in monetary terms, of the yearly income generated in the country. This is what each citizen is to receive if the yearly national income is divided equally among everyone. http://en.wikipedia.org/wiki/Per_capita_income.

Poverty Level

The percentage of Kentucky's population with income below the poverty level in the past 12 months of 2007 was 17%. This percentage is almost doubled among minorities. The percentage of African Americans with income below the poverty level is **30%** while the percentage of whites with income below the poverty level is 15%.

2005-2007 American Community Survey (Census Bureau)

County	White Income Below Poverty Level	White Income Above Poverty Level	Black Income Below Poverty Level	Black Income Above Poverty Level
Christian County	13.9%	86.1%	26.0%	74.0%
Fayette County	12.7%	87.3%	30.4%	69.6%
Franklin County	12.9%	87.1%	N/A	N/A
Hardin County	11.0%	89.0%	N/A	N/A
Jefferson County	9.7%	90.3%	30.5%	69.5%
Kenton County	9.3%	90.7%	37.0%	63.0%
McCracken County	13.3%	86.7%	38.1%	61.9%
Warren County	14.8%	85.2%	36.3%	63.7%
Daviess	13.5%	86.5%	N/A	N/A

In 2005, Laura Ungar in her article, "Poverty fuels medical crisis," noticed that "poverty is the single biggest reason Kentucky is one of America's sickest states. Although cities fare better overall than poor rural areas, poverty takes its toll there too, and minority residents bear the brunt. In Jefferson County and throughout the state, a far greater percentage (30%) of African American residents than white residents lives in poverty. The figures for whites are 15% in the state and 8% in Jefferson County. African Americans in Louisville also die 66% more often than whites from stroke, 29% more often from heart disease and 25% more often from cancer. These numbers reflect a national trend. Throughout the country, African Americans suffer from a greater burden of disease, from cardiovascular disease to cancer to diabetes to infant mortality, said Stephen Thomas, director of the Center for Minority Health at the University of Pittsburgh."²²

Furthermore, unequal economic opportunities among races become evident in poverty rates by racial group. In 2005, child poverty rates in Kentucky were higher among groups that have experienced systemic lack of access to opportunities, at 30% for Hispanic/Latino children and 32% for African American children, compared to 21% for non-Hispanic white children²³

Housing

A higher percentage of Kentucky blacks owned their own homes than in any other state. Of the black homes in Kentucky, 32% were owned by their occupants. From these figures, we can draw a picture of Kentucky's black population in 1910. Half of Kentucky's black families lived in cities and towns; the other half lived in rural areas. Many of those in the city owned their own homes; over half of the farmers owned the farms they worked. Most of the men in the cities worked as laborers; many of their wives did not work but those who did were probably either servants or teachers.

²² "Poverty fuels medical crisis" by Laura Ungar, Courier-Journal, September 25, 2005

²³ Data obtained from Kentucky Cabinet for Families and Children, July 2008, processed by Kentucky Population Research at the University of Louisville Urban Studies Institute.

The fact that the percentage of black families that owned their own homes in Louisville and Jefferson County increased from 40.2% in 1960 to 46.6% in 1970 shows that more and more black families are able to enjoy the benefits of home ownership. But analysis shows that the concept of fair housing has had little meaning for these families. While the number of black households in Jefferson County, outside Louisville, increased from 1,866 in 1960 to 2,366 in 1970, the percentage of black households in Jefferson County fell from 3.1% in 1960 to 2.4% in 1970. These figures point, once again, to the increasing segregation in Louisville and Jefferson County. For most black families interested in buying or renting a home in Louisville or Jefferson County, fair housing laws have meant fair consideration in already black neighborhoods only²⁴.

Fifty years later there was no significant increase in home ownership for African Americans in Kentucky. In 2008, the average percentage of householders who owned a home in Kentucky was 70.8%. This percentage dropped sharply among minorities; only **43.1%** of African Americans owned a home, 38% of Hispanics, and 58% of American Indians, compared to 73.6% of whites who owned homes.

The Metropolitan Housing Coalition in Jefferson County in its 2008 Metropolitan Housing Report indicated that the white population, which is 80% of Jefferson County, represents 86.8 % of all owner-occupied households. African Americans who represent 17% of the county's total population account for only 11% of all owner-occupied housing units. When considering homeownership in terms of race, minorities are at a much higher risk of receiving a poorly underwritten high-cost home loan. In addition, racial differences in lending increase as income levels increase. In the Louisville Metropolitan Statistical Area (MSA), low and moderate-income (LMI) African Americans are almost twice as likely to have sub-prime mortgages (51.4%) as LMI whites (27.1%). Shockingly, when considering middle and upper-income (MUI) African Americans compared to whites, the discrepancy is even more pronounced. For MUI African Americans in the Louisville MSA, 41.6% of mortgages are sub-prime compared to 17.5% for MUI whites (National Community Reinvestment Coalition, 2008). High-cost loans are intended to compensate for additional risk to lenders when the borrower has credit imperfections. This process results in a loss of home equity because of higher payments made to lenders, as well as exposure to imprudent types of loans that are more likely to result in default and foreclosure.²⁵

2005-2007 American Community Survey (Census Bureau)

County	White Owner	White Renter	Black Owner	Black Renter
Christian County	66.7%	33.3%	35.1%	64.9%
Fayette County	63.5%	36.5%	41.9%	58.1%
Franklin County	69.8%	30.2%	43.4%	56.6%
Hardin County	70.5%	29.5%	49.0%	51.0%
Jefferson County	74.0%	26.0%	40.0%	60.0%
Kenton County	72.5%	27.5%	28.2%	71.8%
McCracken County	73.4%	26.6%	37.9%	62.1%
Warren County	66.7%	33.3%	38.1%	61.9%
Daviess County	72.1%	27.9%	35.7%	64.3%

²⁴ More Housing Segregation Than Ever... In Louisville and Jefferson County. Commission on Human Rights Publications. 1971.

²⁵ Metropolitan Housing Coalition, "State of Metropolitan Housing Report 2008". <http://www.metropolitanhousing.org>

Children's Welfare

The African American child population is estimated to be 29% of the total population of African Americans in Kentucky. The following table shows the breakdown of racial/ethnic child populations in Kentucky.²⁶

Child population estimates by race and ethnicity (Number)

Race	2003	2004	2005	2006	2007	2008
Black	98,472	98,797	99,829	101,311	102,241	102,924
Hispanic	24,153	26,084	28,648	31,220	33,466	39,897
Other	11,830	12,245	12,746	13,149	13,510	14,136
White	862,033	857,174	856,626	857,803	854,756	851,107

The number of African American children who are brought up in a single-parent family is more than above the number of white children. The following table shows the percentages:

Child in Single-Parent Families by Race (Percent)

Race	2003	2004	2005	2006	2007	2008
White	n/a	n/a	27%	28%	28%	29%
Black	n/a	n/a	67%	73%	73%	70%

In July 1993, there were 3,564 children in out-of-home care (foster homes, private child care facilities, group homes, and others) of which 24% or 851 were African American. Furthermore, of the 524 Kentucky children awaiting adoption back then, 33% were African American. Betty Olinger and Teresa Partee, who co-authored *“Evening the Odds: Taking Action for Kentucky’s African American Children and Their Families,”* considered these figures to be astounding given that African American children made up only 9% of the total child population. The authors gave several possible reasons for the high number of African American children in out-of-home care.

- The economic situation of many African American families;
- the many children coming from single parent families who were subject to stress and strains that may lead to child removal;
- the tendency of some courts and social services to be quicker to remove African American children than white children in cases of abuse and neglect;
- and African American parents, who are likely to be poor, are more likely to have inadequate legal representation in court, resulting in their children being removed from their homes²⁷.

Nationally, African American children are overrepresented in child protective services from referral to placement in foster care. African American children and families are also treated differently; reports of abuse are more often substantiated and children spend longer times in foster care, for example. Kentucky collaborated with the Annie E. Casey Foundation in August 2005 to understand and address this overrepresentation and disparate treatment. According to the Kentucky Cabinet for Health and Family Services, Department for Community Based Services²⁸:

²⁶ <http://datacenter.kidscount.org>

²⁷ Olinger and Partee, “Evening the Odds: Taking Action for Kentucky’s African Children and their Families”. Page 15.

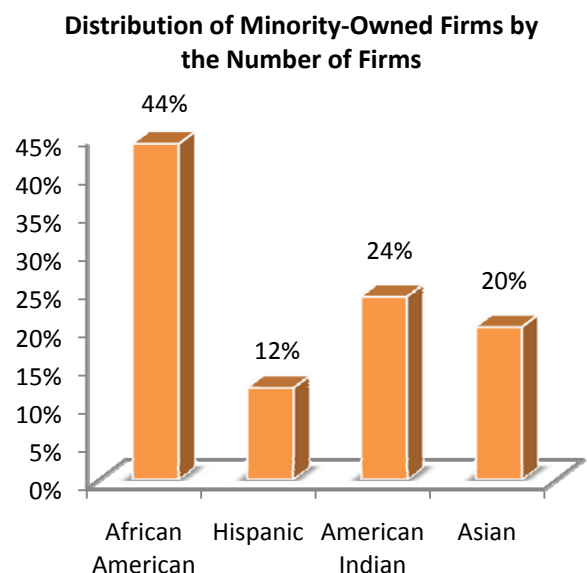
- African American children and families are referred by the community for child abuse and neglect at twice the rates that would be expected based on census data.
- Abuse is substantiated at higher rates (28%) for African American families compared to 24% for white families.
- African American children are in foster care at 2.5 times the rates expected based on census data.
- African American children spend more time in foster care, have more moves in foster care and are 20% less likely to be reunified with their parents.

Furthermore, when looking at figures from the Child Welfare System, African American children make up 43% of the total amount of children in out-of-home-care (datasource: TWS 058 - January, 2007). African American children in Jefferson County are over-represented in out-of-home care at a rate 2.8 times what is expected based on their representation in the census population.

African American-Owned Businesses

Many African Americans in the early twentieth century owned their own businesses, such as barber shops, beauty parlors, grocery stores, and small restaurants. Most towns with a sizeable African American population had black-owned mortuaries. Some larger financial institutions owned largely by blacks also developed. The emergence of such companies was due in part to the reluctance of white-owned companies to insure blacks. Two black insurance companies, Mammoth Life and Accident Insurance Company and Domestic Insurance Company, were formed. A black-owned bank, the American Mutual Savings Bank, was organized in Louisville 1922.

Kentucky's largest black-owned business, Mammoth Life and Accident Insurance Company, was founded in 1915. African American businessmen W.H. Wright, Rochelle I. Smith, B. O. Wilderson and H. E. Hall organized a life and accident insurance company with its office in Louisville. Representatives who sold the insurance found such a great demand for it that offices were established in Lexington, Paducah, Bowling Green and Hopkinsville. In 1924, stock in the company was offered for sale in Kentucky. Within 90 days, \$100,000 worth of stock was sold, principally to black Kentucky residents. President H. E. Hall then urged his board of directors to increase the amount of stock offered to \$200,000, which they did. Within a short period the entire amount of stock was sold. The company continued to grow and prosper. Branching into business in several states, Mammoth Life became one of the largest black-owned corporations in the area. A large office building was erected in Louisville at Sixth and Walnut. During the economic depression of the early 1930's, Mammoth Life faced its greatest financial challenge but was able to survive the financial pressures that closed so many other banks and insurance companies. In 1970, Mammoth Life and Accident

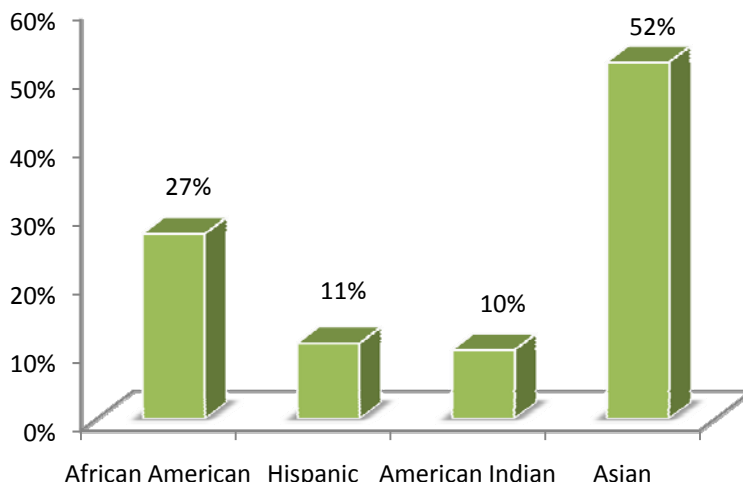


²⁸ <http://chfs.ky.gov/dcbs/raceandcommunity.htm>

Insurance Company had offices in eight states: Missouri, Tennessee, Illinois, Indiana, Wisconsin, Ohio and Kentucky. The company had as many as 750 employees and assets of 30 million dollars. Policies were sold in eight states. In 1992, the company merged with Atlanta Life and the Kentucky offices were closed.

According to the Kentucky Cabinet for Economic Development 2006 Kentucky Minority-Owned Businesses report: Of the minority groups, there were more firms owned by African Americans than any other minority group. There were 5,629 firms owned by African Americans. These firms employed over 7,700 people, and they had over \$650 million in sales and receipts. A majority of the firms owned by African Americans were in the services industry. Even though Asian & Pacific Islander-owned firms accounted for only 20% of the minority-owned firms in Kentucky, sales receipts from Asian and Pacific Islander-owned firms accounted for over half of all the sales and receipts from minority-owned businesses. Sales and receipts from these firms totaled \$1.29 billion, and they employed 11,843 people. Most of the firms owned by Asian and Pacific Islanders were in the services industry.

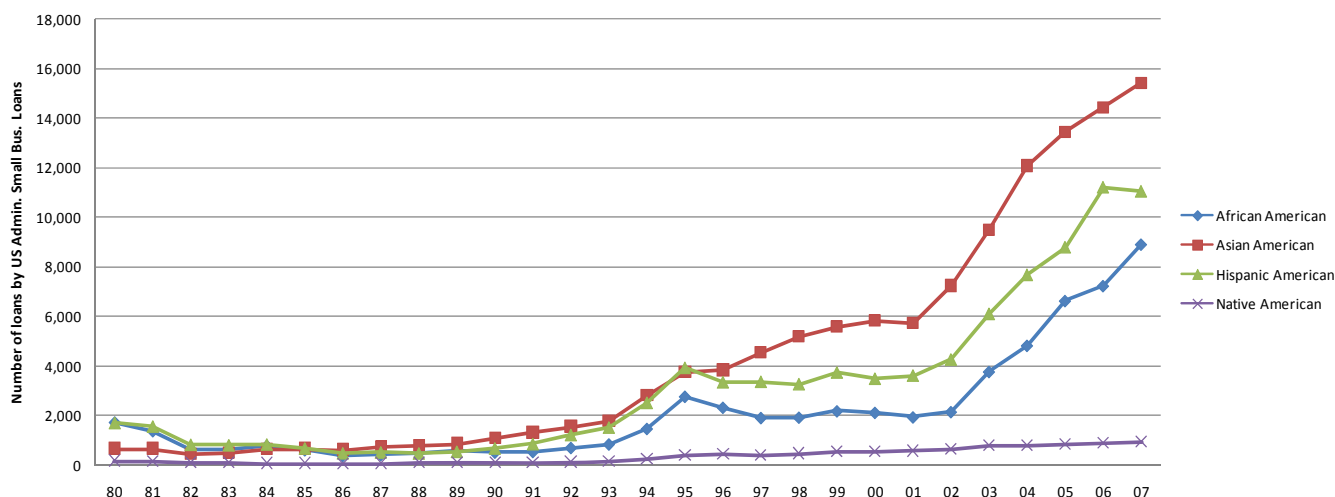
Distribution of Minority-Owned Firms by Sales and Receipts



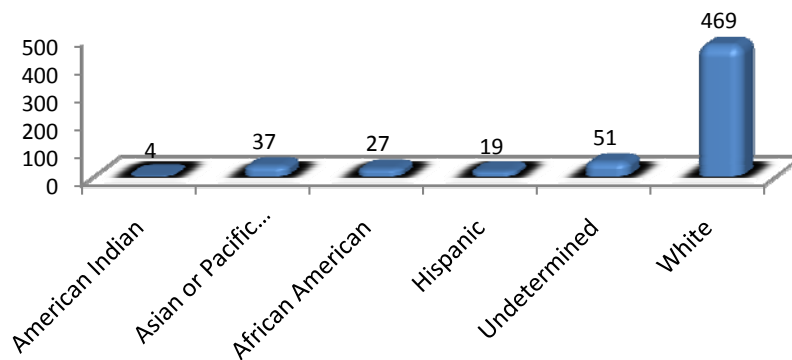
At the national level, the number of U.S. Small Business Administration loans given to minorities from 1980 to 2007 followed a similar pattern of growth, except for the Native American number, which remained flat.

The same pattern held in Kentucky for 2008; Native Indians received only 4 loans.

US Small Business Administration Number of Loans to Minority-Owned Small Businesses 1980-2007

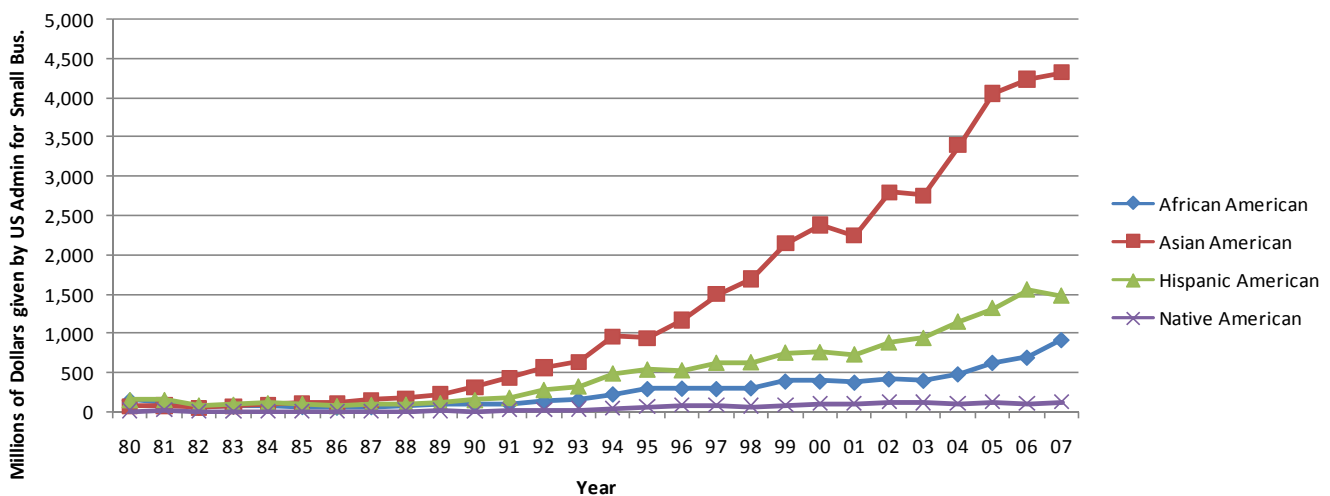


US Small Business Administration Number of Loans to Minority-Owned Small Businesses in Kentucky 2008

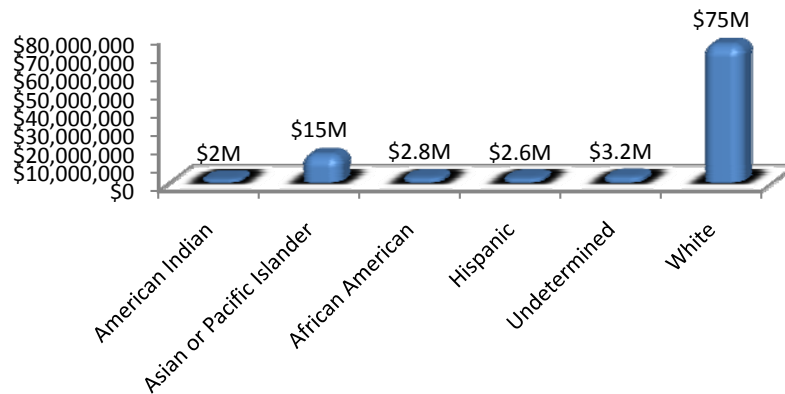


However, the amounts of loans given to minorities by the U.S. Small Business Administration were not at the same rate. For the last decade, from 1997 to 2007, African Americans received an average of 53.6% less than Asians did, and 11.5% less than Hispanics. For 2008 in Kentucky, African Americans received 12% less than Asians did. American Indians received the lowest amount totaling two million-dollars.

Small Business Administration Amount of Loans to Minority-Owned Small Businesses Nationally 1980 - 2007



**US Small Business Administration Amount of Loans to Minority-Owned Small Businesses in Kentucky
2008**



Unemployment

Without adequate employment and the income it generates, “African American families have little chance of securing housing, health, food, and clothing for their children. Not only does adequate employment provide housing, food, and clothing, it also often determines the level of health care, insurance, and other benefits a family can afford. The ability to earn a living also brings with it a sense of self-esteem and security, which is important to both parents and their children.”²⁹

The African American unemployment rate was always higher than that of whites.

In July of 2009, the number of unemployed persons in the U.S. was 14.5 million. The unemployment rate was 9.4%. Among the major worker groups – men, women, teenagers, blacks, white, and so on— the unemployment rate for African Americans was 14.5% while for whites it was 8.6%. (For Hispanics it was 12.3% and for Asians it was 8.3 %).³⁰

Unemployment rates rose in all 120 Kentucky counties between June 2008 and June 2009, according to the Kentucky Office of Employment and Training, an agency of the Kentucky Education and Workforce Development Cabinet.

Although there is no recent data for the rate of unemployment for African Americans in Kentucky, the 2006 data³¹ indicated that the unemployment rate for nonwhites was 10.9%. In 1980, the unemployment rate for African Americans was 14.7% and it decreased to 13.7% in 1990 (and the white rate decreased from 8.1% to 6.9%). Today, there is no doubt that the deep recession has impacted minorities the most, especially African Americans.

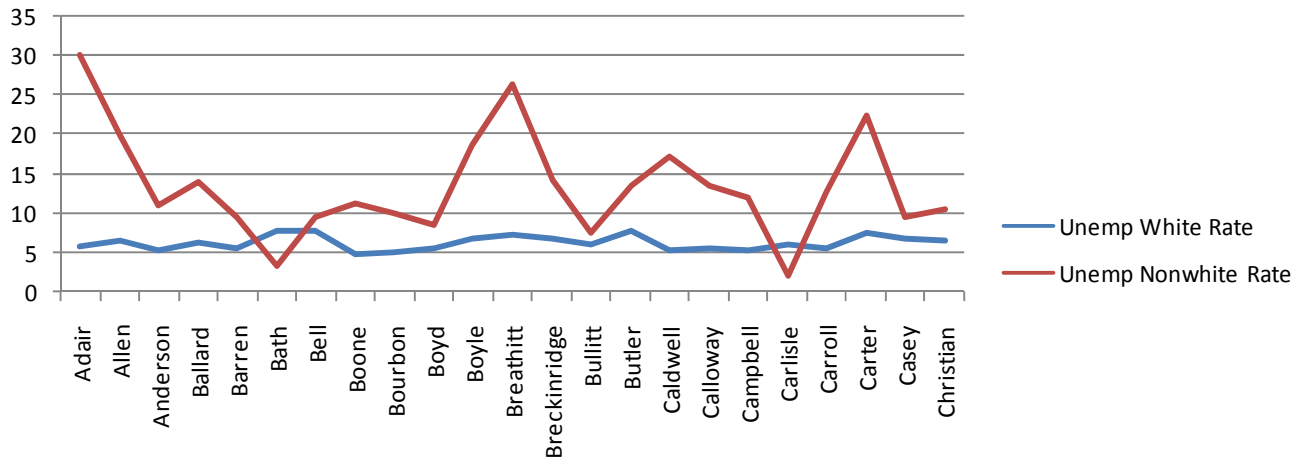
The following tables illustrate the difference in the unemployment rates between white and nonwhite Kentuckians based on the 2006 data published in 2008 by the Research and Statistics Branch of the Office of Employment and Training.

²⁹ Olinger and Partee, “Evening the Odds: Taking Action for Kentucky’s African Children and their Families”. Page 19.

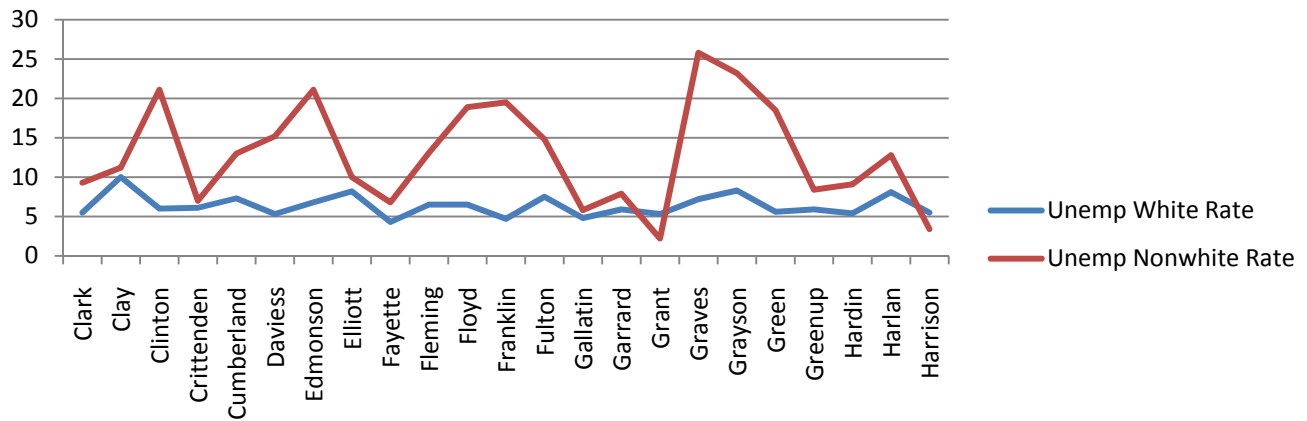
³⁰ Bureau of Labor Statistics, Economic News Release, July 2009. <http://www.bls.gov/news.release/empsit.nr0.htm>

³¹ 2006 Total and Nonwhite Population and Labor Force Data in Kentucky by County. http://www.workforcekentucky.ky.gov/admin/uploadedPublications/340_2006_Total_and_NonWhite.pdf

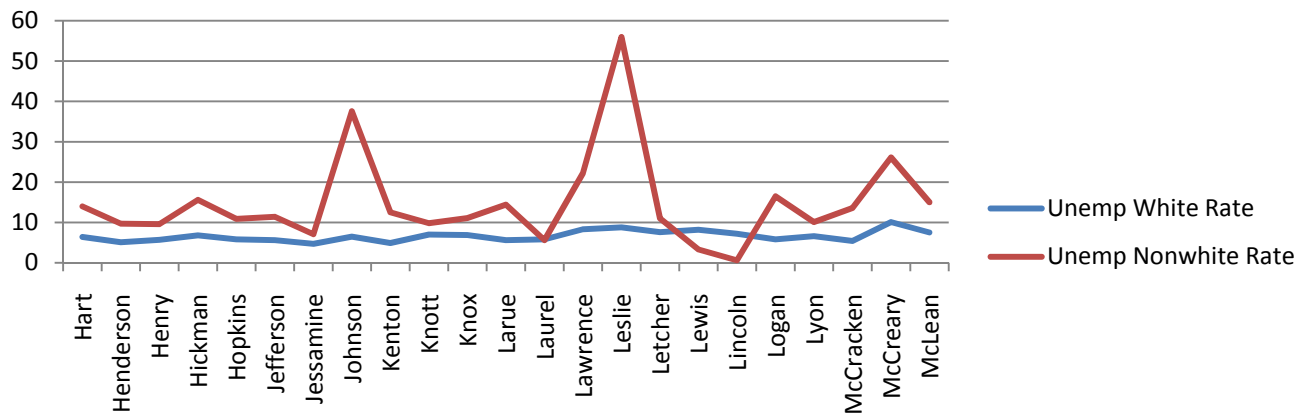
2006 Unemployment Rate of White and Nonwhite in Kentucky's Counties



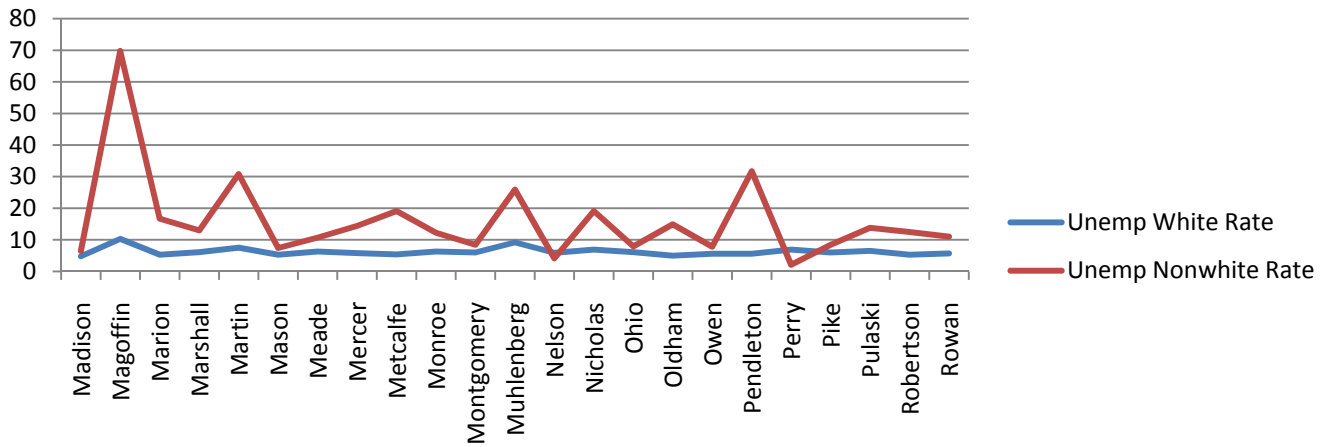
2006 Unemployment Rate of White and Nonwhite in Kentucky's Counties



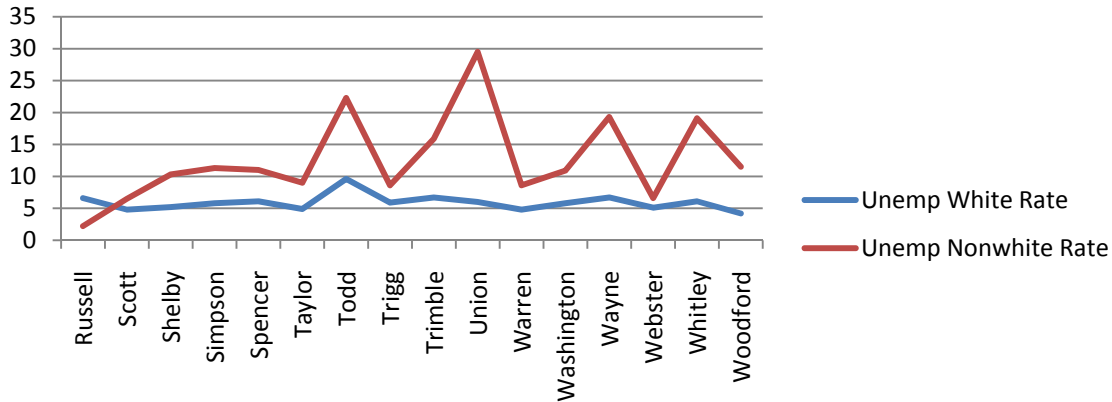
2006 Unemployment Rate of White and Nonwhite in Kentucky's Counties



2006 Unemployment Rate of White and Nonwhite in Kentucky's Counties



2006 Unemployment Rate of White and Nonwhite in Kentucky's Counties



“Hate Crime”

Between 1882 and 1927, there were 233 people lynched in Kentucky including 154 blacks and 5 women. Only eight other states had a higher number of lynch victims during this period. After World War I, the statistics in regard to lynching sharply declined. In the twenty-year period from 1919 to 1939, there were 8 recorded lynchings in Kentucky, a marked decrease from earlier years. (In the period between 1882 and 1903, 103 blacks were lynched. Between 1904 and 1918, 45 African Americans were lynched.) Although the total number of lynchings decreased through the years, the horrors and injustice of Lynch Law did not. When a 20-year-old Maysville African American man, who confessed to murdering his employer's wife, was burned at the stake in 1899, thousands of spectators watched his death without protesting the action of the mob. In 1921, a mob of 50 hung a black man in Versailles after a jury failed to convict him of murder. In some cases, the victims of lynching were not even accused of a specific crime. For example, in 1913, officials found the body of a Louisville black man hanging from a tree. This lynching happened after the man had frightened a white woman by asking her whether her husband was at home. For asking this question, the black man was killed.

The period just after the end of World War I, from 1919 until 1929 was marked by violence toward African American citizens in many parts of the country. Membership in the Ku Klux Klan surged upward. White-sheeted marchers appeared openly in 4th of July parades, marching alongside of victorious army veterans or the local high school bands. Lynching became more and more frequent, and nighttime burnings of barns and houses owned by blacks increased at an alarming rate. Kentucky escaped violence, for the most part. Governor Augustus Stanley had taken a firm stand against violence in Kentucky, vowing eternal opposition to the Ku Klux Klan. In 1917 Governor Stanley subdued a lynch mob in Murray by insisting they would have to attack him before he would let the prisoner become their victim. When the Klan entered Louisville, Mayor George Smith vowed to “use every lawful means to suppress its growth in our community.” He forbade the street sale of Klan literature and Klan meetings often had to be held across the river in Jeffersonville. Louisville and New Orleans were the only two southern cities to successfully resist the encroachment of the Klan. In total Klan membership of all persons initiated between 1915 and 1944, the state of Kentucky ranked 20th out of the 48 states. Kentucky had an estimated Klan membership of 30,000 over the 30-year period, compared to an estimated 140,000 members in Indiana over the same period.

Half a century later, hate incidents are still racially motivated, primarily against African Americans. According to the “Hate Crime and Hate Incidents in the Commonwealth - 2007³²” report, 51% of all hate crime incidents nationwide were racially motivated. In Kentucky, the percentage is higher by 17%; race was the most common motivation for hate (68%), of which 92% was against African Americans.

- ❖ In November 2006, for Joshua Watkins and Ronald Harrison, racism on the University of Kentucky campus extended beyond isolated incidents — it is an ongoing problem at the school, they said. Watkins returned to his UK residence hall room last year and found “Die” and a racial epithet scrawled across his door. During the 2007-08-school year, Harrison noticed a racial slur written on the wall of the bathroom in his residence hall. In the same month, an effigy of President-Elect Barack Obama was discovered hanging by a noose from a tree on UK's campus.
- ❖ The Ku Klux Klan, composed of 34 named groups with 164 chapters, was down by 15 chapters in 2006, according to the Southern Poverty Law Center. However, that dip came after years of growth, from 110 chapters in 2000 to 179 in 2005. Still, of that steep five-year rise, the 63% increase apparently resulted more from the number of chapters than from the actual number of Klansmen. There are likely between

³² <http://www.justice.ky.gov/departments/gmb/Statistical+Analysis+Center.htm>

6,000 and 8,000 Klansmen in all 34 Klan groups combined. The Dawson Springs Kentucky-based Imperial Klans of America (IKA), the largest national Klan group in 2005, dropped by almost half to 23 chapters to become the second largest KKK membership. It fell behind the Illinois-based Brotherhood of Klans (BOK), which had 30 chapters in 2006. Imperial Wizard Dale Fox died in November, 2006, but was quickly replaced by Jeremy Parker.³³

- ❖ Boone County Kentucky's top prosecutor called for a tougher hate-crimes law in Kentucky after a cross was burned in an African American family's yard in 2004. "There is no meat to Kentucky's hate-crimes law," said Boone County Commonwealth Attorney Linda Tally Smith. "The cross-burning just illustrates that hole in our statutes." Smith is not alone in her view. The Anti-Defamation League says Kentucky is one of only five states that does not increase the penalty if a crime is committed out of bias-based hate. Ohio included harsher punishments for such crimes. "It is unfortunate the cross-burning had to occur to bring to attention that Kentucky's hate-crimes law is weak," said Betty Sue Feuer, a regional director for the Anti-Defamation League. "The incident should be used as an opportunity to put some teeth in the hate-crimes law."³⁴ On Friday, February 1st, 2008, the Kenton Circuit Court Fourth Division of Kentucky ruled in favor, of plaintiffs in a civil case the Kentucky Commission on Human Rights had filed against convicted felons of the cross-burning and vandalism that took place in Northern Kentucky in 2004. Judge Summe said: "The actions of the defendants were motivated by racial animus, and were intended to and did, coerce, intimidate, threaten or interfere with the Mahone family (African American) with regard to their enjoyment of their home. The actions of the defendants caused the Mahone family to suffer severe emotional distress, embarrassment, and humiliation, as well as caused the family to move out of their home."³⁵

The Southern Poverty Law Center in 2009 lists the following as hate groups in Kentucky:

Name	Type	City
American National Socialist Workers' Party	Neo-Nazi	Baxter
Imperial Klans of America	Ku Klux Klan	Brandenburg
American National Socialist Workers' Party	Neo-Nazi	Brooks
Fellowship of God's Covenant People	Christian Identity	Burlington
Appalachian Knights of the Ku Klux Klan	Ku Klux Klan	Caneyville
Master Klans of America	Ku Klux Klan	Corbin
Imperial Klans of America	Ku Klux Klan	Dawson Springs
League of the South	Neo-Confederate	Lexington
National Knights of the Ku Klux Klan	Ku Klux Klan	Lexington
Nation of Islam	Black Separatist	Louisville
United Northern and Southern Knights of the Ku Klux Klan	Ku Klux Klan	Newport
Appalachian Knights of the Ku Klux Klan	Ku Klux Klan	Pikeville
North American White Knights of the Ku Klux Klan	Ku Klux Klan	Tollesboro

³³ Beirich, Bramblett, Freeman, Griggs, Smith and Wood, "The Year in Hate, Intelligence Report. Spring 2007.

³⁴ Jim Hannah, Cincinnati Enquirer, July 2004.

³⁵ Kentucky Commission on Human Rights (KCHR) 2008 Annual Report.

African Americans and the Criminal Justice System

The following table, compiled by the Justice and Safety Center at Eastern Kentucky University on behalf of the Kentucky Justice and Public Safety Cabinet in the 2007 “Sourcebook of Criminal Justice Statistics in the Commonwealth,” illustrates the number of arrests by race.

Number of Arrests in Kentucky by Race, 2007

	White	African American	American Indian	Asian	Unknown
Murder	242	81	0	0	1
Rape	795	79	1	1	7
Robbery	911	917	0	1	15
Aggravated Assault	2,809	1,078	3	8	38
Burglary	4,561	1,275	2	12	54
Larceny/Theft	15,994	4,207	15	54	200
Auto Theft	984	255	0	1	10
Arson	277	32	0	0	4
Total	26,573	7,924	21	77	329

The data was compiled in 2007, and according to the American Community Survey population estimates of Kentucky in 2007, there were 3,762,571 whites and 310,146 African Americans. Comparing the number of arrests by race in 2007 in proportion to the total populations of each racial group, the percentage of white arrests comprised .7% of the total white population and African American arrests comprised 2.5% of the total African American population. The same case for the prison population in Kentucky’s correctional facilities, as illustrated by the next table, .24% of the total white population was in prison in 2007, compared to 1.4% of the total African American population.

Prison Population by Race, 2003-2007

	2,003	2,004	2,005	2,006	2,007
White	7,748	8,066	8,990	9,183	9,144
African American	3,996	4,011	4,292	4,369	4,358
Hispanic	111	119	n/a	176	162
Other (Asian, American Indian/ Alaskan Native)	40	45	213	54	60
Total	11,895	12,241	13,495	13,782	13,724

The following tables show the number of juveniles who served in and out of the community by race.

Number of Youth Served in the Community by Race, 2002-2007

	2002	2003	2004	2005	2006	2007
American Indian	3	3	2	6	1	1
Asian	4	5	8	3	1	0
Biracial	44	42	55	69	80	42
African American	397	496	481	497	539	277
Hispanic	10	19	21	26	35	16
Native Hawaiian/OPI	2	1	2	0	0	0
Other	7	16	8	4	6	0
Unknown	0	0	14	13	7	0
White	1,132	1,304	1,384	1,309	1,300	631
Total	1,599	1,886	1,975	1,927	1,969	967

Number of Youth Served out of the Community by Race, 2002-2007

	2002	2003	2004	2005	2006	2007
American Indian	0	1	1	0	2	1
Asian	0	1	0	0	3	1
Biracial	13	15	15	18	42	85
African American	92	107	70	90	305	369
Hispanic	3	2	8	4	12	16
Native Hawaiian/OPI	0	0	0	0	0	0
Other	6	2	1	0	0	3
Unknown	0	0	1	0	3	0
White	324	299	239	258	641	825
Total	438	427	335	370	1,008	1,300

- ❖ Few criminal justice issues are more troubling than the prevalence of racial disparity within the criminal justice system. At all stages of the system – beginning with arrest and proceeding through imprisonment and parole – substantial racial and ethnic disparities are found in virtually all jurisdictions in the United States. While these disparities have persisted for years, in many respects they have been exacerbated in recent years despite considerable social and economic progress in many areas of American life.³⁶
- ❖ Racist statutes within the legal code have been in existence in this country since its earliest foundation. For many African Americans who enter the criminal justice system, discriminatory sentencing patterns are often an unavoidable reality. Although African Americans account for only 12% of the U.S. population, they comprise about 50% of the total adult prison population (U.S. Census Bureau, 2000; US Bureau of Justice, 2000). African Americans convicted of killing whites are more likely than any other racial or ethnic group to receive a death sentence, while whites have rarely been sentenced to death for killing African Americans, a trend seen in both Kentucky and across the nation.³⁷
- ❖ African American youth are formally charged and incarcerated at rates notably higher than for white youth.³⁸ Kentucky data reflect these disparities, with African American youth less likely to be diverted and more likely to be petitioned and detained than white youth. When comparing rates of detention between African American youth and white youth, Kentucky shows greater racial disparity than the nation as a

³⁶ Racial Disparities in Criminal Justice System. <http://www.sentencing.nj.gov/downloads/pdf/articles/racial1.pdf>

³⁷ Janet E. Powell, "The Kentucky Racial Justice Act: A Policy Analysis". 2001.

³⁸ National Council on Crime and Delinquency (2007). And Justice for Some: Differential Treatment of Youth of Color in the Justice System. Available at <http://www.nccd.crc.org>. Accessed October 2008.

whole.³⁹

Nationally, an estimated 5.3 million Americans are denied the right to vote because of laws that prohibit voting by people with felony convictions which are exacerbated by racial disparities in the criminal justice system, resulting in an estimated 13% of African American men who are unable to vote. Kentucky bars all persons with felony convictions from voting even after they have completed their full sentences, unless the person files an application for “Civil Rights Restoration”. In the application, it states that **“All persons who have been convicted of a felony in any court in this or any other state loses the right to vote and to hold public office. It is the prerogative of the Governor afforded him or her under the Kentucky Constitution to restore these rights.”** Kentucky has the highest African American disenfranchisement rate in the country with nearly one of every four African Americans ineligible to vote. This rate is nearly triple the national African American disenfranchisement rate⁴⁰. While Whites comprise 88.3% of the state’s population and African Americans make up 7.7%, 31.7% of the total Kentucky prison population is African American. Furthermore, Kentucky’s combined prison and jail incarceration rate for African Americans is 2,793 per 100,000 residents – a rate that is nearly five times the incarceration rate for whites (561 per 100,000 residents).

- ❖ Kentucky’s high rate of incarceration of African Americans, in turn, results in its high rate of disenfranchisement. Consequently, one of every 4 African American adults in Kentucky cannot vote. This rate (23.7%) is nearly triple the national African American disenfranchisement rate of 8.25% – or one of every 12 African Americans.
- ❖ At the time of the writing of this report, a bill to restore voting rights to felons is moving through the state legislature with yet undetermined results.

³⁹ Data obtained from Kentucky Administrative Office of the Courts, September 2008, and Kentucky Department of Juvenile Justice, November 2008.

⁴⁰ http://www.lwvky.org/Felony_Dis_Report.pdf

African Americans and Elected Positions

Many of the black soldiers who fought in World War I returned to Kentucky with a wider knowledge of the world and a greater sense of their own value. Having fought for their country, they now wanted to take full advantage of their citizenship. One way they could do this was by voting. Blacks in Kentucky had rarely been prevented from voting as had blacks in states farther south. However, before World War I, the black vote had not had much power because the state had voted so overwhelmingly Democratic. This pattern was changing. In 1918, a Republican was elected Governor of Kentucky. As the Republican Party gained strength, the black vote gained strength. In a state in which the two parties polled about the same number of votes, the black vote might swing the election to one or the other party. Black voters might either vote for the party that offered the best program for black citizens or they might form an independent party.

The financial depression that began in 1930 marked the end of the solid black Republican vote. The amazing political appeal of Franklin Roosevelt and the New Deal reached deeply into the ranks of black Kentucky voters. Many disenchanted Republicans switched their registration to the Democratic column in national elections.

Aware of these defections, the Republican Party nominated a black candidate for the State Legislature in 1936. Charles W. Anderson, from Louisville, was elected to the Kentucky House of Representatives and became the first African American man to serve in the legislature of a southern state since Reconstruction days. Anderson was a skillful and highly effective legislator who was re-elected for six consecutive terms. He introduced many bills providing for better education for Kentucky's African American population. He sponsored the measure which outlawed public hanging in Kentucky. Anderson understood the problems of Kentucky's poor-both black and white-and worked effectively to improve their economic conditions. As a result of his bill enabling married women to teach, needed extra income was made possible for many families. Anderson also helped improve the lot of Kentucky's domestic servants by sponsoring bills providing minimum wages and working condition standards. Anderson resigned in 1946 to become the Assistant Commonwealth's Attorney for Jefferson County. In 1959, President Eisenhower nominated him to serve as an alternate United States Delegate to the United Nations General Assembly. Through Anderson's untimely death in 1960 in an automobile accident, Kentucky lost one of its most creative public servants.



Charles W. Anderson

The creation of the Kentucky Commission on Human Rights in 1960 along with other local human rights commissions were signs that times were changing for African Americans in Kentucky. Although a few blacks had held elective office in Kentucky before 1960, these officials were generally elected from districts where a majority of the voters were black. The 60s saw a new phenomenon where blacks have been elected in districts that were predominantly white.

This trend began in 1958 when Woodford Porter became the first African American to be elected to the Louisville Board of Education. Porter was the only one of the three candidates elected who campaigned on a platform calling for teacher desegregation in the Louisville schools.

In 1963, Harry N. Sykes was elected city commissioner in Lexington where 80% of the registered voters were white. He was re-elected three times; in 1967, he received more votes than any of the other three commissioners.

Luska J. Twyman was elected to the Glasgow City Council in 1963. He served on the City Council until 1968, when he was elected by the other councilmen to fill the unexpired term of a mayor who resigned. In 1969, he

was elected to a four-year term as Mayor by the voters of Glasgow, a town with an African American population of less than 10%.

Francis E. Whitney was elected to the Hopkinsville City Council in 1952 and served continuously on that Council until 1970 when he became mayor pro-tem. Another Hopkinsville black, Philip C. Brooks was elected to the School Board in 1962 and continued to serve on that Board through 1971.

By 1970, there were 41 African Americans serving in elective offices in Kentucky. Only 10 of these officials represented predominantly black wards or districts. Five of the other 31 officials estimate that 90% of their total votes came from white voters.

While the achievements of these black elected officials have been notable, black citizens were still under-represented in Kentucky governmental offices. In 1970, out of a total of 6,000 elected officials in the state, the 41 black officials comprised only 0.7%. Blacks made up just over 7% of Kentucky's population.

During the 1960's some of Kentucky's black elected officials were involved in gathering government and legislative support for enforcing civil rights laws. For example, state legislator Charles W. Anderson acted as the spokesman for a group who went to Louisville's City Hall to demand a local public accommodations law. Together with the Kentucky Commission on Human Rights and local commissions, black officials like Anderson worked to create a favorable climate for the passage of such laws on both the local and the state level.⁴¹

Nearly fifty years later, African Americans in Kentucky are still politically underrepresented. In the 2008 update of the report released by Secretary of State Trey Grayson, *United We Stand: Encouraging Diversity in Kentucky's Leaders* looked at racial diversity in Kentucky's political leadership. It stated that Kentucky has lost ground since 2006 in the number of racially diverse elected and appointed officials in the Commonwealth. "These statistics are a sobering reminder that our leadership in this state does not represent the diversity of our population," said Secretary Grayson.

- Kentucky saw a slight decrease in diversity at the Supreme Court, Circuit Court, and Mayoral levels by one elected official. There was an unfortunate drop of 18 racially diverse members of Kentucky school boards after the 2006 elections, where most of Kentucky's racial diversity was lost. There was no change in the number of State Senators, District Court Judges, and County Magistrates and Commissioners.
- The report did include some encouraging statistics. Non-whites increased their representation in the Court of Appeals and House of Representatives by one member each. There was also a six member gain at the City Councilmember and Commissioner level.
- Unfortunately, there is still a large shortage of diverse elected officials even at the local level. Overall, Kentucky saw a decrease from 139 racially diverse leaders in 2006 to 126 in 2007.

As of January 1, 2009, the Kentucky State Senate has 37 members (21 Republicans, 15 Democrats, and 1 Independent); there is only one African American, Senator Gerald A. Neal (D) representing senate district 33 (Jefferson County).

There are 100 State House members (65 Democrats and 25 Republicans); there are 6 African Americans members:

- Representative Jesse Crenshaw (D), House District 77; Fayette County (part)
- Representative Jim Glenn (D), House District 13; Daviess County (part)

⁴¹ Kentucky's Black Heritage by Kentucky Commission on Human Rights, 1971

- Representative Derrick Graham (D), House District 57; Franklin County (part)
- Representative Reginald Meeks (D), House District 42; Jefferson County (part)
- Representative Darryl T. Owens (D), House District 43; Jefferson County (part)
- Representative Arnold Simpson (D), House District 65; Kenton County (part)

There are currently no African Americans from Kentucky in the US House of Representatives or Senate.

- **Court of Appeals:** Fourteen judges, two elected from seven appellate court districts, serve on the Court of Appeals. There is only one minority judge.
 - Denis Clayton, Judge, 4th District, 2nd Division; African American
- **Circuit Court:** The Circuit Court is the court of general jurisdiction over cases involving capital offenses, felonies, land disputes, contested probates of wills, and general civil litigation in disputes involving more than \$4,000. There are 144 judges in the circuit court; only 3 are minorities (2%).
 - Pamela R. Goodwine, Circuit Judge, Circuit 22, Division 4, African American
 - Gary Payne, Circuit Judge, Circuit 22, Division 2, African American
 - Olu Stevens, Circuit Judge, Circuit 30, Division 6, African American
- **District Court:** The District Court has limited jurisdiction, which means it hears only certain types of cases. Ninety percent of all Kentuckians involved in court proceedings appear before District Court. Juvenile matters, city and county ordinances, misdemeanors, traffic offenses, probate of wills, felony preliminary hearings, small claims, and so on, are District Court matters. There are 116 district judges in sixty judicial districts in Kentucky; only 6 judges are minorities (5.1%).
 - Jerry Crosby, District Judge, District 12, Division 1, African American
 - Arnold Lynch, District Judge, District 3, Division 2, African American
 - Janice Martin, District Judge, District 30, Division 9, African American
 - C. Derek Reed, District Judge, District 10, Division 1, African American
 - Sadiqa N. Reynolds, District Judge, District 30, Division 11, African American
 - Joan “Toni” Stringer, District Judge, District 30, Division 13, African American
 - Erica Lee Williams, District Judge, District 30, Division 17, African American
- **County Commissioners & Magistrates:**
 - Charles McCutchen, County Magistrate, African American
 - Rudolph Pettus, County Magistrate, Christian County, African American

Conclusion

The Kentucky Commission on Human Rights has collected the data in this report from a variety of census statistics, research data and articles in order to shine a light on areas where our state desperately needs change and improvement. Some of the statistics we found are shocking and may strike the reader as facts representing some yesteryear, but this report provides snapshots of the state of Kentucky African Americans, today.

In Kentucky, the struggle continues for better and equal access to education for African Americans, for fighting lingering poverty and creating opportunities for success, for combating predatory lending and unfair practices in housing, for ensuring fair access to the healthcare system, for guaranteeing fair treatment in the justice system, and for practicing a genuine equality that helps diminish racial discrimination. Armed with facts such as the ones contained in this report, citizens can determine to build a rational springboard to success.

The Kentucky Commission on Human Rights continues to fight discrimination. We will continue to lead and support all efforts that increase fairness and equality to African Americans and all minorities and citizens of Kentucky.

The Kentucky Commission on Human Rights is the state government agency that enforces the Kentucky Civil Rights Act of federal civil rights laws, all of which make discrimination illegal.

CIVIL RIGHTS DIRECTORY

2008-2009

General

➤ AGENCIES

Commission on Civil Rights, U.S. (USCCR), 624 9th Street, NW, Suite 730 Washington, DC 20425. *Mary Frances Berry, Chairperson; Les Jin, Staff Director, Information, (202) 376-8312. Fax, (202) 376-8315. TDD, (202) 376-8116. Toll Free, (800) 552-6843*
General e-mail: pau@usccr.sprint.com

Web, www.usccr.gov

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Education Dept., Civil Rights, 550 12th St. S, W 20202-1100; (202) 245-6700. Fax, (202) 245-6840. *Stephanie Monroe, Assistant Secretary. Information, (800) 421-3481. TTY, (877) 521-2172.*

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1801 L St. N. W., #1000620507; (202) 663-4001. Fax, (202) 663-4110. *Naomi C. Earp, Chair. Information, (202) 663-4900. Library, (202) 663-4630, TTY, (202) 663-4141.*

Web, www.eeoc.gov

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Network of sixteen public interest justice centers in the United States and Mexico advocating for universal access to legal help through its pro bono network.

Center for Neighborhood Enterprise, 1625 K St. N.W., #1200 20006; (202) 518-6500. Fax, (202) 588-0314.

Robert L. Woodson Sr., President. Information, (866) 518-1263.

General e-mail, info@ncne.com

Web, www.ncne.com

Provides community and faith-based organizations with training, technical assistance, and additional sources of support. Addresses issues such as youth violence, substance abuse, teen pregnancy, homelessness, joblessness, poor education, and deteriorating neighborhoods. (Formerly known as the National Center for Neighborhood Enterprise.)

Citizens' Commission on Civil Rights, 2000 M St. N. W., #400 20036-3307; (202) 659-5565. Fax, (202) 223-5302.

William L. Taylor, Chair; Dianne M. Piche, Executive Director.

General e-mail, citizens@cccr.org

Web, www.cccr.org

Bipartisan commission of former federal officials. Monitors compliance of federal agencies and judicial bodies with civil rights laws and education laws; conducts social science research and provides technical and legal assistance to other civil rights and public interest groups; interests include low- and moderate-income housing, voting rights, employment, school desegregation, and education of the disadvantaged.

Leadership Conference on Civil Rights, 1629 K St. N. W., 10th Floor 20006; (202) 466-3311. Fax, (202) 319-0924. Wade Henderson, President.
General e-mail, info@civilrights.org
Web, www.civilrights.org
Coalition of national organizations representing minorities, women, labor, older Americans, people with disabilities, and religious groups. Works for enactment and enforcement of civil rights, human rights, and social welfare legislation; acts as clearinghouse for information on civil rights legislation and regulations.

NAACP Legal Defense and Educational Fund, Washington Office, 1444 Eye St. N. W., 10th Floor 20005; (202) 682-1300. Fax, (202) 682-1312. Leslie M. Proll, Director.
Web, www.llaacpldf.org
Civil rights litigation group that provides legal information on civil rights issues, including employment, housing, and educational discrimination; monitors federal enforcement of civil rights laws. Not affiliated with the National Assn. for the Advancement of Colored People (NAACP). (Headquarters in New York.)

National Black Justice Coalition, 700 12th St. N. W., #700 20006; (202) 349-3755. Fax, (202) 319-0924. H. Alexander Robinson, Chief Executive Officer.
General e-mail, info@nbjcoalition.org
Web, www.nbjcoalition.org
Seeks equality for black, lesbian, gay, bisexual, and transgender people by fighting racism and homophobia through education initiatives.

Poverty and Race Research Action Council, 1015 15th St. N. W., #400 20005; (202) 906-8023. Fax, (202) 842-2885. Philip Tegeler, Executive Director.
General e-mail, info@prrac.org
Facilitates cooperative links between researchers and activists who work on race and poverty issues. Publishes bimonthly *Poverty and Race* and a civil rights history curriculum guide. Policy research areas include housing, education, and health disparities.

African Americans

➤ NONGOVERNMENTAL

Blacks in Government, 3005 Georgia Ave. N. W. 20001-3807; (202) 667-3280. Fax, (202) 667-3705. Darlene Young, President.
General e-mail, big1@big1et.org
Web, www.bignet.org
Advocacy organization for public employees. Promotes equal opportunity and career advancement for African American 'government employees; provides career development information; seeks to eliminate racism in the federal workforce; sponsors programs, business meetings, and social gatherings; represents interests of African American government workers to Congress and the executive branch; promotes voter education and registration.

Congressional Black Caucus Foundation, 1720 Massachusetts Ave. N. W., 20036-1903; (202) 263-2800. Fax, (202) 775-0773. Elsie Scott, President.
General e-mail, info@cbcfillc.org
Web, www.cbcftnc.org
Conducts research and programs on public policy issues of concern to African Americans. Sponsors fellowship programs in which professionals and academic candidates work on congressional committees and subcommittees. Holds issue forums and leadership seminars. Provides elected officials, organizations, and researchers with statistical, demographic, public policy, and political information. Sponsors internship, scholarship, and fellowship programs.

Joint Center for Political and Economic Studies, 1090 Vermont Ave. N. W., #1100 20005-4928; (202) 789-3500.

Fax, (202) 789-6385. Ralph B. Everett, President.
Web, www.jointcenter.org
Documents and analyzes the political and economic status of African Americans and other minority populations, focusing on economic advancement, social policy, and political participation. Publishes an annual profile of African American elected officials in federal, state, and local government; disseminates information through forums, conferences, publications, and the Internet.

Lincoln Institute for Research and Education, P.O. Box 254, Great Falls, VA 22066; (703) 759-4278. Fax, (703) 759-5494. J. A. Parker, President.
Web, www.lincolnreview.com
Public policy research group that studies issues of interest to middle-class African Americans, including business, economics, employment, education, national defense, health, and culture. Sponsors seminars.

National Assn. for the Advancement of Colored People (NAACP), Washington Bureau, 1156 15th St. N. W., #915 20005-1750; (202) 463-2940. Fax, (202) 463-2953. Hilary O. Shelton, Director.
General e-mail, washingtonbureau@naacpnet.org
Web, www.naacp.org
Membership: persons interested in civil rights for all minorities. Works for the political, educational, social, and economic equality and empowerment of minorities through legal, legislative, and direct action. (Headquarters in Baltimore, Md.)

National Assn. of Colored Women's Clubs Inc. (NACWC), 1601 R St. N. W. 20009-6420; (202) 667-4080. Fax, (202) 667-2574. Marie Wright-Tolliver, President.
Web, www.nacwc.org
Seeks to promote education; protect and enforce civil rights; raise the standard of family living; promote interracial understanding; and enhance leadership development. Awards scholarships; conducts programs in education, social service, and philanthropy.

National Black Caucus of Local Elected Officials, c/o National League of Cities, 1301 Pennsylvania Ave. N. W., #55020004-1763; (202) 626-3168. Fax, (202) 626-3043. James Mitchell Jr., President. Press, (202) 626-3003.
Web, www.nbc-leo.org
Membership: elected officials at the local level and other interested individuals. Concerned with issues affecting African Americans, including housing, economics, the family, and human rights.

National Black Caucus of State Legislators, 444 N. Capitol St. N. W., #622 20001; (202) 624-5457. Fax, (202) 508-3826. Lakimba D. Desadier-Walker, Executive Director.
Web, www.nbcsl.com
Membership: African American state legislators. Promotes effective leadership among African American state legislators; serves as an information network and clearinghouse for members.

National Council of Negro Women, 633 Pennsylvania Ave. N. W. 20004-2605; (202) 737-0120. Fax, (202) 737-0476. Alfreda V. Davis, Executive Director (Interim).
Web, www.ncnw.org
Seeks to advance opportunities for African American women, their families, and communities through research, advocacy, and national and community-based programs in the United States and Africa.

National Urban League, Washington Office, 2901 14th Street N. W. 20009; (202) 265-8200. Fax, (202) 265-6122. Maudille R. Cooper, President.
Web, www.gwul.org
Social service organization concerned with the social welfare of African Americans and other minorities. Seeks elimination of racial segregation and discrimination; monitors legislation, policies, and regulations to determine impact on minorities; interests include employment, health, welfare, education, housing, and community development. (Headquarters in New York.)

Project 21, National Center for Public Policy, 501 Capitol Ct. N.E., #20020002; (202) 543-4110. Fax, (202) 543-

5975. Myehal Massie, Chair; David W. Almasi, Executive Director.

General e-mail, project21@latiollalcenter.org

Web, www.nlatiollalcenter.org

Emphasizes spirit of entrepreneurship, sense of family, and traditional values among African Americans.

Washington Government Relations Group, 1001 Pennsylvania Ave. N.W., 6th Floor 20004; (202) 742-6630. Fax, (202) 742-6501. Yvonne McIntyre, President.

General e-mail, info@wgrginc.org

Web, www.wgrginc.org

Works to enrich the careers and leadership, abilities of African American government relations professionals. Increases dialogue between members and senior-level policymakers to produce public policy solutions.

Hispanic

➤ NONGOVERNMENTAL

Congressional Hispanic Caucus Institute, 911 2nd St. N.E., 20002; (202) 543-1771. Fax, (202) 546-2143. Joe Baca, D-Calif. Chair, (202) 225-6161; Esther Aguilera, President. General e-mail, chci@chci.org

Web, www.chci.org

Develops educational and leadership programs to familiarize Hispanic students with policy-related careers and to encourage their professional development. Aids in the developing of future Latino leaders. Provides scholar, ship, internship, and fellowship opportunities.

League of United Latin American Citizens, 2000 L St. N. W., #610 20036; (202) 833-6130. Fax, (202) 833-6135. Brent Wilkes, Executive Director. Toll-free, (877) LULAC-01. Seeks full social, political, economic, and educational rights for Hispanics in the United States. Programs include housing projects for the poor, employment and training for youth and women, and political advocacy on issues affecting Hispanics, including immigration. Operates National Educational Service Centers (LNECs) and awards scholarships. Holds exposition open to the public.

Mexican American Legal Defense and Educational Fund, Washington Office, 1016 16th St. N. W., #100 20036; (202) 293-2828. Fax, (202) 293-2849. Peter Zamora, Regional Counsel.

Web, www.maldeford.org

Works with Congress and the White House to promote legislative advocacy for minority groups. Interests include equal employment, voting rights, bilingual education, immigration, and discrimination. Monitors legislation and regulations. (Headquarters in Los Angeles, Calif.)

National Council of La Raza, 1126 16th St. N. W. 20036; (202) 785-1670. Fax, (202) 776-1792. Janet Murguía, President.

General e-mail, comments@nclr.org

Web, www.nclr.org

Seeks to reduce poverty of and discrimination against Hispanic Americans. Offers assistance to Hispanic community-based organizations. Conducts research and policy analysis. Interests include education, employment and training, asset development, immigration, language access issues, civil rights, and housing and community development. Monitors legislation and regulations.

National Puerto Rican Coalition, Inc., 1901 L St. N. W., #802 20036; (202) 223-3915. Fax, (202) 429-2223. Manuel Mirabal, President.

General e-mail, nprc@nprcinc.org

Web, www.bateylink.org

Membership: Puerto Rican organizations and individuals. Analyzes and advocates for public policy that benefits Puerto Ricans; offers training and technical assistance to Puerto Rican organizations and individuals; develops national communication network for Puerto Rican community-based organizations and individuals.

U.S. Conference of Catholic Bishops (USCCB), Secretariat for Hispanic Affairs, 3211 4th St. N.B. 20017-1194; (202) 541-3150. Fax, (202) 722-8717. Ronaldo M. Cruz, Executive Director.

General e-mail, hispanicassrs@usccb.org

Web, www.usccb.org

Acts as an information clearinghouse on communications and pastoral and liturgical activities; serves as liaison for other church institutions and government and private agencies concerned with Hispanics; provides information on legislation; acts as advocate for Hispanics within the National Conference of Catholic Bishops.

Lesbian, Gay, Bisexual, and Transgender People

➤ NONGOVERNMENTAL

Dignity USA, 721 8th St. S.B. 20003 (mailing address: P.O. Box 15373, Washington, DC 20003-5373); (202) 861-0017. Fax, (781) 397-0584. Mark Matson, President. Information, (800) 877-8797.

General e-mail, info@dignityusa.org

Web, www.dignityusa.org

Membership: gay; lesbian, bisexual, and transgender Catholics, their families, and friends. Works to promote spiritual development, social interaction, educational outreach, and feminist issues.

Gay and Lesbian Activists Alliance of Washington (GLMI), P.O. Box 75265 20013; (202) 667-5139. Barrett L. Brick, President.

General e-mail, equal@glaa.org

Web, www.glaa.org

Advances the rights of gays and lesbians within the Washington community. (Affiliated with International Lesbian and Gay Assn., Brussels, Belgium.)

Gay and Lesbian Victory Fund and Leadership Institute, 1133 15th St. N. W., #35020005; (202) 842-8679. Fax, (202) 289-3863. Chuck Wolfe, President.

General e-mail, victory@victoryflmd.org

Web, www.victoryflmd.org

Supports the candidacy of openly gay and lesbian individuals in federal, state, and local elections.

Human Rights Campaign (HRC), 1640 Rhode Island Ave.

N. W. 20036; (202) 628-4160. Fax, (202) 347-5323. Joe Sollilone, Executive Director. TTY, (202) 216-1572. Toll-free, (800) 777-4723.

General e-mail, hrc@hrc.org

Web, www.hrc.org

Provides campaign support and educates the public to ensure the rights of lesbians and gays at home, work, school, and in the community. Works to prohibit workplace discrimination based on sexual orientation, combat hate crimes, repeal the policy on gays and lesbians in the military, and fund AIDS research, care, and prevention.

Log Cabin Republicans, 1901 Pennsylvania Ave. N. W., #902 20006; (202) 347-5306. Fax, (202) 347-5224. Chris Scalise, President.

General e-mail, info@logcabin.org

Web, www.logcabin.org

Membership: lesbian and gay Republicans. Educates conservative politicians and voters on gay and lesbian issues; disseminates information; conducts seminars for members. Raises campaign funds. Monitors legislation and regulations.

National Center for Transgender Equality (NCTE), 1325 Massachusetts Ave. N. W., #700 20005; (202) 903-0112. Fax, (202) 393-2241. Mara Keisling, Executive Director.

General e-mail, ncte@nctequality.org

Web, www.nctequality.org

Works to advance the equality of transgender people through advocacy, collaboration, and empowerment, and to make them safe from

discrimination and violence. Provides resources to local efforts nationwide.

National Gay and lesbian Task Force and Policy Institute (NGLTF), 1325 Massachusetts Ave. N. W., #600 20005-4164; (202) 393-5177. Fax, (202) 393-2241. Matt Foreman, Executive Director.

General e-mail, tiletaskforce@thetaskforce.org
Web, www.thetaskforce.org

Educates the media and the public on issues affecting the lesbian and gay community. Interests include grassroots organizations, civil rights, antigay violence, sodomy law reform, and gays on campus. Monitors legislation.

National lesbian and Gay Journalists Assn., 1420 K St. N. W., #910 20005; (202) 588-9888. Fax, (202) 588-1818. Eric Hegedus, President.

General e-mail, info@nljga.org
Web, www.nljga.org

Works within the journalism industry to foster fair and accurate coverage of lesbian, gay, bisexual, and transgender issues. Opposes workplace bias against all minorities and provides professional development for its members.

National Organization for Women (NOW), 1100 H St. N. W., 3rd Floor 20005; (202) 628-8669. Fax, (202) 785-8576. Kim Galdy, President. TTY, (202) 331-9002.

Web, www.now.org
Membership: women and men interested in feminist civil rights. Promotes the development and enforcement of legislation prohibiting discrimination on the basis of sexual orientation. Works toward achieving constitutional equality for women. Organizes membership and provides education. Monitors legislation and regulations.

Parents, Families, and Friends of lesbians and Gays (PFLAG), 1726 M St. N. W., #40020036; (202) 467-8180. Fax, (202) 467-8194. Jody M. Huckaby, Executive Director.

General e-mail, info@pflag.org
Web, www.pflag.org

Promotes the health and well-being of gay, lesbian, transgender, and bisexual persons, their families, and their friends through support, education, and advocacy. Works to change public policies and attitudes toward gay, lesbian, transgender, and bisexual persons. Monitors legislation and regulations. Library open to the public.

Servicemembers legal Defense Network (SLDN), P.O. Box 65301 20035-5301; (202) 328-3244. Fax, (202) 797-1635. Aubrey Sarvis, Executive Director.

General e-mail, sldn@sldn.org
Web, www.sldn.org

Provides legal assistance to individuals affected by the military's policy on gays and lesbians. Monitor legislation and regulations.

Sexual Minority Youth Assistance League (SMYAL), 410 7th St. S.E. 20003-2707; (202) 546-5940. Fax, (202) 544-1306. Tasha Hill, Executive Director. TTY, (202) 464-4548.

Web, www.smyal.org
Provides support to youth who are lesbian, gay, bisexual, transgender, intersex, or who may be questioning their sexuality. Facilitates youth center and support groups; promotes HIV/AIDS awareness; coordinates public education programs about homophobia. Offers individual counseling.

Native Americans

➤ AGENCIES

Administration for Native Americans (Health and Human Services Dept.), 370 L'Enfant Promenade S. W., M.S. 8th Floor West Aerospace Center 20447-0002; (202) 690-7776. Fax, (202) 690-7441. Quanah Crossland Stamps, Commissioner. Toll-free, (877) 922-9262.

General e-mail, ana@acf.hhs.gov
Web, www.acf.hhs.gov/programs/ana

Awards grants for locally determined social and economic development strategies; promotes Native American economic and social self-sufficiency; funds tribes and Native American and Native Hawaiian organizations. Commissioner chairs the Intradepartmental Council on Indian Affairs, which coordinates Native American related programs.

Bureau of Indian Affairs (BIA), (Interior Dept.), 1849 C St. N. W., #4611, MS 414120240; (202) 208-5116. Fax, (202) 208-6334. Carl J. Artman, Assistant Secretary. Press, (202) 219-4150.

Web, www.doi.gov/bureau-indian-affairs.html

Works with federally recognized Indian tribal governments and Alaska Native communities in a government to government relationship. Encourages and supports tribes' efforts to govern themselves and to provide needed programs and services on the reservations. Manages land held in trust for Indian tribes and individuals. Funds educational benefits, road construction and maintenance, social services, police protection, economic development efforts, and special assistance to develop governmental and administrative skills.

➤ JUDICIARY

U.S. Court of Federal Claims, 717 Madison Pl. N. W. 20005; (202) 357-6400. Fax, (202) 357-6401. Edward J. Damich, Chief Judge; John Buckley, Clerk (Acting).

Web, www.uscjc.uscourts.gov

Deals with Native American tribal claims against the government that are founded upon the Constitution, congressional acts, government regulations, and contracts. Examples include congressional reference cases; patent cases; claims for land, water, and mineral rights; and the accounting of funds held for Native Americans under various treaties.

➤ NONGOVERNMENTAL

National Congress of American Indians, 1301 Connecticut Ave. N. W., #200 20036; (202) 466-7767. Fax, (202) 466-7797. Jacqueline Johnson, Executive Director.

General e-mail, ncai@ncai.org
Web, www.ncai.org

Membership: Native American and Alaska Native governments and individuals. Provides information and serves as general advocate for tribes. Monitors legislative and regulatory activities affecting Native American affairs.

Native American Rights Fund, Washington Office, 1712 N St. N. W., 20036-2907; (202) 785-4166. Fax, (202) 822-0068. Richard Guest, Staff Attorney; Dawn Baum, Staff Attorney.

Web, www.narf.org

Provides Native Americans and Alaska Natives with legal assistance in land claims, water rights, hunting, and other areas. Practices federal Indian law. (Headquarters in Boulder, Colo.)

Navajo Nation, Washington Office, 750 1st St. N.H., #1010 20002; (202) 682-7390. Fax, (202) 682-7391. Sharon Clahchischillie, Executive Director.

General e-mail, dpete@nmwo.org
Web, www.nmwo.org

Monitors legislation and regulations affecting the Navajo people; serves as an information clearinghouse on the Navajo Nation. (Headquarters in Window Rock, Ariz.)

Older Adults

➤ AGENCIES

Administration on Aging (AoA), (Health and Human Services Dept.), 1 Massachusetts Ave. N. W., 20201; (202) 619-0724. Fax, (202) 357-3555. Josefina G. Carbonell, Assistant Secretary. Press, (202) 401-4541. TTY, (800) 877-8339. Eldercare Locator, (800) 677-1116.

General e-mail, AoAInfo@aoa.gov
Web, www.aoa.gov

Advocacy agency for older Americans and their concerns. Collaborates with tribal organizations, community and national organizations, and state

and area agencies to implement grant programs and services designed to improve the quality of life for older Americans, such as information and referral, adult day care, elder abuse prevention, home-delivered meals, in-home care, transportation, and services for caregivers.

➤ NONGOVERNMENTAL

AARP, 601 E St. N. W., 20049; (202) 434-2277. Fax, (202) 434-2320. William D. Novelli, Chief Executive Officer. Press, (202) 434-2560. TTY, (202) 434-6561. Research Info Center, (202) 434-6240.

Web, www.aarp.org

Membership organization for persons age fifty and older. Provides members with training, employment information, and volunteer programs; offers financial services, including insurance, investment programs, and consumer discounts; makes grants through AARP Andrus Foundation for research on aging. Monitors legislation and regulations and disseminates information on issues affecting older Americans, including age discrimination, Social Security, Medicaid and Medicare, pensions and retirement, and consumer protection. (Formerly the American Assn. of Retired Persons.)

Alliance for Retired Americans, 815 16th St. N. w., 4th Floor North 200Q6-4104; (202) 637-5399. Fax, (202) 637-5398. George J. Kourpias, President. Information, (888) 373-6497.

Web, www.retiredamericans.org

Alliance of retired members of unions affiliated with the AFL-CIO, senior citizen clubs, associations, councils, and other groups. Seeks to nationalize health care services and to strengthen benefits to older adults, including improved Social Security payments, increased employment, and education and health programs. Offers prescription drug program and vision care Medicare supplement. (Affiliate of the AFL-CIO.)

Gray Panthers, 1612 K St. N. w., #300 20006; (202) 737-6637. Fax, (202) 737-1160. Susan Murany, Executive Director. Information, (800) 280-5362.

General e-mail, info@graypanthers.org

Web, www.graypanthers.org

Intergenerational educational and advocacy organization that promotes peace and economic and social justice for all people; seeks universal health care, the preservation of Social Security, affordable housing, access to education, and jobs for all with a living wage.

National Caucus and Center for the Black Aged, Inc., 1220 L St. N. W., #800 20005-2407; (202) 637-8400. Fax, (202) 347-0895. Karyne Jones, President.

General e-mail, info@ncba-aged.org

Web, www.ncba-aged.org

Concerned with issues that affect older African Americans. Sponsors employment and housing programs for older adults and education and training for professionals in gerontology. Monitors legislation and regulations.

National Council on the Aging, 1901 L St. N. W., 4th Floor 20036; (202) 479-1200. Fax, (202) 479-0735. James P. Firman, President. Press, (202) 479-6975. Toll-free, (800) 424-9046.

General e-mail, info@ncoa.org

Web, www.ncoa.org

Serves as an information clearinghouse on training, technical assistance, advocacy, and research on every aspect of aging. Provides information on social services for older persons. Monitors legislation and regulations.

National Hispanic Council on Aging, 734 15th St. N. W., #1050 20005; (202) 347-9733. Fax, (202) 347-9735. Yanira Cruz, President.

General e-mail, nhcoa@nhcoa.org

Web, www.nhcoa.org

Membership: senior citizens, health care workers, professionals in the field of aging, and others in the United States and Puerto Rico who are interested in topics related to Hispanics and aging. Provides research training, policy analysis, consulting, and technical assistance; sponsors seminars, workshops, and management internships.

National Senior Citizens Law Center, 1101 14th St.

N.W., #400 20005; (202) 289-6976. Fax, (202) 289-7224.

Paul Nathanson, Executive Director (Interim).

General e-mail, nsclc@nsclc.org

Web, www.nsclc.org

Provides training, technical assistance, and litigation for attorneys representing the elderly poor and persons with disabilities. Represents clients before Congress and federal departments and agencies. Focus includes Social Security, Medicare, Medicaid, nursing home residents' rights, home health care, pensions, and protective services. Funded by the Administration on Aging and various charitable foundations.

Seniors Coalition, 4401 Fair Lakes Ct., #210, Fairfax, VA 22033; (703) 934-6193. Fax, (866) 728-5450. Tom B. Moore, Executive Director. Toll-free, (800) 325-9891.

General e-mail, tsc@senior.org

Web, www.senior.org

Seeks to protect the quality of life and economic wellbeing of older Americans. Interests include health care, Social Security, taxes, pharmaceutical issues, and Medicare. Conducts seminars and monitors legislation and regulations.

60 Plus, 1600 Wilson Blvd., #960, Arlington, VA 22209; (888) 560-7587. Fax, (703) 807-2073. James L. Martin, President.

General e-mail, info@60plus.org

Web, www.60plus.org

Advocates for the rights of senior citizens. Interests include free enterprise, less government regulation, and tax reform. Works to eliminate estate taxes. Publishes rating system of members of Congress. Monitors legislation and regulations.

United Seniors Assn.-USA Next, 3900 Jermantown Rd., #450, Fairfax, VA 22030 (mailing address: P.O. Box 2038, Purcellville, VA 20132); (703) 359-6500. Fax, (703) 359-6510. Charles W. Jarvis, Chair.

General e-mail, info@usanext.org

Web, www.usanext.org

Works to educate Americans of all ages about issues concerning seniors, their children, and grandchildren.

Women

➤ NONGOVERNMENTAL

Assn. for Women in Science, 1200 New York Ave. N. W. #650 20005; (202) 326-8940. Fax, (202) 326-8960. Janet Bandows Koster, Executive Director.

General e-mail, awis@awis.org

Web, www.awis.org

Promotes equal opportunity for women in professions; provides career and funding. Provides educational scholarships for women in. Interests include international development.

Church Women United, Washington Office, 100 Maryland Ave. N.E., #100 20002; (202) 544-8747. Fax, (202) 544-9133. Patricia Burkhardt, Legislative Coordinator. Toll-free, (800) 298-5551.

General e-mail, cwu-dc@churchwomen.org

Web, www.churchwomen.org

Ecumenical women's organization dedicated to spirituality and faith-based advocacy. Interests include defense policy, employment, family stability, health, human rights, justice, world peace, and hunger and poverty issues, especially as they affect women and children. (Headquarters in New York.)

Independent Women's Forum (IWF), 1726 M St. N. W., Floor 20036-4502; (202) 419-1820. Fax, (202) 419-1821.

Michelle D. Bernard, President. Toll-free (800) 224-6000

General e-mail, info@iwf.org

Membership: women and men interested in advancing limited government, equality under the law, property, rights, free markets, strong families, and a powerful and effective national defense and foreign policy. Publishes policy papers; makes appearances on radio and television broadcasts; maintains speakers bureau. Interests include school choice,

Social Security and health care reform, the war in Iraq, and democracy promotion and women's human rights in the Middle East.

Jewish Women International, 2000 M St. N. W., #720 20036; (202) 857-1300. Fax, (202) 857-1380. Loribeth Weinstein, Executive Director. Toll-free, (800) 343-2823. General e-mail, jwi@jwi.org

Organization of Jewish women in the United States. Interests include emotional health of children and youth, family violence, women's health care, civil and constitutional rights, community service, and anti-Semitism.

National Council of Women's Organizations, 1701 K St. N. W., #400 20006; (202) 293-4505. Fax, (202) 293-4507. Susan Scanlan, Chair.

General e-mail, ncwo@ncwo-online.org

Web, www.womensorganizations.org

Membership: local and national women's organizations. Engages in policy work and grassroots activism to address issues of concern to women, including workplace and economic equity, education and job training, affirmative action, Social Security, child care, reproductive freedom, health, and global women's equality. Monitors legislation and regulations.

National Organization for Women (NOW), 1100 H St. N. W., 3rd Floor 20005; (202) 628-8669. Fax, (202) 785-8576. Kim Gandy, President. TTY, (202) 331-9002.

Web, www.now.org

Membership: women and men interested in feminist civil rights. Uses traditional and nontraditional forms of political activism, including nonviolent civil disobedience, to improve the status of all women regardless of age, income, sexual orientation, or race. Maintains liaisons with counterpart organizations worldwide.

National Partnership for Women and Families, 1875

Connecticut Ave. N. W., #65020009-5731; (202) 986-2600.

Fax, (202) 986-2539. Debra L. Ness, President.

General e-mail, info@nationalpartnership.org

Web, www.nationalpartnership.org

Advocacy organization that promotes fairness in the workplace, quality health care, and policies that help women and men meet the demands of work and family. Publishes and disseminates information in print and on the Web to heighten awareness of work and family issues. Monitors legislative activity and argues on behalf of family issues before Congress and in the courts.

National Women's Law Center, 11 DuPont Circle N. W., #800 20036; (202) 588-5180. Fax, (202) 588-5185. Nancy Driff Campbell, Co-President; Marcia D. Greenberger, Co-President.

General e-mail, info@nwlc.org

Web, www.nwlc.org

Works to expand and protect women's legal rights through advocacy and public education. Interests include reproductive rights, health, education, employment, income security, and family support.

OWL: The Voice of Midlife and Older Women, 3300 N.

Fairfax Dr., #218, Arlington, VA 22201; (703) 812-7990.

Fax, (703) 812-0687. Ashley B. Carson, Executive Director.

Information, (800) 825-3695.

General e-mail, owlinfo@owl-national.org

Web, www.owl-national.org

Grassroots organization concerned with the social and economic problems of middle-aged and older women. Interests include health care, Social Security, pension rights, housing, employment, women as caregivers, effects of budget cuts, and issues relating to death and dying.

Quota International, 1420 21st St. N. W. 20036; (202) 331-9694. Fax, (202) 331-4395. Kathleen Treiber, Executive Director.

General e-mail, staff@quota.org

Web, www.quota.org

International service organization that links members in fourteen countries in a worldwide network of service and friendship. Interests include deaf, hard-of-hearing, and speech-impaired individuals and

disadvantaged women and children. Maintains the We Share Foundation, a charitable organization.

Women's Action for New Directions, Washington Office, 322 4th St. N. B. 20002; (202) 544-5055. Fax, (202) 544-7612. Marie Rietmann, Public Policy Director.

General e-mail, wald@wald.org

Web, www.wand.org

Seeks to empower women to act politically to reduce violence and militarism and redirect excessive military resources toward unmet human and environmental needs. Monitors legislation on federal budget priorities. (Headquarters in Arlington, Mass.)

Women's Institute for Freedom of the Press, 1940 Calvert St. N. W., 20009-1502; (202) 265-6707. Martha L. Allen, Director.

General e-mail, mediademocracy@wifp.org

Web, www.wifp.org

Operates as a national and international network of media and media-concerned women and men. Publishes the *Directory of Women's Media*, a series on media democracy, and *Voices for Media Democracy*, a newsletter.

Women's Research and Education Institute, 3300 N. Fairfax Dr., #218, Arlington, VA 22201; (703) 812-7990.

Fax, (703) 812-0687. Susan Scanlan, President.

General e-mail, wrei@wrei.org

Web, www.wrei.org

Analyzes policy-relevant information on women's issues. Sponsors fellowships in congressional offices; educates the public through reports and conferences. Interests include women's employment and economic status; women in nontraditional occupations; military women and veterans; older women; women's health issues; and women and immigration. Library open to the public.

YWCA of the USA (YWCA USA), 1015 18th St. N. W., #1100 20036; (202) 467-0801. Fax, (202) 467-0802. Lorraine Cole, Chief Executive Officer.

General e-mail, info@ywca.org

Web, www.ywca.org

Strives to empower women and girls and to eliminate racism. Provides services and programs concerning child care and youth development, economic empowerment, global awareness, health and fitness, housing and shelter, leadership development, racial justice and human rights, and violence prevention. (YWCA stands for Young Women's Christian Association.)

Other Minority Groups

➤ NONGOVERNMENTAL

American-Arab Anti-Discrimination Committee (ADC),

1732 Wisconsin Ave. N. W. 20007; (202) 244-2990. Fax,

(202) 244-7968. Kareem W. Shora, Executive Director.

General e-mail, adc@adc.org

Web, www.adc.org

Nonpartisan and nonsectarian organization that seeks to protect the rights and heritage of Americans of Arab descent. Works to combat discrimination against Arab Americans in employment, education, and political life and to prevent stereotyping of Arabs in the media. Monitors legislation and regulations. Library open to the public.

Anti-Defamation League, Washington Office, 1100 Connecticut Ave. N. W., #1020 20036 (mailing address: P.O.

Box 96226, Washington, DC 20090-6226); (202) 452-

8310. Fax, (202) 296-2371. David Friedman, Regional

Director.

General e-mail, washington-dc@adl.org

Web, www.adl.org

Seeks to combat anti-Semitism and other forms of bigotry. Interests include discrimination in employment, housing, voting, and education; U.S. foreign policy in the Middle East; and the treatment of Jews

worldwide. Monitor legislation and regulations affecting Jewish interests and the civil rights of all Americans. (Headquarters in New York.)

Asian American Justice Center (AAJC), 1140 Connecticut Ave. N. w., #1200 20036; (202) 296-2300. Fax, (202) 296-2318. Karen K. Narasaki, President.

General e-mail, admin@advancingequality.org

Web, www.advancingequality.org

Works to advance the human and civil rights of Asian Americans through advocacy, public policy, public education, and litigation. Promotes civic engagement and works to create an inclusive society in communities on local, regional, and national levels. Interests include affirmative action, hate crimes, census, immigrant rights, language access, and voting rights. (Formerly known as National Asian Pacific American Legal Consortium.)

Japanese American Citizens League, Washington Office, 1828 L St. N. w., #80220036; (202) 223-1240. Fax, (202) 296-8082. Debee Yamamoto, Director for Public Policy.

General e-mail, dc@jacl.org

Web, www.jacl.org

Monitors legislative and regulatory activities affecting the rights of Japanese Americans. Supports civil rights of all Americans, with a focus on Asian and Asian. Pacific, Americans. (Headquarters in San Francisco, Calif.)

National Federation of Filipino American Assns., 2607,

24th St. N. W., #4 20008-2600; (202) 986-1153. Fax, (202)

478-5109. Armando "Doy" Heredia, Executive Director.

General e-mail, admin@naaffaa.org

Web, www.naffaa.org

Nonpartisan affiliation of more than five hundred Filipino American institutions and umbrella Conducts conferences; monitors legislation.

OCA (Organization of Asian Pacific Americans),

National Center, 1322 18th St. N. W. 20036-1803; (202) 223-5500.

Fax, (202) 296-0540, Michael C. Lin, Executive.

Director.

General e-mail, oca@ocanatl.org

Web, www.ocanatl.org.

Advocacy group seeking to advance the social, cal; and economic well-being of Asian Pacific Americans in the United States.

KENTUCKY AGENCIES

➤ HUMAN RIGHTS COMMISSIONS

Kentucky Commission on Human Rights 332 W. Broadway, 7th Floor Heyburn Building, Louisville, KY 40202 Information, (502) 595-4024. Toll free, (800) 292-5566. Fax, (502) 595-2378.

General e-mail, kchr.mail@ky.gov

Web, www.kchr.ky.gov

The agency receives, initiates, investigates, conciliates and rules upon jurisdictional complaints alleging violations of the Kentucky Civil Rights Act. Certified with substantial equivalency to the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights also enforces the policies set forth in The U.S. Civil Rights Act, The U.S. Fair Housing Act, The U.S. Americans with Disabilities Act and other federal civil rights laws.

Bowling Green Human Rights Commission 491 Double Spring Road Bowling Green, KY 42101-5185 Linda McCray, Executive Director. Information, (270) 782-7900. Fax, (270) 782-7320

General e-mail, bghrc1@aol.com

Web, www.bgky.org/humanrights/index.php

Louisville/Jefferson County Metro Human Relations Commission 410 W. Chestnut Street, Ste. 300A

Louisville, KY 40202. Carolyn Miller Cooper, Executive Director. Information, (502) 574-3631. Fax, (502) 574-3190

General e-mail, hrc@louisvilleky.gov

Web, www.louisvilleky.gov/HumanRelations

Henderson-Henderson County Human Rights Commission

P.O. Box 716 Henderson, KY 42420, Jeffrey Gregory, Executive Director. Information, (270) 831-1200, ext 273. Fax, (270) 831-1206

General e-mail, hendersonhrc@yahoo.com

Mayfield Human Rights Commission 112 Arbor Ridge Drive

Mayfield, KY 42067 Chris Kendrick, Director

Information, (270) 247-9845.

General e-mail, chris701129@cs.com

Hopkinsville Human Relations Commission P.O. Box 707

Hopkinsville, KY 42241-0707, Bernard Standard, Executive Director. Information, (270) 887-4010. Fax, (270) 885-0018

General e-mail, bstandard@hopkinsvilleky.us

Owensboro Human Relations Commission 1650 West Second Street P.O. Box 10003 Owensboro, KY 42302-0003, David L. Kelly, Executive Director. Information, (270) 687-8670. Fax, (270) 687-8672

General e-mail, Dkelly.ohrc@owens.twcabc.com

Web, <http://sites.google.com/site/owensborohumanrelations/>

Lexington-Fayette Urban County Human Rights Commission

162 East Main Street, Ste. 226 Lexington, KY 40507, William Wharton, Executive Director. Information, (859) 252-0071, Fax, (859) 252-7057.

General e-mail, wwharton@lfuchrc.org

Web, www.lfuchrc.org

Paducah Human Rights Commission P.O. Box 247

Paducah, KY 42001, Stanley Beauchamp, Executive Director Information, (270) 444-8644. Fax, (270) 444-8680

General e-mail, sbeauchamp@ci.paducah.ky.us

Web, http://paducahky.gov/city/human_rights/human_rights.php

Shelby County Human Rights Commission 501 Main Street Shelbyville, Kentucky 40065, Gary L. Walls, Chair. Information, (502) 655-0424

General e-mail, Shelbyhrc@aol.com

Ashland Human Rights Commission P.O. Box 64

Ashland, KY 41105, Carol Jackson, Chair. Information, (606) 329-8845. Cell, (606) 923-9544

General e-mail, ashlandhumanrights@windstream.net

Maysville Human Rights Commission 216 Bridge Street

Maysville, KY 41056, Jack Hussey, Chair. Information, (606) 759-7632

General e-mail, jhussey@maysvilleky.net

Bardstown Human Rights Commission 316 ½ Cathedral Manor Bardstown, KY 40004, Kathy Reed, Chair. Information, (502) 348-5310. Fax, (502) 349-6450

General e-mail m_reed@bellsouth.net

Midway, Versailles & Woodford County Human Rights

Commission P.O. Box 101 Versailles, KY 40383, Rod Hatt, Chair. Information, (859) 873-2159

General e-mail rodhatt@coalcombustion.com

Web, www.woodfordhrc.org

Covington Human Rights Commission 9 East 26th Street

Covington, KY 41011, Rev. Charles Fann, Chair. Information, (513) 706-8275. Fax, (859) 360-6691

General e-mail, fann@zoomtown.com

Murray Human Rights Commission 413 N. 17th Street

Murray, KY 42071, S. G. Carthell, Chair. Information, (270) 809-6836

General e-mail, sg.carthell@murraystate.edu

Danville-Boyle County Human Rights Commission 214

Duncan Hill Street Danville, KY 40422, Georgia Tompkins, Chair. Information, (859) 238-5377

General e-mail, tompkins@centre.edu

Paris Human Rights Commission 525 High Street

Paris, KY 40361, Debra Pate, Chair

Information, (859) 987-6430

pate_d@bellsouth.net

Franklin-Simpson County Human Rights Commission P.O.

Box 699 Franklin, KY 42135, Wanda Tuck, Chair. Information, (270) 598-9189

General e-mail, tuckw@bellsouth.net

Richmond Human Rights Commission 114 North Second Street, First Floor Richmond KY, 40475, Mailing Address:

P.O. Box 487 Richmond, KY 40476-0487 Sandra Añez Powell, Chair. Information, (859) 623-3574

General e-mail, HumanRights@richmond.ky.us

Web, SandraPowell@foothillscap.org

Hazard Human Rights Board 517 Cedar St.

Hazard, KY 41701, Paul Olinger, Chair. Information, (606) 436-

5728

General e-mail, POlinger@windstream.net

Russellville-Logan County Human Rights Commission P.O.

Box 291 Russellville, KY 42276, Richard Estes, Chair.

Information, (270) 755-6000

General e-mail, rlestes@logantele.com

Lebanon Human Rights Commission, P.O. Box 1028

Lebanon, KY 40033, David Holliday, Chair. Information, (270) 769-2393

General e-mail, blindbat4647@yahoo.com

Urban League Of Lexington-Fayette County 148 DeWeese

Street, Lexington, KY 40507

Information, (859) 233-1561. Fax, (859) 233-7260

Web, www.ullexfay.org

Louisville Urban League, 1535 West Broadway

Louisville, KY 40203-2083, Information, (502) 585-4622

Web, www.lul.org

➤ **NAACP BRANCH OFFICES**

National Assn. for the Advancement of Colored People

(NAACP), Washington Bureau, 1156 15th St. N. W., #915 20005-1750; (202) 463-2940. Fax, (202) 463-2953.

Hilary O. Shelton, Director.

Membership: persons interested in civil rights for all minorities. Works for the political, educational, social, and economic equality and empowerment of minorities through legal, legislative, and direct action.

Ashland/Boyd County Branch

Address: P.O. Box 1778, Ashland, KY 41105

Information, (606)325-9923

Bowling Green/Warren County Branch

Address: P.O. Box 1357, Bowling Green, KY 42102

Information, (270)842-1168

Danville/Boyle County Branch

Address: P.O. Box 432, Danville, KY 40423

Information, (859)236-2947

Frankfort Branch

Address: P.O. Box 306, Frankfort, KY 40601

Information, (502)875-3383

Georgetown/Scott County Branch

Address: 1199 West Main Street, Georgetown, KY 40324

Information, (502)863-0769

Hardin County Branch

Address: P.O. Box 813, Radcliff, KY 40159

Information, (270)877-2772

Henderson County Branch

Address: 400 South Ingram, Henderson, KY 42420

Information, (270)827-2798

Hopkinsville Branch

Address: P.O. Box 1221, Hopkinsville, KY 42241

Information, (270)866-8158

Irvington Branch

Address: P.O. Box 130, Garfield, KY 40140

Information, (270)756-5780

Lexington/Fayette County Branch

Address: 479 Erin Road, Lexington, KY 40511

Information, (859)252-7336

Louisville/Jefferson County Branch

Address: P.O. Box 161173, Louisville, KY 40256

Information, (502)776-7608

Madison/Richmond County Branch

Address: 300 Francis Street, Richmond, KY 40475

Information, (859)624-2045

Madisonville/Hopkins County Branch

Address: P.O. Box 684, Madisonville, KY 42431

Information, (270)821-4673

Mayfield/Graves County Branch

Address: 1819 South 10th Street, Mayfield, KY 42066

Information, (270)247-5198

Maysville/Mason County Branch

Address: P.O. Box 37 Maysville, KY 41056

Information, (606)584-8929

Muhlenberg County Branch

Address: 503 Mittie K Render, Central City, KY 42330

Information, (270)754-4260

Murray/Calloway County Branch

Address: 900 B. South 10th Street, Mayfield, KY 42066

Information, (270)761-1509

Northern Branch

Address: P.O. Box 1295, Covington, KY 41012

Information, (859)442-7476

Owensboro Branch

Address: P.O. Box 12, Owensboro, KY 42302

Information, (270)302-6814

Paducah Branch

Address: P.O. Box 357, Paducah, KY 42001

Information, (574)289-2123

Russellville/Logan Branch

Address: P.O. Box 965, Russellville, KY 42276

Information, (270)725-8508

Shelbyville/Shelby Branch

Address: 316 North Side Drive, Shelbyville, KY 40065

Webster/Providence County Branch

Address: P.O. Box 55, Providence, KY 42450

Information, (270) 667-2424

Kentucky State Branch

Address: P.O. Box 306, Frankfort, KY 40601

Information, (574)289-2123

➤ WOMEN

KY Commission on Women 700 Capitol Avenue, Suite 146
Frankfort, KY 40601. Information, 502-564-2611. Fax, (502) 564-2853

Disability/ADA Office of the Kentucky ADA Coordinator 500
Mero Street, Capital Plaza Tower, 2nd Floor Frankfort, KY 40601
Information, (502) 564-3850. Toll free, (877) 423-2933

➤ HISPANIC

Lexington Hispanic Association (AHU) 1450 North Broadway
suite 301 Lexington KY, 40505, Information, (859) 685-2178. Fax,
(859) 685-0399
General e-mail, info@ahuky.org

Hispanic Latino Coalition of Louisville 4801 Southside Dr.,
Louisville KY 40214
General e-mail, gabrielaalcalde@hotmail.com

* The commission will frequently update this directory. If you want to add your organization to this directory or update your information, please send us an email kchr.mail@ky.gov and write in the subject line "Civil Rights Directory"



Kentucky Commission on Human Rights

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Email: kchr.mail@ky.gov

Website: www.kchr.ky.gov