

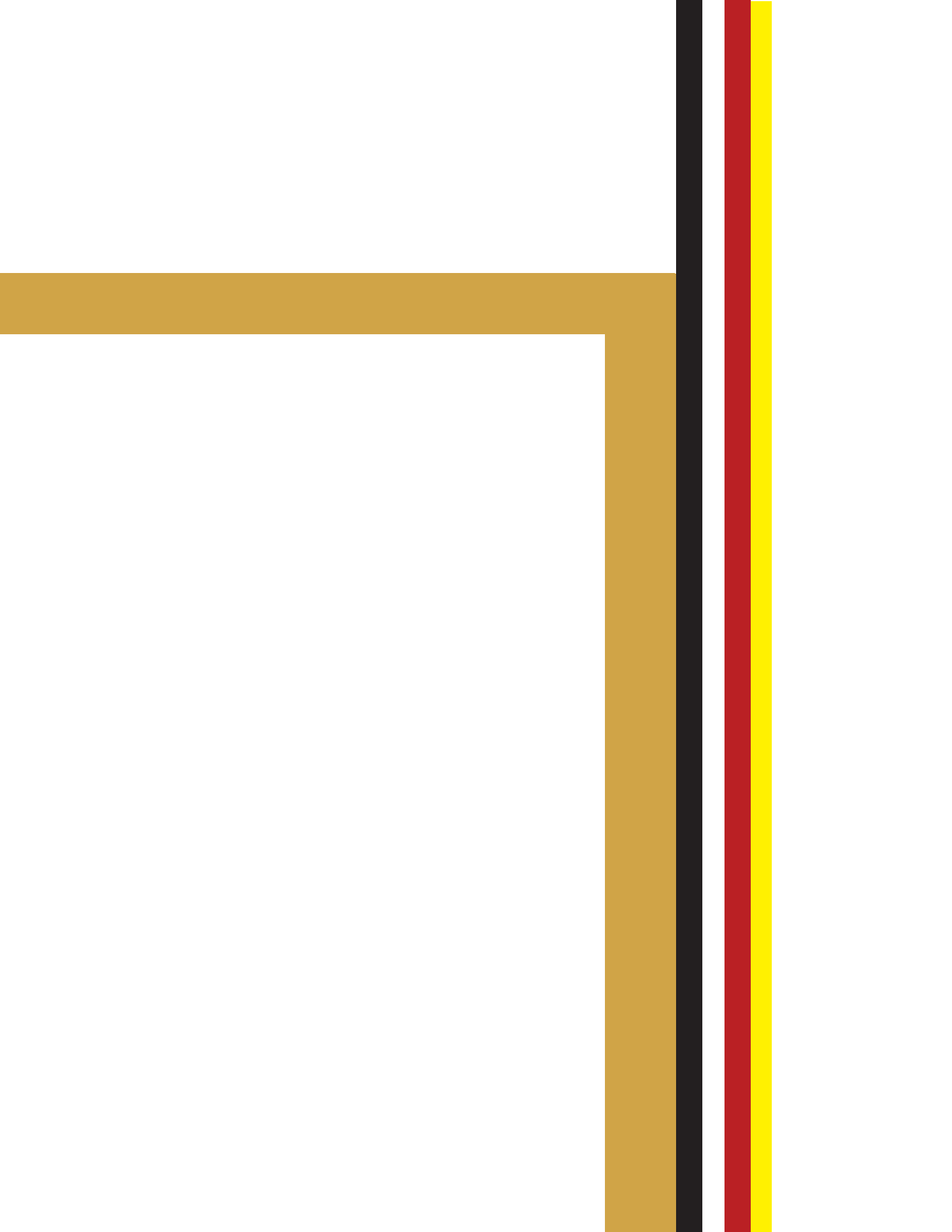
50 YEARS

STRONG

**Kentucky Commission
on Human Rights**



2010 ANNUAL REPORT





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Greetings

Dear Governor Steven Beshear, Kentucky General Assembly, and People of Kentucky:

The Kentucky Commission on Human Rights is pleased to submit the annual report for 2010. It covers the commission's enforcement work during the period of July 1, 2009, to June 30, 2010, and it includes the commission's Golden Anniversary initiative, which took place during the calendar year of 2010.

This has been a special year in the life of the commission. The enforcement efforts during a period of budget constraints and accompanying staff shortages have been remarkable. Commission employees are indeed a dedicated team and have doubled and tripled their efforts to ensure that every person's civil rights have been protected. As far as statistics are concerned, the number of complaints received can be considered those of an average year when taken within the context of the last 10. This marks an encouraging improvement since two years earlier the agency experienced the highest rate of complaints in its enforcement history.

The Kentucky Commission on Human Rights 50th Anniversary gave the agency the unique opportunity to conduct a widespread public awareness campaign promoting civil rights and the state authority that enforces them for Kentucky. The commission received exemplary support for this work from Governor Beshear and his Office of Minority Empowerment with its executive director, Delquan Dorsey. The agency received great support from all of the local human rights commissions located throughout the state, partners the state commission cannot do without in reaching the farthest borders of this diverse and unique state. The commission expresses gratitude to these and all the organizations and individuals who gave their support. Their help and partnership have always been crucial to the success of the commission.

This has been a year of wide outreach and promotion of civil rights at a time when it can be most valuable and continues to be most crucial. The commission hopes that some of this value will be reflected in an increase of compliance to the civil rights laws that ensure every person's equal opportunity and access.

Sincerely,

John J. Johnson
John J. Johnson



What a year this has been for the Kentucky Commission on Human Rights! The Board of Commissioners and I have been proud to share in the 50th anniversary of one of the first and most important civil rights enforcement agencies in the nation. It has been a privilege to share with Kentuckians the history of the civil rights journey.

The commission embraced the opportunity afforded by the Golden Anniversary to share the ongoing need for civil rights enforcement. The agency worked to further the call for vigilance and expansion of civil rights laws so that all people in the state will be guaranteed equal opportunity to pursue the American dream.

The enforcement work reflected within these pages attests to this agency's crucial service and its dedication to upholding equal opportunity and equal access laws for all people in Kentucky.

The Kentucky Commission on Human Rights proudly submits this report on the enforcement work the commission achieved during the reporting period of July 1, 2009 to June 30, 2010, and the anniversary education and outreach initiative, which took place during the year of 2010.

The commission looks forward to another year of success.

Sincerely,

George W. Stinson

George W. Stinson
Chair



Human Rights Commissioners



Chair George W. Stinson, Louisville
4th Supreme Court District

The Kentucky governor appoints the 11-member Kentucky Commission on Human Rights Board of Commissioners. The members represent the state population by the seven Supreme Court

Districts and the state at large. The quasi-judicial board hears and rules on discrimination complaints with the authority of a court of law.



Robert Asseo, Florence
6th Supreme Court District



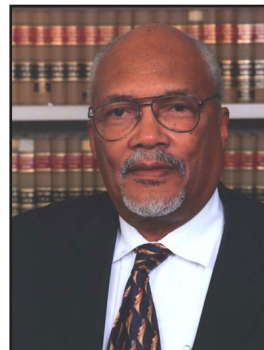
Duane Bonifer, Greensburg
3rd Supreme Court District



Virginia L. Burton, Lexington
State At Large



Samuel R. Coleman Jr., Middlesboro
State At Large



Henry Curtis, Frankfort
5th Supreme Court District



V. Ann Newman, Ashland
7th Supreme Court District



Milly Hudson Diehl
State At Large



Alma Randolph Patton, Owensboro
2nd Supreme Court District



Sandra Añez-Powell, Richmond
State At Large



Timothy W. Thomas, Madisonville
1st Supreme Court District

Recognizing a Half-Century of Service



Throughout the year of 2010, the Kentucky Commission on Human Rights recognized its 50th anniversary by promoting civil rights with a variety of programs and events. The half-century mark afforded the commission an opportunity to conduct one of the most comprehensive civil rights awareness campaigns in the history of the state.

The agency began the year with its largest ever participation in the Rev. Martin Luther King Jr. Louisville Motorcade held in January. In February, the commission officially kicked off the civil rights awareness campaign with a program that recognized the 44th anniversary of the Kentucky Civil Rights Act.

On March 18, the commission joined Governor Steven Beshear in the state capitol as he signed a Kentucky Human Rights Day proclamation and spoke to over 100 people.

Throughout 2010, the Kentucky Commission on Human Rights produced a series of listening tours held all over the state to give constituents the opportunity to learn about their civil rights and to discuss equality concerns unique to their own regions.

The commission unveiled four Gallery of Great Black Kentuckians educational posters including the Gallery's 50th poster to mark the anniversary.

The agency conducted a series of immigrant education and outreach events, conducted civil rights training sessions, police and community diversity training, and fair housing education.

The anniversary campaign ended with an exciting educational program. The commission in partnership with the Governor's Office of Minority Empowerment presented the Kentucky Commission on Human Rights 50th Anniversary Civil and Human Rights Conference at the Kentucky International Convention Center in Louisville, Ky.



And Fifty Years in the Journey of Civil Rights

Fifty years ago on March 21, 1960, Governor Bert T. Combs signed into existence the first state human rights commission south of the Mason-Dixon Line.

On Thursday March 18, 2010, in the capitol rotunda in Frankfort, Ky., 61st Kentucky Governor Steve Beshear signed a proclamation to recognize the Kentucky Commission on Human Rights for its half-century of service. Approximately 150 people attended.

"The creation of the Kentucky Commission on Human Rights in 1960 was a historic move that did not come easily to a region long entrenched in institutional discrimination," said John J. Johnson, executive director of the commission. "Laws and customs upheld segregation in the classroom, in the public, and in the neighborhood long after slavery was abolished in the late 19th century," he said, "and in 1960, discrimination was legal and encouraged by many."

Like elsewhere in the south, people fighting for equality were descending upon the state in the years leading up to the commission and afterward during the sixties. People pushing for civil rights laws staged rallies, sit-ins, protests and marches. With the creation of its own human rights commission, Kentucky made one of its first real commitments to change.

Governor Combs fought for the commission's creation and was a civil rights supporter. Later, in 1963, he issued an executive order requiring restaurants licensed in Kentucky to end discrimination and serve black customers. He said it was unconstitutional for Kentucky to license discrimination. Following his gubernatorial term, he was appointed to the Sixth Circuit Court of Appeals by President Lyndon B. Johnson, serving from 1967 to 1970. Combs was the 50th governor of Kentucky and served from 1959 to 1963.

When the Kentucky Commission on Human Rights first executive director Galen Martin took the helm, the agency had no power. The commission could only monitor the legal rights of Kentuckians. In its early days, its statutory mandate allowed it "to act only as a forum for minority groups in seeking peaceful solutions to racial problems." As a result of its limitations, the commission's early program consisted largely of research and study.

It wasn't until 1966, two years after the passage of the U.S. Civil Rights Act of 1964, that the Kentucky Civil Rights Act became law. With its passage, the commission was granted enforcement powers in the areas of employment and public accommodations. Martin, who was executive director from 1961 to 1989, lobbied for and was a major writer of the act. Kentucky became the first state in the south to pass a state civil rights law.

Photos on the opposite page from top to bottom: 1. The Commission 50 year Display in the state capitol Mezzanine over-looking the Rotunda. 2. Judge Sarah Combs, widow of the late Governor Combs, former state Senator Georgia Davis Powers, Linda Breathitt, daughter of the late Governor Breathitt, Kentucky Governor Steven Beshear. 3. Commission Chair George Stinson. 4. Chair Stinson and Exec. Dir. John Johnson watch as Governor Beshear signs 50 anniversary proclamation. 5. Commission Exec. Dir. John Johnson. 6. Retired Commissioner Reverend Thurmond Coleman receives award of thanks from current Commissioner Duane Bonifer while previous Comm. Chair Priscilla Johnson looks on. 7. Commissioner Timothy Thomas thanks speaker Judge Sarah Combs.

Photos Below: The late former Kentucky Governor Bert Combs talks about creating the Kentucky Commission on Human Rights. At right, he signed the act creating the commission on March 21, 1960. Below right, first Comm. Chair Robert Estill and Governor Combs post notice of the commission's service to the public.



Governor Steven Beshear's Comments at the 50 Year Recognition in the State Capitol



FRANKFORT, KY., MARCH 18, 2010 — “Fifty years ago this month, Kentucky became a pioneer when Governor Bert T. Combs created the first

Commission on Human Rights south of the Mason-Dixon Line. Today, we celebrate the commission’s steadfast commitment to its mission: ensuring equality, fairness and justice for all.

Every Kentuckian’s personal contributions are interwoven into the fabric of the Commonwealth’s history, and for five decades the commission has ensured that each of these stories is treated with the respect it deserves. Their tremendous leadership has immensely strengthened us as a state, and continues to do so today.

Governor Ned Breathitt also made strides for equality with the progressive Public Accommodation and Equal Housing Law, which solidified Kentucky’s role as the civil rights leader in the South. We recognize his immense contributions to making all of the Commonwealth’s communities safe and just places to live through the declaration of April as Fair Housing Month in Kentucky.

Moving forward, we know that much work remains in the effort to eradicate discrimination from the lives of Kentuckians. When creating and enacting new policies, we must be cognizant of 21st century challenges and realities. But I have no doubt that, as they have so many times before, the Kentucky Commission on Human Rights will boldly lead the way.”

Proclamation signing at the state capitol, Frankfort. March 18, 2010: 1. The audience of 100 people sang a famous Civil Rights Movement anthem, “Lift Every Voice.” 2. Governor Beshear stands with Kentucky Human Rights Commissioner Robert Asseo of Florence, Ky., the first Hispanic person to serve on the commission. 3. Governor Beshear and the commission recognize Georgia Davis Powers, the first black legislator and first female state senator for her leadership in gaining civil rights. From left to right are Kentucky Human Rights Commissioner Henry Curtis, Governor Beshear, Senator Gerald Neal and Representative Reginald Meeks.



Kentucky's Enforcement Authority of Discrimination Laws

The Kentucky Commission on Human Rights is the state government agency created to ensure equality for all. Its primary purpose is to provide protection from discrimination by enforcing and promoting the Kentucky Civil Rights Act and federal civil rights laws.

The commission is proud of its achievements in human rights, which stretch over the last half century.

With headquarters in Louisville and the Northern Kentucky office in Covington, the Kentucky Commission on Human Rights has opened doors of opportunity for thousands of people.

When the Kentucky General Assembly and Governor Bert Combs created the Kentucky Commission on Human Rights in 1960, the job of the agency was to encourage fair treatment, foster mutual understanding and respect, and discourage discrimination against any racial or ethnic group or its members.

In 1966, the commission's

role expanded with passage of the Kentucky Civil Rights Act (Kentucky Revised Statutes Chapter 344). This law made discrimination illegal, and it gave the Kentucky Commission on Human Rights the statutory authority to enforce civil rights laws for the commonwealth.

The law also made Kentucky the first state in the south to prohibit discrimination.

The commission receives, initiates, investigates, conciliates, mediates, and rules upon complaints alleging violations of the Kentucky Civil Rights Act. The Kentucky Commission on Human Rights also has authority from the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission to enforce federal civil rights laws.

The commission is mandated to educate the public about the laws against discrimination and the benefits of equality. The agency conducts a comprehensive program of education, training, research, outreach and partnership to vigorously carry out this task.

Mission

To eradicate discrimination in the commonwealth through enforcement of the Kentucky Civil Rights Act.

Vision

A commonwealth united against discrimination. A commonwealth united for equality.

Purpose

The Kentucky Commission on Human Rights governing law is The Kentucky Civil Rights Act, Kentucky Revised Statutes Chapter 344. The Act directs the commission to:

"Safeguard all individuals within the state from discrimination because of familial status, race, color, religion, national origin, sex, age 40 and over, or because of the person's status as a qualified individual with a disability as defined in KRS 344.010 and KRS 344.030; Thereby to protect their interest in personal dignity and freedom from humiliation, to make available to the state their full productive capacities, to secure the state against domestic strife and unrest which would menace its democratic institutions, to preserve the public safety, health, and general welfare, and to further the interest, rights, and privileges of individuals within the state."



At left is Governor Edward T. Breathitt, on January 27, 1966, signing the Kentucky Civil Rights Act. Standing to his far left is Bishop Robert Estill, the Commission chair. At the podium, far right, is Rev. A.D. Williams King, brother of Rev. Martin Luther King Jr.

Anniversary Kick-Off

The 44th Year of the Kentucky Civil Rights Act

Seated beneath the statue of native son Abraham Lincoln in the state capitol rotunda, Governor Edward T. Breathitt, on January 27, 1966, signed the Kentucky Civil Rights Act, the momentous law that made Kentucky the first state south of the Mason-Dixon Line to prohibit discrimination.

On Wednesday, January 27, 2010, at the Brown Theatre in downtown Louisville, the late governor's daughter Linda K. Breathitt told an audience of about 40 people that her father believed signing the act was one of the most important moments of his life. "My father wanted equality for all people," she said. "He worked very hard to make sure the Kentucky Civil Rights Act became law."

Breathitt joined the Kentucky Commission on Human Rights to commemorate the 44th anniversary of the historic law that, along with the U.S. Civil Rights Act of 1964, helped end the long, hard age of segregation.

The ceremony kicked off the commission's 50th anniversary celebration, which included special events and activities throughout 2010 to raise public awareness about civil rights. Governor Bert T. Combs established the commission on March 16, 1960. It was the first human rights commission in the south. On display at the theatre were 60 proclamations from cities and counties all over Kentucky that passed the proclamations in support and honor of the historic commission and its work to enforce the Kentucky Civil Rights Act.

"The Kentucky Civil Rights Act began a new and brighter era and helped end a nightmare of legal discrimination and government sanctioned racism, an atrocity African Americans had endured since Kentucky's beginning," said John J. Johnson, executive director of the state human rights commission.

Attending the ceremony were Raul Cunningham, president of the Louisville NAACP, Ben Richmond, president of the Louisville Urban League, Suzie Post, former executive director of the Metropolitan Housing Coalition, and George Burney, president of PRIDE. They, along with others at the event, received Kentucky Commission on Human Rights Soldier for Justice Awards.

The Brown Theatre was a poignant backdrop for the proceedings, an example of countless, once segregated public accommodations in the region. Fifty years earlier, a youth group demonstrated in front of the building because blacks could not enter to watch the famous "Porgy and Bess," the classic opera centered around African American characters.

Cunningham said he was 16 years old when he picketed with citizens that day at the theatre. "We've come a long way," he said. "And, we're not finished, yet."

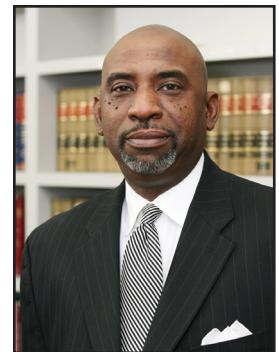
When it passed, the Kentucky Civil Rights Act outlawed segregation and discrimination in the areas of employment and public accommodations and made the Kentucky Commission on Human Rights the state authority to enforce the law and investigate discrimination complaints.

Governor Breathitt said, "This act is a moral commitment kept after a hundred years of hope deferred...a promissory note long overdue."

The law was the high-water mark of the civil rights movement in Kentucky. Martin Luther King Jr. and Baseball Great Jackie Robinson joined Kentucky civil rights leaders who led 10,000 people to the capitol in Frankfort in 1964 to demand such a law. Governor Breathitt met with the two men that day and promised he would do what he could to make the law a reality.

Upon its passage, King sent a telegram to Breathitt: "This is a milestone for a southern state...a great step forward for any state. [It] will serve as a great beacon light of hope for all men of goodwill...and hopefully inspire other states to follow suit." Sometime after its passage and others in the south followed suit, King said of the Kentucky law, "[It] is the strongest and most comprehensive civil rights bill passed by a southern state."

Since its passage in 1966, the Kentucky Civil Rights Act has achieved expansion a number of times. It now prohibits discrimination in employment, public accommodations, housing and financial transactions and covers the protected classes of race, color, religion, national origin, age, sex, disability, familial status, and tobacco smoking status (in employment).



Kentucky Human Rights Commissioners Alma Randolph Patton and Timothy W. Thomas served as the Commission Board Cochairs of the 50th Anniversary Initiative. They gave greatly of their time and effort, and the commission extends its appreciation.



1. Keynote speaker Linda Breathitt, daughter of the late Governor Edward Breathitt spoke to reporters about her father's fight to pass a civil rights law in Kentucky. 2 and 3. Louisville television and newspaper media covered the event and interviewed Ms. Breathitt and Commission Executive Director John J. Johnson, a Kentucky native who fought for civil rights passage as a teenager. He was the youngest NAACP president in the state during the 60s.



1. Linda Breathitt talked about her father's discussions concerning civil rights and his role in the battle to end segregation. 2. Raul Cunningham, Louisville NAACP president, and Fair Housing leader Suzie Post. 3. In the background is the commission civil rights history exhibit. It contained photographs and documents reflecting the commission's 50 years of work and the Civil Rights Movement in Kentucky over the last half-century.



1. Commission Chair George W. Stinson announced the kick-off of the 50th anniversary public awareness campaign. 2. Ben Richmond, Louisville Urban League president, receives a Soldier for Justice Award from Kentucky Human Rights Commissioner Samuel Coleman. 3. Executive Director Johnson presents long time civil rights activist Suzie Post with an Unbridled Spirit Soldier for Justice Award.

Freedom from Discrimination

The Kentucky Civil Rights Act makes it illegal to discriminate against any person. The Act defines discrimination as any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in the treatment of a person or persons, or the aiding, abetting, inciting, coercing or compelling thereof made unlawful under this law.

The law grants protection from discrimination based on specific classes. The following are protected classes under The Kentucky Civil Rights Act:

- Age
- Color
- Disability
- Familial Status
- National Origin
- Race
- Religion
- Sex
- Tobacco-Smoking Status

The law grants protection from discrimination in the following areas:

- Housing
- Employment
- Public Accommodations
- Financial Transactions

Through its affiliations with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights enforces The U.S. Civil Rights Act, The U.S. Fair Housing Act, The U.S. Americans With Disabilities Act and other federal antidiscrimination laws.

Protections under the Law

It is against the law to discriminate against any person who seeks to rent or own housing. You have the right to fair housing regardless of your color, disability, familial status (whether you live with children under 18 years of age), national origin, race, religion or sex. Federal and Kentucky fair housing laws provide equal opportunity to all people when buying, selling, renting, financing or insuring housing. You have the right to buy or rent where you choose a home, condominium, apartment, trailer or lot. Everyone must obey the law, including property owners, property managers, real estate brokers, sales agents, operators, builders and developers, advertisers and advertising media, mortgage lenders, insurers, and banks or other financial institutions.

Employment

It is unlawful to discriminate against any person in the area of employment. This is true regardless of the person's age (40 and over), color, disability, national origin, race, religion, sex or tobacco-smoking status. It is unlawful to discriminate against any individual in regard to recruiting, hiring and promotion, transfer, work assignments, performance measurements, the work environment, job training, discipline and discharge, wages and benefits, or any other term, condition, or privilege of employment. The law prohibits not only intentional discrimination, but also neutral job policies that disproportionately affect persons of a certain protected class and that are not related to the job and the needs of the business. The law applies to employers of eight or more people (15 in a disability claim), in businesses, employment agencies, labor organizations, licensing agencies, federal agencies, and the Commonwealth of Kentucky and its political subdivisions, including public schools.

Public Accommodations

It is illegal for a place of public accommodation, resort or amusement to refuse or deny the full and equal enjoyment of goods, facilities and accommodations to any person because of his or her color, disability, national origin, race or religion. A place of public accommodation includes any place, store, or other establishment, either licensed or unlicensed, which supplies goods or services to the general public or which solicits or accepts the patronage or trade of the general public or which is directly or indirectly supported by government funds. Stores, restaurants, businesses, theatres, hotels, and medical offices are just a few examples. In addition, restaurants, hotels, motels, and facilities directly or indirectly supported by government funds are prohibited from denying goods and services on the basis of sex.

Financial Transactions

The denial of credit or financing by a financial institution or person offering credit is illegal when it is based on color, disability, national origin, race, religion or sex. It is illegal to discriminate for these reasons in the interest rate or monthly payment of a loan, in its terms and payment schedule, points, fees, or penalties, or in the offer of credit insurance on the loan.

Retaliation

It is illegal to retaliate or discriminate in any manner against a person who has opposed a practice declared unlawful by the Kentucky Civil Rights Act or because he or she has filed a complaint or assisted in any manner in an investigation or proceeding under the Kentucky Civil Rights Act.



African American newspaper publisher and civil rights activist Frank Stanley Jr., baseball great Jackie Robinson, Reverend Martin Luther King Jr. and Governor Edward Breathitt. The three leaders of the 1963 March on Frankfort for Civil Rights were among the group of people who spoke to the governor in the capitol to urge an end to segregation.

Enforcement Process

Filing a Complaint

A person who believes he or she has been illegally discriminated against may contact the commission by phone, mail, e-mail, via the website or in person. This begins the complaint process. An intake or enforcement officer takes the complaint and asks questions. Complaints must be filed on a timely basis. Complaints in public accommodations, employment, financial transactions and retaliation must be filed within 180 days of the incident. Housing complaints must be filed within 365 days of the incident. All complaints must be signed and notarized.

Mediation

If both parties are willing to mediate, a mediator will schedule the case within 30 days. If mediation leads to an agreement, the case is closed.

Investigation

Once the complaint is filed, the commission undertakes a thorough and impartial investigation. The agency conducts interviews and gather facts from the person making the complaint and those who have been charged with discrimination.

Conciliation

Enforcement officers work to conciliate the complaint. Conciliation involves commission staff negotiations between the parties that have been charged with discrimination and the persons who made the complaint. Conciliation talks can lead to a settlement, which may include a monetary award.

Findings

If, after investigating the complaint, the

commission does not find evidence to support the complaint, the enforcement officer makes a no-probable-cause recommendation. The commission may dismiss the complaint. The person who filed the complaint and those who have been charged with discrimination are notified. When the evidence is strong enough to believe that illegal discrimination has probably occurred, a finding of probable-cause is recommended.

Hearing

If investigation leads to a probable-cause recommendation, the complaint moves to the litigation phase. Staff attorneys work on behalf of the complainant to conciliate, persuade or litigate in matters concerning the discrimination complaint. In the event that no conciliation settlement can be reached, the commission conducts a hearing. Staff attorneys represent the person who is making the discrimination complaint and the agency at the hearing. Hearings are similar to civil trials. The evidence and testimony are presented at the hearing. Commissioners make a final determination.

Enforcement

When the commission determines that discrimination has occurred, the parties charged with discrimination may be ordered to cease and desist from any further discrimination and to remedy past discrimination. A remedy can include a monetary award, policy change, employment reinstatement or an accommodation in housing. Commission final orders have the authority of those by a court of law. The commission may ask a circuit court to enforce the order. A commission decision may be appealed to a circuit court within 30 days of the order.

This is a 2010 session of the Kentucky Commission on Human Rights Board of Commissioners at the historic Berea College. The commission regularly meets at its headquarters in downtown Louisville at the Heyburn Building. These are open government meetings to which the public is invited. As budget allows, the board occasionally meets in other cities and towns across the state to give constituents the opportunity to learn about the commission and its function to protect people from illegal discrimination. During 2010, the commission was able to hold its regular monthly meeting in Pineville, Berea and Frankfort, Ky.



Case Information

The Kentucky Commission on Human Rights filed 329 discrimination complaints for people in Kentucky during the reporting period. The agency processed 2,572 intakes, communicating with people who were concerned they may have been victims of illegal discrimination in Kentucky either in the areas of employment, housing, public accommodations, financial transactions, retaliation or private clubs.

Roughly one in seven of the intakes resulted in a new discrimination complaint. The Board of Commissioners met monthly (no meetings in July or November) to hear and rule on complaints.

Commission investigators processed 594 cases in 2010 versus 705 cases in 2009.

During the reporting period, the average case age in the areas of employment and public accommodations was 283 days versus 219 days during the previous period. This increase in average case age reflects continued staff shortages resulting from ongoing budget constraints throughout state

government.

In the area of housing, average case age in 2009 increased to 247 days from 73 days in 2008, when the agency incurred a dramatic drop in housing personnel through attrition. In 2010, with the determination of existing staff, the average case age decreased to 119 days, an excellent accomplishment.

The agency closed 349 cases in 2010, marking a successful year.

Enforcement and legal staff negotiated 14 conciliation agreements between complainants and respondents, resulting in \$50,000 compensation for complainants. Respondents agreed to comply with the laws against discrimination, undergo compliance training in many cases, and undergo compliance monitoring.

Four of the conciliation agreements totaling \$44,100 were reached after the commission found there was probable cause to believe discrimination had occurred. The parties decided to conciliate with an agreement rather than go through litigation and a hearing.

Two cases that could not be resolved through mediation, conciliation agreement, or settlement, were litigated to a finding of discrimination by the commission, with monetary awards in the two cases totaling \$20,555.

This was the third year for the commission's Mediation Unit. The program resulted in the successful mediation of 34 cases with a total of \$115,752 in settlements.

Mediation is an informal and confidential process through which opposing parties meet face to face to negotiate a voluntary resolution of their dispute with the help of a commission mediator. Settlement is voluntary and mediation results in closure of the case.

The agency maintains a successful federal government affiliation through partnerships with the U.S. Equal Opportunity Commission and the U.S. Department of Housing and Urban Development. As such, the commission investigates and enforces federal civil rights laws.



In 1960, the first Kentucky Commission on Human Rights Board of Commissioners met. Seated at center is the chair, Rev. Robert Estill. Eight of the 11 original commissioners were appointed by Governor Bert Combs. In addition to Canon Estill, the 11 included Mrs. Dann Byck, Frank Stanley Sr., Charles T. Steele, Charles A. Williams, Gilbert W. Kingsbury, J. J. Dukeminier, Jack Page, Mrs. Robert Lowe, William J. Scherm, and H. T. Hatcher.

Case Statistics

Cases Filed

Type	This Year 2010	Last Year 2009
Employment	262	228
Housing	25	47
Public Accommodations	42	47
Total	329	322

Protected Class of Cases Filed

Basis	Employment	Housing	Public Accommodations	Financial Transactions	Totals
Race & Color	98	12	18	0	128
Sex	59	2	2	0	63
Age (40+)	38	0 N/A	0 N/A	0 N/A	38
Religion	9	0	0	0	9
Disability	43	10	15	0	68
National Origin	21	0	3	0	24
Retaliation	37	1	2	0	40
Familial Status	0 N/A	2	0 N/A	0	2
Smoking	1	0 N/A	0 N/A	0 N/A	1
*Totals	306	27	40	0	373

*Some complaints allege more than one basis of discrimination. Therefore, the total number of complaints filed does not equal the total number of bases for complaints filed.

Cases Closed

Type	This Year 2010	Last Year 2009
No Probable Cause	252	292
Conciliation	10	17
Withdrawal w/right to sue	39	38
Withdrawal w/Settlement	42	51
Finding of Discrimination	2	1
Probable Cause Conciliation	4	7
Total	349	406

Final Orders Issued by the Commission

Jefferson County Schools required to change hiring policy

In the case of *William Labruyere and former Human Rights Commissioner Priscilla Johnson v. Jefferson County Public Schools in Louisville*: The commission found Jefferson County Public Schools guilty of discrimination against potential employees and in violation of the Americans with Disabilities Act.

William Labruyere applied for the position of bus driver and was not hired due to his disability. His complaint was dismissed because he is a diabetic who is insulin dependent and was not qualified for the position of bus driver under applicable safety laws.

However, former Commissioner Priscilla Johnson's companion complaint resulted in the finding of discrimination because of the discriminatory policy of JCPS requiring job applicants to take a medical examination before JCPS would make a job offer.

The Equal Employment Opportunity Commission Enforcement Guidance says that, "Before an employer makes a job offer he or she may not conduct a medical examination or make inquiries as to the job applicant's disability status. The employer is allowed, though, to inquire into the applicant's ability to perform job-related functions."

"After a job offer has been made, and before the applicant starts working, the employer may require a medical examination and condition the employment offer on the results of the medical examination, if all entering employees are subjected to such an examination regardless of disability, and the employers keep the medical information confidential."

"An employer may require medical examinations or make inquiries of incumbent employees as long as the employer can show that such examinations or inquiries are job-related and consistent with business necessity."

The commission ordered JCPS to cease its practice of requiring pre-offer medical examinations of applicants. The commission ordered JCPS to modify its practices and procedures to bring them into compliance with the Americans with Disabilities Act and the implementing regulations and enforcement guidance issued by the U. S. Equal Employment Opportunity Commission. JCPS was required to file a written report with the commission that describes all policy and procedure changes made in accordance with the final order.

Landlord found guilty of race discrimination in Wilmore, Ky.

In the case of *Eric Helfrick and Lolita Godoy v. Jeffrey Clay Riester in Wilmore, Ky.*: The commission found Jeffrey Clay Riester guilty of discrimination based on race in housing in a default order. The respondent failed to cooperate with discovery requests from the commission, and he ignored an order from the hearing officer compelling him to disclose the name of a witness.

In 2007, Mr. Riester refused to rent a home to Mr. Helfrick and Ms. Godoy and asserted that he made this decision because an unnamed individual allegedly told him Mr. Helfrick had a criminal record. Mr. Riester never agreed to disclose the

name of the individual who allegedly told him that Mr. Helfrick, who is African American, allegedly had a criminal record. Therefore, there was no proof that this ever occurred. The complainant alleged that this statement was a pretext for racial discrimination.

The commission ordered Mr. Riester to permanently refrain from discriminating against current or prospective tenants on the basis of race and to restrain from engaging in acts of retaliation or interference with fair housing rights. He was required to rent to Lolita Godoy and her household the next available dwelling comparable to the dwelling located at 501 Woodspointe Way,

Wilmore, Ky., using the same rental rate that this property was previously offered to her. The commission ordered him to undergo fair housing rights compliance training and commission compliance monitoring for two years, and to pay \$4,000 in damages to Lolita Godoy, a civil penalty in the amount of \$5,000.00, prevailing party attorney fees in the amount of \$10,250, and costs in the amount of \$1,305.93.

Conciliation Agreements

Case Study

Wal-Mart compensates customer with disability

In August 2010, the Kentucky Commission on Human Rights negotiated a conciliation agreement involving the nation's largest retail chain.

In the case of *Lisa Graas v. Wal-Mart Superstore in Leitchfield, Ky.*, the complainant alleged the public accommodations provider discriminated against her based on her disability. This would be a violation of the Kentucky Civil Rights Act (KRS 344.120) and the U.S. Americans with Disabilities Act.

Graas, a native of Clarkson, Ky., claimed that in February 2008, Wal-Mart employees stopped her inside the front entrance when she attempted to bring her service animal into the store. Service animals are dogs and other animals individually trained to work or perform tasks for persons with disabilities.

Graas said the employees asked her about the animal and detained her for several minutes before finally letting her proceed into the store. Afterward, she claimed, while she attempted to shop, several other employees along the way continued to question her and comment about the dog's presence.

Graas said the store denied her the full and equal enjoyment of the facility based on her disability concerning the presence of her service animal. She alleged her presence was unwelcome and that store employees harassed her.

Wal-Mart denied the allegations and any violation of the law. While the commission investigation was still underway, the parties agreed to conciliate the matter.

Wal-Mart agreed to compensate Graas with \$3,250 and to undergo training for employees on how to comply with civil rights laws. The Wal-Mart branch agreed to undergo commission monitoring for civil rights law compliance for one year.

This complaint was similar in some aspects to previous federal complaints against the Wal-Mart national chain and investigated by the U.S. Department of Justice Civil Rights Division. That settlement in January 2010 resolved an investigation by the department based on several complaints alleging Wal-Mart refused to make reasonable modifications to its rules, policies and practices for customers with disabilities, according to the U.S. Department of Justice website.

"Many of the complaints alleged that persons with disabilities were denied access to Wal-Mart stores or were denied an equal opportunity to shop, free of repeated challenges by Wal-Mart staff, because the shoppers were accompanied by service animals," the Department of Justice website said.

Conciliation agreements are reached through commission negotiations between complainants and respondents in consideration for the full and complete resolution of all claims of alleged discrimination. The agreements do not represent an admission by any of the respondents of violations of the law. Furthermore, the respondents denied any violations of the law. Most of the conciliation agreements below included clauses requiring the respondents to comply with civil rights laws, post notice of civil rights laws to potential clients or employees, undergo civil rights compliance training, and submit to compliance monitoring by the Kentucky Commission on Human Rights for periods of up to three years.

Lexington Fair Housing Council v. James and Kay Brown in Cynthia, Ky.: The Lexington Fair Housing Council alleged discrimination based on familial status in housing, saying the Browns disallowed families with children from residing in their rental property. This would be a violation of the Kentucky Civil Rights and federal Fair Housing acts. Prior to a recommendation of probable cause, the parties agreed to resolve the matter with a conciliation agreement. The respondents agreed to cease the practice of discriminating based on familial status and to refrain from publishing advertisements stating any preference related to age or familial status. They agreed to pay \$1,000 to the Lexington Fair Housing

Council and \$1,000 to the Kentucky Council on Child Abuse. They agreed to undergo fair housing training and commission monitoring for compliance for three years.

Anayansi Este Valencia v. American Freight in Louisville, Ky.: The complaint was based on national origin (Hispanic) in the area of public accommodations. Anayansi Valencia alleged American Freight discriminated against her when she called the store for directions and she said a manager told her there was no street from where she was that would bring her to the store; she alleged he then forwarded her call to a Hispanic person who gave her directions.

When she arrived at the store, she said she and the manager had a disagreement, and she believed this was due to her national origin. The company denied any violations of the law. Prior to the commission making a determination, the parties agreed to resolve the matter in a conciliation agreement. The respondent agreed to compensate the complainant with \$500 and undergo civil rights compliance training and commission compliance monitoring for two years.

Joey and Regina Lear v. James Brooks, in Clarkson, Ky.: Joey and Regina Lear, who have a minor daughter with a disability, alleged James Brooks discriminated against them based on disability in housing, a violation of the Kentucky Civil Rights Act. The Lears claimed Brooks refused to provide a wheelchair ramp at their mobile home and gravel for a turn-around that would allow the school bus to pick up their child at the property the family rents from Brooks. The couple claimed when they asked for such reasonable accommodations for their child's disability, Brooks issued them an eviction notice. The commission determined there was probable cause in the case. The respondent opted to take his case to Muhlenberg County Circuit Court. After depositions and other court actions, the parties agreed to conciliate the matter rather than go forward in court. Brooks signed an affidavit stating he no longer rents property in Kentucky, but that if he does so over the next three years, he will comply with civil rights laws and undergo compliance training and monitoring for three years. He compensated with \$100 to the Muhlenberg County Children's Fund.

Lisa Graas v. Kentucky State Health Insurance Program, Central Kentucky Community Action Council, Kentucky Cabinet for Health and Family Services, and Lincoln Trail Area Development District, in Lebanon, Ky.: Lisa Graas alleged discrimination based on disability in a public accommodations, a violation of the Kentucky Civil Rights Act. She claimed when she visited the Kentucky State Health Insurance Program to keep an appointment, an employee refused to allow her to enter with her service dog. After a supervising employee finally allowed her to bring the dog, she said, employees subjected her to several minutes of questions and comments about her disability. The respondents denied all allegations of unlawful discrimination. Prior to completion of the investigation, the parties agreed to conciliate. The respondents compensated Graas with \$500, and agreed to undergo compliance training and monitoring for six months.

Samuel Blackmon v. Container Port Group, in Louisville, Ky.: Samuel Blackmon alleged Container Port Group discriminated against him based on his race (African American) in employment, a violation of the Kentucky Civil Rights Act. Blackmon claimed his employer treated him differently than white employees concerning his work schedule, which resulted in his constructive discharge. The respondent denied all violations of the law. Prior to making a determination,

the parties agreed to conciliate. The respondent compensated Blackmon with \$2,000, and agreed to undergo compliance training and monitoring.

Jessica Beck v. 3PD Inc.: Jessica Beck filed a complaint of discrimination alleging that the respondent, 3PD Inc., discriminated by terminating her because she was female. The commission issued a probable cause finding that discrimination had taken place in violation of the Kentucky Civil Rights Act, and a Notice of Hearing was served. Hearing Officer and Commissioner Virginia Burton was assigned to preside over this matter. Prior to conducting the hearing, the parties agreed to conciliate the case. The respondent agreed to bring its employment policies and practices into compliance with the Kentucky and U.S. Civil Rights acts. The company affirmed that it is cognizant of the prohibition within the Kentucky Civil Rights Act against acts of retaliation, intimidation, and coercion. The company compensated Ms. Beck in the amount of \$35,000. 3PD was also required to undergo civil rights compliance training and monitoring for three years.

Michael Smith v. the Housing Authority of Pikeville and Sean Gilbert: In his complaint based on the protected class of disability in the area of housing, Michael Smith alleged that his landlord, Sean Gilbert, discriminated against Smith by refusing to provide a reasonable accommodation for a disability, that of transferring Smith to a wheelchair accessible apartment from his non-accessible apartment. This would be a violation of the Kentucky Civil Rights Act and the United States Fair Housing Act. Gilbert denied any violations of the law and asserted he was requiring Smith to first provide housekeeping for his current apartment before Smith would be allowed to have a unit with disability access. During the course of the state Human Rights Commission investigation, the parties agreed to settle the matter through a conciliation agreement. Gilbert agreed to replace the carpet in the complainant's apartment with hard flooring and undergo civil rights compliance training and monitoring for one year.

Nicholson v. Paul & Chong Corp., Inc., d/b/a Luigi's Pizza: The complainant alleged he was discriminated against in violation of the Kentucky and United States Civil Rights acts in that he was the subject of harassment based on his sex and national origin, Hispanic. He alleged he reported the behavior, but no action was taken in response to his complaints, and that he was then discharged. He also alleged his employer retaliated against him for reporting the incidents. The respondent denied all allegations of unlawful discrimination and asserted the complainant was terminated in accordance with its policies. Prior to completion of the investigation, a conciliation agreement was signed by both parties. The company compensated Mr. Nicholson in the amount of \$7,500.00, and agreed to undergo compliance training and monitoring for three years.

Education and Outreach



Conference photos from left to right: Top row left and right: Two of 40 workshops for people interested in civil and human rights.. Second row: (left) Presentation of Flags at the plenary session. (right) Over 600 people attended the Combs-Breathitt Luncheon and the Kentucky Civil Rights Hall of Fame. Third row: (left) Over 1,900 students visited the wax exhibit, book fair and other activities. Here they study a wax figure of former National Urban League President Whitney M. Young Jr., who was a native of Kentucky. (center) This group of students is from Brandeis Elementary in Louisville. (right) Borders Bookstores sponsored the book fair. Fourth Row: One of several conference panels. Fifth Row: Kweise Mfume, former congressman and former director of the NAACP, was the keynote speaker at Thursday's Galen Martin luncheon.

The Kentucky Human Rights Commission 50 Year Anniversary Civil and Human Rights Conference

Largest civil and human rights conference in Kentucky history

To commemorate its 50th year anniversary, the Kentucky Commission on Human Rights in conjunction with Governor Steven Beshear's Office of Minority Empowerment held a three-day Civil and Human Rights Conference from Wednesday, October 13 to Friday, October 15, 2010, at the Kentucky International Convention Center in Louisville, Ky. This was the largest public civil rights conference in Kentucky history. It explored current civil rights issues and saluted the work that has been accomplished since 1960.

The conference events attracted over 3,000 people who participated in various phases of the conference. Examples of their participation included: over 200 attendees at the Wednesday evening round table discussion; over 400 attended the Thursday luncheon; over 600 attended the Friday luncheon; the Jefferson and Lexington-Fayette County School System transported over 1,900 students to view the exhibits and take part in special activities; and, over 200 Kentucky elementary school students participated in the agency's Civil and Human Right Poster Contest.

The educational presentations included 40 workshops. There were 52 people nominated with 31 inducted at the 2010 Kentucky Civil Rights Hall of Fame ceremony on Friday. Sixty-four Kentuckians were recognized with the Unbridled Spirit for Justice Award.

Some of the many outstanding guest speakers included renowned civil rights leader Kweisi Mfume and

John Trasviña, U.S. Dept. of Housing and Urban Development assistant secretary. Several Kentucky officials spoke.

The Governor spoke about the historic impact of the commission in an interesting video presentation he sent with his conference representative and guest speaker, Department of Minority Empowerment Executive Director Delquan Dorsey.

Kentucky Governors Honor Commission as Chair and Cochairs

Governor Steven Beshear graciously led commission anniversary efforts throughout the year and honored the agency by acting as Honorary Chair of the conference. The commission was very pleased as well to have several of the Commonwealth's former governors recognize the commission's anniversary by agreeing to act as honorary cochairs. The commission thanks Governor Beshear and former Governors Ernie Fletcher, Paul Patton, Brereton Jones, Martha Layne Collins, John Y. Brown, Juilian Carroll and Wendell Ford. Former Governor Patton spoke at the plenary session on Thursday morning and led a meeting of the Postsecondary Council on Education.

Thanks to sponsors

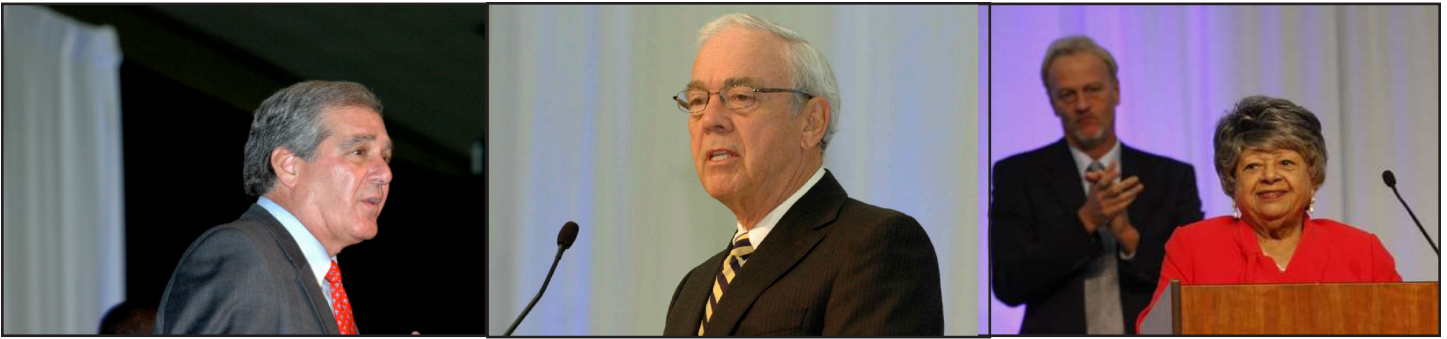
Sponsors of the conference included the Kentucky Commission on Human Rights Education Foundation, which is a non-profit organization, General Electric, Humana, Kentucky Community and

Technical College System, Kentucky Housing Corporation, Metropolitan Sewer District, PNC Bank, Publisher's Press, UPS, YUM! Brands, Bellarmine University, and the University of Kentucky. The commission expresses its sincere gratitude to the sponsors, speakers, leaders, government officials, participants, its dedicated staff, and the news coverage of the Kentucky media for making the historic conference a remarkable success. Commission thanks goes to Griffin and Associates for their work to assist the foundation with conference fund-raising and with production of conference publications.

Event provides 40 workshops and sessions for attendees

The workshops and forums addressed vital human and civil rights issues. Group leaders created opportunities for participants to highlight protected class members' needs and to propose strategies in order to help groups of people affected by human and civil rights issues in the state and the nation. The program as a whole offered people the chance to forge relationships for lifelong professional opportunities and civil and human rights networking.

The event opened with a roundtable forum on Wednesday evening, October 13, consisting of a large number of civil rights professionals who talked about the past and future of the Civil Rights Movement. More than 200 people attended. The 40 workshop sessions on Thursday and Friday presented panels and focus groups covering



1. The Louisville mayor Jerry Abramson gave greetings at the plenary session. "We need to be vigilant to the cause of justice and equality," he said. 2. Former Governor Paul Patton. 3. Former Senator Georgia Davis Powers. Behind her is David Martin of New York, son of the late Galen A. Martin who was the first executive director of the commission.



1. At his Gallery of Great Black Kentuckians poster unveiling is opera singer William Ray with Executive Director Delquan Dorsey of the Governor's Office of Minority Empowerment Dept. 2. The Centertainers. 3. Kweise Mfume.



1. Defender Newspaper Editor Yvonne Coleman Bach accepting a media award for furthering civil rights. Behind her is Commission Executive Director John J. Johnson. 2. KET Bill Goodman, master of ceremonies at KY Civil Rights Hall of Fame. 3. Carlos Osugueda, regional director of U.S. HUD Southeast Division Atlanta, Ga.



1. Carlos Osugueda, Kentucky State University President Dr. Mary Evans Sias, HUD Assistant Secretary John Trasviña, and Commission Chair George Stinson. 2. Commission Chair George Stinson. 3. Commissioners Henry Curtis, Duane Bonifer, and Alma Randolph Patton.

topics such as Fair Housing, Postsecondary Education and Equal Opportunity, Minority Business in Kentucky, Fairness and possible expansions of the Kentucky Civil Rights Act, religion, school desegregation, Kentucky immigrants, and equal opportunity. Other workshops covered issues affecting women, Kentucky Native Americans, Disability Rights, Kentucky Politics, Healthcare for seniors, and more. There was a public meeting of the Kentucky Commission on Human Rights where the Board of Commissioners ruled on discrimination complaints. There was a Southeast Quarterly Regional Meeting of Kentucky Blacks in Higher Education and a meeting of the African American Heritage Commission.

HUD Assistant Secretary Trasviña and KY State University Launch Fair Housing Partnership

John Trasviña, assistant Secretary of Fair Housing and Equal Opportunity for HUD, the U.S. Dept. of Housing and Urban Development, spoke on Thursday, October 14, at the plenary session of the anniversary conference. The session titled, Affirmatively Furthering Fair Housing in Kentucky, was highlighted with Mr. Trasviña's launching of a HUD partnership with Kentucky State University in Frankfort, Ky.

The program is called The National Fair Housing Collegiate Partnership and is a practical concept designed to promote fair housing and educate students about their rights under the U.S. Fair Housing Act. This law prohibits discrimination in housing based on race, color, religion, disability, sex, national origin and families with children. The HUD partnership program at Kentucky State University also provides information for students who have interests in pursuing civil rights related careers. "The program has produced globally prepared students who like Dr. Martin Luther King Jr., dream of fairness and equality," Trasviña said.

During his presentation, Dr. Mary Evans Sias, president of Kentucky State University, joined the assistant secretary to launch the new partnership. The Kentucky State University Concert Choir performed under the direction of Dr. Carl Smith. Beverly Watts, a former executive director of the Kentucky Commission on Human Rights, gave greetings at the plenary session.

Mfume speaks at luncheon that honors Galen Martin

Four-hundred people attended the luncheon on Thursday, October 14, which the commission held in honor of its first executive director, the late Galen A. Martin. His service began at the commission's inception in 1960. He pushed for landmark civil rights legislation and was a key

50th Anniversary Conference

author of the Kentucky Civil Rights Act.

Kweisi Mfume, former president and CEO of the National Association for the Advancement of Colored People and former five-term U.S. Congressman from Maryland, was the keynote speaker. He reminded the participants in his address that the widening gap between the "haves" and the "have nots" demands creative solutions. Mfume urged listeners not "to remain silent in this reactionary time." He said he hopes that in another 50 years, people will look back at this generation and say "we pointed out problems and then we instituted the action to do something about it." He said that even with Barack Obama's election, racial and ethnic minorities are under-represented in public office. Banks and insurance companies set high barriers for the poor and racial minorities, inner-city schools are underfunded and overcrowded, and many jobs offer a barely livable income and "no real dignity," he said. But, he also urged minorities to stop "spending all our time blaming white people" and "get beyond excuses and start doing for ourselves." He also said that America has a long way to go to overcome sexism, racism, ageism, and other "isms," and that the conference was the time for civil rights activists to rededicate themselves to the work.

The Courier-Journal and other media across the state including the Associated Press covered not only the conference but several events held throughout the year that highlighted the commission's anniversary. There were approximately 150 printed stories, and radio and television news interviews featuring coverage of the commission's activities during 2010. The Courier-Journal published two editorials recognizing the commission's anniversary and said the commission had done 50 years of good work.

Also during the luncheon to honor Martin, Georgia Davis Powers, the first woman and first African American elected to the Kentucky Senate, paid tribute to Martin, Kentucky Human Rights Commissioners and others in Kentucky's civil rights movement, telling the crowd, "We treasure them for their willingness to push beyond traditional boundaries." She also announced the 64 recipients of the Kentucky Unbridled Spirit for Justice Awards.

Expanding rights to cover not only racial and religious minorities and women, but also gay and lesbian citizens is also a priority in the current era, said Kentucky Human Rights Commission Chair George Stinson of Louisville. "It is our great hope that Kentucky will now add more protected classes to the Civil Rights Act for people who still lack

50th Anniversary Conference

protection from discrimination,” he said.

Unbridled Spirit for Justice Awards

Kentucky’s unbridled spirit for justice is reflected by those foot soldiers who stand in the gap, performing necessary, basic, and often mundane tasks, without whom the battle could not be fought nor the victory won. The commission established its Unbridled Spirit for Justice Awards as part of its anniversary initiative in 2010. Throughout the calendar year, commission officials presented the awards to winners at public awareness events and special ceremonies to recognize individuals who do grass roots and important work to further civil and human rights in the state. The 66 recipients of the awards were recognized at the conference during the Kentucky Civil Rights Hall of Fame event on Friday.

Civil and Human Rights Book Fair and Great Blacks in Wax Exhibit

Borders Bookstore hosted a book fair for the conference. It featured signing sessions by authors of works on civil and human rights history and current-day issues that affect minorities and people who deal with various types of discrimination. The book fair and the National Great Blacks in Wax Exhibit took place on Thursday and Friday at the conference Information Exchange Center.

Troy Jackson signed copies of his book, “Becoming King: Martin Luther King Jr. and the Making of a National Leader.” Catherine Fosl signed copies of her book, “Subversive Southerner: Anne Braden and the Struggle for Racial Justice in the Cold War South,” and a book that Fosl coauthored with Tracy K’Meyer, “Freedom on the Border: An Oral History of the Civil Rights Movement in Kentucky.” Tom Kiffmeyer signed copies of his book, “Reformers to Radicals: The Appalachian Volunteers and the War on Poverty.” Joy Carew signed the book, “Blacks, Reds, and Russians: Sojourners in Search of the Soviet Promise.”

The National Great Blacks in Wax Museum and Justice Learning Center of Baltimore, Md., exhibited some of its

life-size wax sculptures of famous civil rights heroes like Medger Evers, Whitney Young Jr., and others. Benjamin Richmond, president of the Louisville Urban League, unveiled the wax figure of National Urban League President Whitney M. Young Jr. Eleanor Foreman, president of the Louisville affiliate of the National Council of Negro Women, unveiled the wax figure of famous civil rights leader Dorothy Height who died earlier in 2010. Gloria Fite, former vice-president of the NAACP Hardin County Chapter, unveiled the wax figure of Supreme Court Justice Thurgood Marshall and civil rights leaders Kweisi Mfume, Ida B. Wells, Benjamin Hooks who also died in 2010, Medger Evers and Julian Bond.

KY Civil Rights Hall of Fame ceremony attracts 600 attendees and inducts 31 members

The Combs-Breathitt Luncheon took place at the opening of the Kentucky Civil Rights Hall of Fame 2010 inductions ceremony on Friday, October 15. The luncheon honored the late Kentucky governors Bert Combs and Edward Breathitt, both of whom pushed for civil rights laws to end segregation. Combs created the Kentucky Commission on Human Rights in 1960. Breathitt signed into law in 1966 the Kentucky Civil Rights Act, which makes discrimination illegal. The Kentucky Commission on Human Rights was made the enforcement authority for the law. Both men are past inductees of the Kentucky Civil Rights Hall of Fame. Commission officials and several guests spoke at the luncheon. They included Linda Breathitt, daughter of the late Governor Breathitt, and Judge Sarah Combs, widow of the late Governor Combs.

The luncheon event then moved to the inductions ceremony of the 2010 Kentucky Civil Rights Hall of Fame. KET, Kentucky Educational Television, show hosts Renee Shaw and Bill Goodman officiated. The people of Kentucky this year nominated 52 men and women for the Hall of Fame. Nominees are people from present and past eras who have made exemplary contributions to human and civil rights for Kentucky. An independent volunteer panel of judges selected 31 individuals for induction. An audience of 600 celebrated the accomplishments of the new inductees as well as those of all the nominees.

Kentucky Civil Rights Hall of Fame

2010 Inductees



Wesley Earl Acton
Utica, Ky., (1937-): Educator, Owensboro NAACP leader, cofounder and organizer of the Owensboro Human Relations Commission.



Paul Bather
Louisville, Ky. (1947-2009): State representative, Louisville Board of Aldermen, Bank of Louisville president who helped minorities and the poor through legislation & financing.



Dr. James Bond
Louisville, Ky., (1863-1929): Born a slave in Woodford County, Ky., rose to become one of KY's great educators and promoters of equality in the late 19th and early 20th centuries.



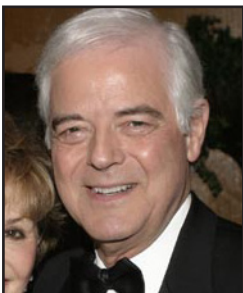
Curlee Brown Sr.
Paducah, Ky., (1909-1976): Longtime president of the NAACP Paducah Branch and served as a vice president of the Kentucky NAACP for many years.



Sister Janet Bucher
Covington, Ky.: Administrator of Church of Our Savior, members are mainly African American. Known as driving force to keep the historic church open to needs of congregation.



Judith G. Clabes
Paris, Ky. (1945-) – First and only woman editor of Kentucky Post (1983-1995). Fought for social change by hiring minorities, demanding better treatment of women in the workplace.



Nick Clooney
Augusta, Ky. (1934-): Broadcaster and journalist who championed the cause of diversity in the newsroom. Spokesperson to encourage end to the war and famine in Africa.



Joe Cowen
Monticello, Ky. (1960-): Disability coordinator at Somerset Community College. Helps students with disabilities gain access & teaches English to help migrant students.



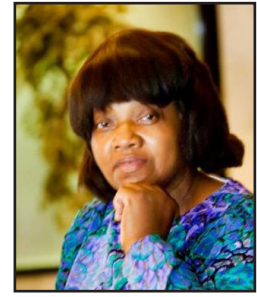
Robert Cunningham
Louisville, Ky. (1934-): Has spent life fighting for justice in the workplace, housing, public accommodations and access to finances. Coordinator of the Kentucky Alliance Youth Program.



Terry Cunningham
Maysville, Ky., (1955-): Helped re-charter Maysville-Mason County NAACP & served as president. Urged Maysville City Commission to revive Maysville Human Rights Commission.



Judge Robert Delahanty
Louisville, Ky. (1923-1993). Elected to Jefferson District Court in 1978 and was the first chief judge. Led effort to replace Bail Bond system that was oppressive to low-income people.



Nancy Demartra
Louisville, Ky. (1939-): Helped integrate Murray State University in the 1950s. Founded "Moms on a Mission," to help low-income mothers whose children had been placed in foster care.



Bennie Doggett
Covington, Ky., (1943-): Social worker at William Martin Northern Kentucky Community Ctr. Helped homeless find housing, unemployed find jobs and students graduate from high school.



Alice Dunnigan
Russellville, Ky. (1906-1983). 1st black reporter to cover presidential race. Influenced presidents from Harry Truman to Lyndon Johnson and encouraged them to end segregation.



Leona T. Hargraves
Covington, Ky., (1906-1976): Educator during segregation in schools. Inspired students to participate in civil rights marches and other activities and to pursue their dreams.



Nathaniel Harper
Louisville, Ky. (1846-1921): In 1871, 1st black lawyer in Ky; in 1878, 1st black notary in Ky; In 1885, 1st black judge in Louisville city courts. Fought for rights of blacks to serve on state juries.



Rev. Walter L. Johnson
Campbellsville, Ky., (1929-): Long-time member of Campbellsville Human Rights Commission and has been in the forefront of civil rights and integration movements many years.



Rev. A.D. Williams King
Atlanta, Ga., formerly Louisville (1930-1969): A leader & organizer in fight for open housing, jobs for poor, voting & civil rights. Brother of Rev. Martin Luther King Jr.



Rev. Leo Lesser
Louisville, Ky. (1928-1974): Led civil rights protests 60s & 70s. Pres. Ky Southern Christian Leadership Conference, exec dir. West End Community Council.



Gracie M. Lewis
Louisville, Ky., (1948-): Officer of Ky Alliance against Racist and Political Repression in Louisville. Has spent a lifetime civil and human rights.



Charles Neblett
Russellville, Ky. (1941-): Has traveled more over 40 states & 50,000 miles as member of Freedom Singers, legendary quartet performed at 1963 Civil Rights March on Washington.



Hattie Neblett, Owensboro, Ky. (1903-1993) & Reginald Neblett, Owensboro, Ky., (1900-1978): Founders of Neblett Community Center in Owensboro, which has helped thousands of youth further their education, find jobs and become productive citizens.



Porter G. Peebles
Lexington, Ky. (1945-): Longtime executive director Lexington Urban League, oversees programs for housing rehab/finance, community development, training in prisons, equal opportunity.



Harold (Pee Wee) Reese
Louisville, Ky. (1918-1999): Jackie Robinson broke Baseball Major League color line, 1947. Reese refused sign team petition against & quieted crowd jeers when put arm around teammate.



Sister Pat Reno
Shelbyville, Ky. (1938-): Executive director of Centro Latino of Shelbyville, where she provides food, clothing and counseling to low-income and new residents in Shelby County.



Norbert J. Ryan
Versailles, Ky. (1946-): Ky. Americans with Disabilities Act Coordinator since 2001. His office provides training and technical assistance to state government agencies.



Judge Ernesto Scorsone
Lexington, Ky. (1952-): Lawyer, state representative & senator known to promote & lead human & civil rights legislation, expand minority hiring & close achievement gap.



Lee B. Thomas Jr.
Louisville, Ky. (1926-): Owner large co. Refused business with segregated firms. Hired, promoted minorities. Helped found Interfaith Paths to Peace. 50 yrs. Lincoln Foundation Trustee.



Ann Wagner
Louisville, Ky.: Lifelong member of NAACP, has taught, counseled hundreds of boys and girls through the years as Youth Council Advisor of the Kentucky NAACP.



Marsha Weinstein
Prospect, Ky. (1951-): Has spent most her life fighting for health, safety, education & economic empowerment for women & girls. Was executive director of KY Women Commission.



At left, is the group of 2010 Kentucky Civil Rights Hall of Fame inductees or their family representatives. Each of them holds a special trophy with their names and induction information. Joining them in the photo, which was taken in front of the dais, is Commission Chair George W. Stinson at far left, and Executive Director John J. Johnson at far right.

Traveling the Road for Education and Outreach

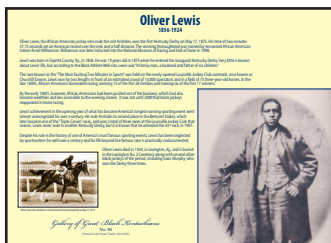
The Kentucky Commission on Human Rights offers a variety of educational programs to raise public awareness about civil rights and the obligation to comply with civil rights laws. With the exception of Anniversary Initiative programs, which are reported for the calendar year of 2010, the commission conducted its regular educational and outreach programs during the fiscal reporting period of July 1, 2009, to June 30, 2010.

- 47 trainings regarding: conciliation agreement mandatory civil rights compliance, race and national origin discrimination, sexual harassment, cultural diversity, community and police relations, local commission new and refresher courses
- 14 Listening Tours (50th Anniversary Initiative)
- Presentation of 66 Unbridled Spirit of Justice Awards (50th Anniversary Initiative)
- 3 Citizens Advocacy Hearing discussion panels
 - * Religion and Economic Justice, Practicing Faith through Stimulus Dollars, and Livable Wages in the Commonwealth (held in Louisville August 2009);
 - * Equality and Human Rights in the Kentucky Mining Industry - the Energy that Keeps Kentucky Moving (held in Barbourville September 2009);
 - * Overcoming Discriminatory Barriers to Employment, Public Accommodations and Housing with Mental Illness (held in Louisville October 2009)
- Induction of 31 new members to the Kentucky Civil Rights Hall of Fame (50th Anniversary Initiative)
- Largest Civil and Human Rights public Conference in Kentucky History (50th Anniversary Initiative)
- 8 Fair Housing workshops
- Presented 66 civil and human rights activists with Soldier for Justice Awards at ceremonies and events throughout the year and recognized them at the Anniversary Conference
- 1 Immigrant Outreach Summit
- 1 Latino and African American Relations Summit
- 2 research reports, *The Status of African Americans in Kentucky* and *An Overview of Women in Kentucky*
- 12 Exhibits at public awareness events
- 75 press releases, editorials and letters to the editor (Including for the 50th Anniversary Initiative programs)
- Developed a large E-mail News Distribution List to share commission news and announcements to defray costs of printed newsletters. Utilized approximately 50 occasions to communicate legal and education and outreach activities
- Conducted public awareness advertising campaigns in 10 regional and immigrant newspapers and 2 immigrant radio stations
- Distributed over 40,000 civil rights awareness literature pieces to the public
- Developed Facebook and Twitter pages as news sources for civil and human rights related issues
- Garnered approximately 150 news stories — In print, broadcast and radio coverage and interviews — raising awareness of the Kentucky Commission on Human Rights (Including for the 50th Anniversary Initiative programs)

Gallery of Great Black Kentuckians

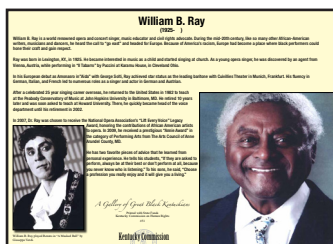
50th and 51st posters unveiled at conference to recognize Golden Anniversary

The Kentucky Human Rights Commission on Thursday, October 14, at the anniversary conference unveiled its 50th and 51st posters in the educational Gallery of Great Black Kentuckians program.



The 50th poster highlights the winning jockey of the very first Kentucky Derby, held on May 17, 1875. Oliver Lewis of Fayette County, Ky., was 19 years-old when he rode Aristides to the finish with a time of two minutes and 37.75 seconds.

Conference participants were honored to have William B. Ray in attendance for the unveiling of the commission's poster of him.

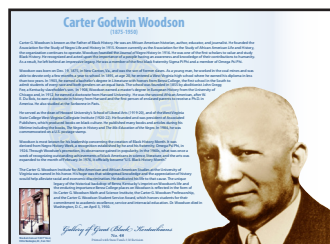


It is the 51st in the series. Originally from Lexington, Ky., Dr. Ray is a celebrated and racial barrier-breaking opera performer. After a 25-year singing career overseas, he returned home to the states to

perform as a concert vocalist and to teach. From 1982 to 1992, he taught at the Peabody Conservatory of Music at Johns Hopkins University in Baltimore, Md. He later moved to Howard University as head of the Voice Department and remained there until his retirement in 2002.

The Kentucky Commission on Human Rights introduced the Gallery poster series in 1971 to recognize the achievements of African Americans neglected in traditional histories of the state and to introduce Kentucky black history into classrooms. The series helps the commission in its task to raise awareness of civil rights in the Commonwealth. Educators, libraries and many organizations use the colorful, biographical-style pieces. The commission provides the posters at no cost to the public.

Man who conceived Black History Month is graduate of Berea

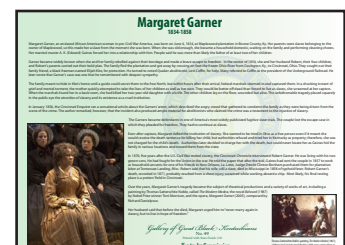


The commission unveiled its 48th poster of Carter Woodson in February 2010 at Berea College. He was an African American historian, author, and journalist. He was one of the first

scholars to study Black History. Dr. Woodson, a Berea College graduate, is known as the Father of Black History because he helped initiate U.S. Black History Week, which is now U.S. Black History Month. He was founder and editor of the *Journal of Negro History*, first published in 1916.

Her tragedy indicted slavery as atrocity

The 49th poster is unusual to the Gallery series that typically highlights African American role models and their accomplishments. Her attempt in 1856 to escape with her children the slavery they endured in Covington, Ky., was indeed heroic, but it was Margaret Garner's subsequent tragic act that emphasized to the nation the cruelty of slavery.



Her story became the basis for the book by Toni Morrison and the resulting movie and opera, "Beloved." Garner was recaptured in Cincinnati, Ohio, just hours after her escape. Later, a trial relating to her confronted slavery on a national level and increased the commitment of the abolition movement determined to end the practice of owning people as property in America.

The commission unveiled the poster during a free program in March 2010 at the National Underground Railroad Freedom Center in Cincinnati.

Traveling the Road

Listening Tour reached out to communities

As part of its program of activities to help the commission commemorate its 50th anniversary in 2010, the agency conducted listening tour sessions in 14 Kentucky counties to foster community involvement and education. This gave diverse groups of Kentuckians the opportunity to voice their concerns and opinions about civil and human rights in Kentucky and in their own communities. Beginning in January, the tours took place throughout the calendar year of 2010.

People attending the sessions spoke with Kentucky Commission on Human Rights employment, public accommodation and housing representatives. Participants talked about fostering mutual understanding and tolerance. As examples, they discussed dealing with discrimination, racism and disability equal access challenges. They were given the opportunity to file discrimination complaints with commission officials and to learn how the commission enforces the laws against discrimination.

The listening tour took place in the counties of: McCracken, Graves, Trigg, Christian, Hopkins, Warren, Taylor, Pulaski, Woodford, Fayette, Madison, Bourbon, Knox, Bell, and Boyd.



Education and Outreach Supervisor Mary Ann Taylor and Managing Attorney Morgan Ransdell conducted a Listening Tour in Lexington in May 2010.

Education for Kentucky's People of other National Origins

The commission held its fifth annual Kentucky Hispanic and Immigrant Networking Summit in October 2009 at the UK Cooperative Extension in Shelbyville, Ky.

The Networking Summit kicked off a statewide celebration of National Hispanic Heritage Month (September 15 - October 15). This unique event is designed to foster mutual understanding and increased communication and collaboration between the federal, state and local governments and Kentucky's immigrant communities. Executive Director John J. Johnson was one of the speakers at the event. "News reports reveal that national, state and local immigration policies are causing a disturbing pattern of abuses that threaten the livelihood and safety of entire families in their communities," he told the 120 attendees at the summit.

The commission in 2010 also held a Latino and African American Summit to foster mutual understanding and tolerance between Kentucky's two largest minority groups.



At the networking summit, civil and human rights presenters provided discussion opportunities between government officials and Hispanic Kentuckians, the second largest minority population in the state.



Civil rights workshop held in Mayfield, Ky., in May 2010

Fair Housing Programs

Using its U.S. HUD Fair Housing Initiative Grant funds, the commission published ads in *The Louisville Defender*, *Paducah Sun*, *Daily News* in Bowling Green, *Daily Independent* in Ashland, *Pathfinder Independent Living* in Harlan, *Home NAY Vietnamese Magazine*, *La Voss de Kentucky* Spanish newspaper in Lexington, *Al Diaz America Newspaper* in Louisville, *Key News Journal* in Lexington, and *Latino Magazine* in Covington. It aired campaigns on La Caliente Radio in Louisville and Radio Vida in Paris, Ky. The commission also printed 40,234 copies civil rights and fair housing materials in English, Spanish, French, Somali, Vietnamese, Russian, and Karen.

The agency held fair housing workshops for natural and immigrant Kentuckians. The commission celebrated April, the U.S. and Kentucky Fair Housing Month with Governor Steve Beshear who signed a Fair Housing Month proclamation at the capitol. The state commission participated with local commissions that held fair housing awareness events in April.



Fairness

The Kentucky Commission on Human Rights supported the efforts of state citizens and organizations who are working along with the commission to expand the Kentucky Civil Rights Act to protect people from discrimination regardless of their sexual orientation. As a member of the Fairness Coalition, the commission was represented by the chair and executive director. They spoke about the need for a sexual orientation protected class at public awareness events. Newspapers in Kentucky published the two officials' editorials in support of Fairness.



Traveling the Road

The previous photo is of the Fairness support rally at the capitol in 2010. The photo below is of Commission Chair George Stinson. He spoke at the rally. "We need to expand the Kentucky Civil Rights Act to protect vulnerable populations," he said.



Research

The commission is mandated by the Kentucky Civil Rights Act to conduct research and provide reports for distribution to the public to address civil and human rights issues. In the fiscal reporting year of 2010, the commission produced updates to two reports, *The Status of Kentucky African Americans*, and, *Overview of Women in Kentucky*. The reports can be found online at www.kchr.ky.gov. Many organizations use this information. This year, the commission tracked usage by the prestigious Brennan Center for Justice at New York University Law School, the *Courier Journal*, and the Lexington radio show *Key Conversations*, as examples. The report on African Americans was released in February 2010 to recognize U.S. Black History Month. The report on women was released in March to recognize U.S. Women's Month.



Shelbyville Community Police Relations Forum in Shelbyville in April 2010

Local Human Rights Commissions

- Ashland Human Rights Commission
- Bardstown - Nelson County Human Rights Commission
- Bowling Green Human Rights Commission
- Covington Human Rights Commission
- Danville-Boyle County Human Rights Commission
- Franklin-Simpson County Human Rights Commission
- Hazard Human Rights Board
- Henderson County Human Rights Commission
- Hopkinsville Human Relations Commission
- Lebanon Human Rights Commission
- Lexington-Fayette Urban County Human Rights Commission
- Louisville-Jefferson County Metro Human Relations Commission
- Mayfield Human Rights Commission
- Maysville Human Rights Commission
- Mercer County Human Rights Commission
- Midway-Versailles-Woodford County Human Rights Commission
- Murray Human Rights Commission
- Owensboro Human Relations Commission
- Paducah Human Rights Commission
- Paris Human Rights Commission
- Richmond Human Rights Commission
- Russellville-Logan County Human Rights Commission
- Shelby County Human Rights Commission

There are 23 local human rights commissions in Kentucky. One of the functions of the Kentucky Commission on Human Rights as mandated by its governing law, KRS Chapter 344 (the Kentucky Civil Rights Act), is to urge local governments to form local human rights commissions and assist them in doing so.

All members of the Kentucky Human Rights Commission Board and the Commission staff are committed to helping local commissions and related agencies thrive.

New Mercer Commission

In June 2010, the Kentucky Commission on Human Rights proudly welcomed a new local commission partner, the Mercer County Commission on Human Rights, serving Harrodsburg, Burgin, and Mercer County. The Kentucky commission met with local officials in the area and assisted them in forming the Mercer commission. Later, the state commission trained their new commission board. The Mercer County Commission provides civil rights education and outreach to the community. It explains the state commission's service in hearing and ruling on discrimination complaints and forwards local complaints to the state commission.

The Kentucky commission also in 2010 provided technical training to the Midway-Versailles-Woodford County Human Rights Commission and the Danville-Boyle county Human Rights Commission.

How Local Commissions work

Local Human Rights Commissions help the state network on a grass roots level. They foster environments for mutual respect and tolerance in their own communities and provide education and outreach to constituents.

Some, such as Lexington and Louisville, have their own staff and conduct their own discrimination investigations. Others, such as Ashland and Danville, refer discrimination cases to the Kentucky Human Rights Commission because they don't have full-time staff and are mostly volunteer agencies.

Local human rights commissions are allowed to adopt ordinances to enforce all of the civil rights laws that the Kentucky Human Rights Commission oversees. In fact, local commissions can go further than the Kentucky commission and add additional protected classes, such as sexual orientation, that state law doesn't cover. Three local commissions – Covington, Lexington and Louisville – have ordinances that protect people from discrimination based on sexual orientation.

Local Human Rights Commissions may use their authority to promote equality, diversity and sensitivity toward others in their communities in a variety of ways.

For example, the Ashland Human Rights Commission sponsors forums to allow city commission candidates to meet the public

and answer questions on how they would govern and help residents. The Bowling Green Human Rights Commission has sponsored police/youth forums to allow officers and teens to meet and air grievances in order to build lasting relationships. The Richmond Human Rights Commission each year honors the United Nations Universal Declaration of Human Rights by sponsoring a program that features people of different national and ethnic backgrounds performing songs, poetry, dances from their native lands. And the Covington Human Rights Commission has sponsored housing forums that have led its city commission to pass a resolution asking developers and landlords to include units for low-income and disabled residents.

Local human rights commissions may also sponsor educational programs with the Kentucky Commission on Human Rights on a variety of issues.

For example, in 2010, the Danville-Boyle County Human Rights Commission worked with the state commission on a day-long program that featured information on women's health; police-community relations; immigration; housing and foreclosures and the need for voter registration. The local commission helped the state commission host an Advocacy Hearing to help restore Camp Nelson in Jessamine County to its historic state, when it served as the second largest training post for African American soldiers in the nation and was a settlement for nearby black families.

Human Rights Partners (Partial List)

AMERICAN ASSOCIATION OF RETIRED PERSONS OF KENTUCKY
ADHAWKS ADVERTISING & PUBLIC RELATIONS, INC., LOUISVILLE, KY
AMERICAN CIVIL LIBERTIES UNION OF KENTUCKY
AL DIA EN AMERICA SPANISH NEWSPAPER, LOUISVILLE
AMERICAN BAPTIST NEWSPAPER OF KY, LOUISVILLE, KY
ANNE BRADEN INSTITUTE FOR SOCIAL JUSTICE RESEARCH, UNIVERSITY OF LOUISVILLE
BLUEGRASS COMMUNITY & TECHNICAL COLLEGE, LEXINGTON, KY
BOAT PEOPLE SOS., VIETNAMESE ORGANIZATION
BUSINESS AND PROFESSIONAL WOMEN RIVER CITY, LOUISVILLE, KY
KENTUCKY CABINET FOR HEALTH AND FAMILY SERVICES
KENTUCKY CABINET FOR ECONOMIC DEVELOPMENT
CAMPBELLSVILLE UNIVERSITY, CAMPBELLSVILLE, KY
KENTUCKY DEPARTMENT OF PERSONNEL
CATHOLIC CHARITIES OF LOUISVILLE
CATHOLIC DIOCESE OF KENTUCKY
CATHOLIC DIOCESE OF LEXINGTON
CENTER FOR ACCESSIBLE LIVING, LOUISVILLE
CENTER FOR WOMEN AND FAMILIES, LOUISVILLE
CENTRO LATINO, OWENSBORO, KY
CENTRO LATINO, SHELBYVILLE, KY
CHILDREN'S LAW CENTER, COVINGTON, KY
CHURCH WOMEN UNITED OF THE LOUISVILLE AREA
CLEAR CHANNEL IN LOUISVILLE
THE COALITION FOR THE HOMELESS, LOUISVILLE, KY
COVINGTON POLICE DEPARTMENT, COVINGTON, KY
KENTUCKY DEPARTMENT OF JUVENILE JUSTICE COURT APPOINTED SPECIAL ADVOCATES (CASA)
OFFICE OF THE GOVERNOR, DEPARTMENT FOR LOCAL GOVERNMENT, FRANKFORT, KY
KENTUCKY PROTECTION AND ADVOCACY
EASTERN COMMUNITY MINISTRIES, LOUISVILLE, KY
EDUCATION EQUITY TASK FORCE
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

FAIR HOUSING COALITION, JEFFERSON COUNTY
FAIRNESS CAMPAIGN OF LOUISVILLE
FEDERAL BUREAU OF INVESTIGATION, LOUISVILLE, KY
FIFTH THIRD BANK IN LEXINGTON
FRANKLIN COUNTY LATINO COALITION, FRANKFORT, KY
GIRL SCOUTS OF KENTUCKIANA, LOUISVILLE, KY
GOVERNOR'S CHILD LABOR COMMITTEE, FRANKFORT, KY
GOVERNOR'S OFFICE OF MINORITY EMPOWERMENT, FRANKFORT, KY
GREATER CAMPBELLSVILLE UNITED, CAMPBELLSVILLE, KY
HISPANIC MINISTRY OF LEXINGTON
CATHOLIC DIOCESE INSTITUTE , LEXINGTON
HOUSING PARTNERSHIP INCORPORATED, LOUISVILLE, KY
JEFFERSON COUNTY COMMUNITY ACTION COMMITTEE
LOUISVILLE-JEFFERSON COUNTY METRO POLICE DEPARTMENT
JEFFERSON COUNTY PUBLIC SCHOOLS EVERY 1 READS
JEFFERSON COUNTY PUBLIC SCHOOLS/ MAKING THE CONNECTION
JEWISH COMMUNITY FEDERATION OF LOUISVILLE
JEWISH FAMILY AND VOCATIONAL SERVICES
KENTUCKY JOBS WITH JUSTICE, LOUISVILLE, KY
JUSTICE RESOURCE CENTER OF LOUISVILLE
JUSTICE RESOURCE CENTER OF MAYFIELD
KENTUCKY ABRAHAM LINCOLN BICENTENNIAL COMMISSION
KENTUCKY ALLIANCE AGAINST RACISM AND POLITICAL REPRESSION
KENTUCKY BLACK CAUCUS OF LOCAL ELECTED OFFICIALS
KENTUCKY COALITION FOR IMMIGRANT & REFUGEE RIGHTS IN LEXINGTON
KENTUCKY COMMISSION ON HUMAN RIGHTS EDUCATION FOUNDATION
KENTUCKY COMMISSION ON WOMEN
KY COUNCIL ON POST-SECONDARY EDUCATION COMMITTEE ON EQUAL OPPORTUNITY
KENTUCKY DEPARTMENT OF EDUCATION IN FRANKFORT
KENTUCKY DISABILITIES COALITION
KENTUCKY EQUALITY FEDERATION
KENTUCKY FAIRNESS ALLIANCE

KENTUCKY HATE CRIMES TASK FORCE
KENTUCKY HISTORICAL SOCIETY
KENTUCKY HOUSING CORPORATION, FRANKFORT, KY
KENTUCKY LABOR CABINET, FRANKFORT, KY
KENTUCKY LEGAL AID, OWENSBORO, KY
KENTUCKY JUSTICE AND PUBLIC SAFETY CABINET
KENTUCKY OFFICE OF THE U.S. ATTORNEY
KENTUCKY STATE POLICE
KENTUCKY MIGRANT NETWORK COALITION, LEXINGTON, KY
OFFICE OF THE ATTORNEY GENERAL, COMMONWEALTH OF KENTUCKY
KENTUCKY REAL ESTATE COMMISSION, LOUISVILLE, KY
KENTUCKY REFUGEE MINISTRIES, LOUISVILLE, KY
KENTUCKY RIVER FOOTHILLS, RICHMOND, KY
KENTUCKY YOUTH ADVOCATES, JEFFERSONTOWN, KY
INTERNATIONAL ASSOCIATION OF HUMAN RIGHTS AGENCIES (IAOHRA)
KENTUCKY STATE UNIVERSITY, FRANKFORT, KY
U.S. DEPARTMENT FOR HOUSING AND URBAN DEVELOPMENT (HUD)
LA AMERICANA COMMUNITY CENTER, LOUISVILLE KY
LA AMISTAD, COVINGTON, KY
LA CALIENTE RADIO, SPANISH RADIO, LOUISVILLE, KY
LA VOZ DE KENTUCKY SPANISH NEWSPAPER, LEXINGTON, KY
LABOR UNION UFCW 227
LATINOS MAGAZINE, CINCINNATI, OH
LEGAL AID OF THE BLUEGRASS, LEXINGTON, KY
LEGAL AID SOCIETY OF LOUISVILLE
CARDINAL VALLEY CENTER, LEXINGTON, KY
LEXINGTON FAIR HOUSING COUNCIL, LEXINGTON, KY
LEXINGTON HISPANIC ASSOCIATION, LEXINGTON, KY
LEXINGTON FAYETTE COUNTY URBAN LEAGUE
LINCOLN FOUNDATION INC, LOUISVILLE, KY
LOUISVILLE DEFENDER NEWSPAPER
LOUISVILLE HISPANIC LATINO BUSINESS COUNCIL
LOUISVILLE HISPANIC/LATINO COALITION
LOUISVILLE TENANTS ASSOCIATION

LOUISVILLE URBAN LEAGUE
 MANTEL ROCK NATIVE AMERICAN
 CULTURAL CENTER, MARION, KY
 GOVERNOR'S OFFICE OF MINORITY
 EMPOWERMENT, MARTIN LUTHER KING
 JR. COMMISSION, FRANKFORT, KY
 MAXWELL STREET LEGAL CLINIC,
 LEXINGTON, KY
 METRO DISABILITY COALITION,
 LOUISVILLE, KY
 METROPOLITAN HOUSING COALITION,
 LOUISVILLE, KY
 CONSULATE OF MEXICO, INDIANAPOLIS,
 INDIANA
 MUJERES UNIDAS (HISPANIC WOMEN'S
 ORGANIZATION), RICHMOND, KY
 NATIONAL COALITION BUILDING
 INSTITUTE LOUISVILLE
 NATIONAL CONFERENCE FOR
 COMMUNITY AND JUSTICE, LEXINGTON,
 KY
 NATIONAL COUNCIL OF JEWISH WOMEN
 LOUISVILLE
 NATIONAL COUNCIL OF NEGRO WOMEN
 LEXINGTON - CENTRAL KENTUCKY
 SECTION
 NATIONAL COUNCIL OF NEGRO WOMEN
 LOUISVILLE SECTION
 NATIONAL FAIR HOUSING ALLIANCE
 NORTHERN KENTUCKY AFRICAN
 AMERICAN HERITAGE TASK FORCE
 NORTHERN KENTUCKY UNIVERSITY
 OFFICE OF LATINO STUDENT AFFAIRS
 PEOPLES RIGHTS IN DEMANDING
 EQUALITY (P.R.I.D.E) INC., LOUISVILLE, KY
 PEACE EDUCATION PROGRAM,
 LOUISVILLE, KY
 PEACE PRESBYTERIAN, MEN OF PEACE
 PROJECT, LOUISVILLE, KY
 PLANNED PARENTHOOD OF KENTUCKY,
 INC
 RACIAL FAIRNESS COMMITTEE
 JEFFERSON COUNTY ADMINISTRATIVE
 OFFICE OF THE COURTS, LOUISVILLE, KY
 RADIO VIDA SPANISH RADIO, PARIS, KY
 RUSSELL IMMIGRATION LAW FIRM, LLC,
 LOUISVILLE, KY
 SAINT SUSANNA CATHOLIC CHURCH,
 ELKTON, KY
 ST. RITA/HISPANIC CENTER, LOUISVILLE,
 KY
 U.S. COMMISSION ON CIVIL RIGHTS/
 KENTUCKY ADVISORY COMMITTEE
 UNIVERSITY OF KENTUCKY COOPERATIVE
 EXTENSION OFFICE, SHELBYVILLE, KY
 UNIVERSITY OF LOUISVILLE CARTER G.
 WOODSON KENTUCKY REMEMBERS!
 PROJECT
 UNIVERSITY OF LOUISVILLE OFFICE FOR
 LESBIAN GAY BISEXUAL TRANSGENDER
 (LGBT) SERVICES
 WFPL NATIONAL PUBLIC RADIO

LOUISVILLE
 WORLD AFFAIRS COUNCIL OF KENTUCKY
 & SOUTHERN INDIANA
 KENTUCKY COMMISSION ON HUMAN
 RIGHTS LOCAL COMMISSIONS:
 ASHLAND HUMAN RIGHTS COMMISSION
 BARDSTOWN HUMAN RIGHTS
 COMMISSION
 BOWLING GREEN HUMAN RIGHTS
 COMMISSION
 COVINGTON HUMAN RIGHTS
 COMMISSION
 DANVILLE-BOYLE COUNTY HUMAN
 RIGHTS COMMISSION
 FRANKLIN-SIMPSON COUNTY HUMAN
 RIGHTS COMMISSION
 HAZARD HUMAN RIGHTS BOARD
 HENDERSON-HENDERSON COUNTY
 HUMAN RIGHTS COMMISSION
 HOPKINSVILLE HUMAN RELATIONS
 COMMISSION
 LEBANON HUMAN RIGHTS COMMISSION
 LEXINGTON-FAYETTE URBAN COUNTY
 HUMAN RIGHTS COMMISSION
 LOUISVILLE/JEFFERSON COUNTY METRO
 HUMAN RELATIONS COMMISSION
 MAYFIELD HUMAN RIGHTS COMMISSION
 MAYSVILLE HUMAN RIGHTS
 COMMISSION
 MERCER COUNTY HUMAN RIGHTS
 COMMISSION
 MIDWAY, VERSAILLES & WOODFORD
 COUNTY HUMAN RIGHTS COMMISSION
 MURRAY HUMAN RIGHTS COMMISSION
 OWENSBORO HUMAN RELATIONS
 COMMISSION
 PADUCAH HUMAN RIGHTS COMMISSION
 PARIS HUMAN RIGHTS COMMISSION
 RICHMOND HUMAN RIGHTS
 COMMISSION
 RUSSELLVILLE-LOGAN COUNTY HUMAN
 RIGHTS COMMISSION
 SHELBY COUNTY HUMAN RIGHTS
 COMMISSION
 NATIONAL ASSOCIATION FOR THE
 ADVANCEMENT OF COLORED PEOPLE
 KENTUCKY STATE CONFERENCE:
 ADAIR COUNTY - UNIT #3079
 BARBOURVILLE COUNTY - UNIT #3080
 BOWLING GREEN/ WARREN COUNTY -
 UNIT #3081
 BOYD-GREENUP COUNTY BRANCH
 COVINGTON-HOLMES HIGH SCHOOL
 CHAPTER - UNIT #3866
 CYNTHIANA/HARRISON COUNTY - UNIT
 #3299
 DANVILLE YOUTH COUNCIL - UNIT #3794
 EDDYVILLE PRISON - UNIT #3084
 FRANKFORT (FRANKLIN COUNTY) - UNIT
 #3085
 FULTON COUNTY - UNIT #3086
 GEORGETOWN-SCOTT COUNTY

HARDIN COUNTY - UNIT #3087
 HARLIN COUNTY - UNIT #3088
 HARDIN COUNTY YOUTH COUNCIL - UNIT
 #3741
 HAZARD PERRY COUNTY - UNIT #3089
 HENDERSON COUNTY - UNIT #3090
 HOLMES HIGH SCHOOL CHAPTER - UNIT
 #3866
 HOPKINSVILLE - UNIT #3092
 IRVINGTON - UNIT #3093
 KENTUCKY STATE UNIVERSITY - UNIT
 #3750
 LANCASTER COUNTY - UNIT #3094
 LOUISVILLE - UNIT #3098
 LA GRANGE REFORMATORY - UNIT #3096
 LEBANON - UNIT #3095
 LEXINGTON (FAYETTE COUNTY) - UNIT
 #3097
 MADISON COUNTY (RICHMOND) - UNIT
 #3099
 MADISONVILLE - UNIT #3858
 MADISONVILLE (HOPKINS COUNTY) -
 UNIT #3100
 MAYFIELD (GRAVES COUNTY) - UNIT
 #3101
 MAYSVILLE/MASON COUNTY - UNIT
 #3261
 MERCER COUNTY - UNIT #3102
 MIDDLESBORO (BELL COUNTY) - UNIT
 #3103
 MUHLENBERG COUNTY - UNIT #3117
 MURRAY/CALLOWAY COUNTY - UNIT
 #3104
 NELSON COUNTY - UNIT #3106
 NORTHERN KENTUCKY - UNIT #3105
 NORTHERN KENTUCKY UNIVERSITY -
 UNIT #3853
 OWENSBORO - UNIT #3107
 PADUCAH - UNIT #3108
 PADUCAH YOUTH COUNCIL - UNIT #3746
 PARIS-BOURBON - UNIT #3125
 PROVIDENCE COUNTY - UNIT #3272
 RICHMOND-MADISON COUNTY
 RUSSELLVILLE (LOGAN COUNTY) - UNIT
 #3109
 SCOTT COUNTY - UNIT #3121
 SHELBY COUNTY - UNIT #3110
 SIMPSON COUNTY (FRANKLIN) BRANCH
 - UNIT #3111
 UNIVERSITY OF KENTUCKY - UNIT #3748
 UNIVERSITY OF LOUISVILLE - UNIT #3749
 UNION COUNTY BRANCH - UNIT #3112
 WESTERN KENTUCKY UNIVERSITY - UNIT
 #3754
 WINCHESTER (CLARK COUNTY) - UNIT
 #3113
 WOODFORD COUNTY - UNIT #3114

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Sherita Davis, Enforcement Manager

LiAndrea Goatley, Housing Enforcement Investigator

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Kim Lendh, Intake Officer

Aneeka Ferrell, Employment and Public Accommodations Enforcement Investigator

Peter Lendh, Employment and Public Accommodations Enforcement Investigator

Leslie Marlin, Employment and Public Accommodations Enforcement Investigator

Wanda Melvin, Employment and Public Accommodations Enforcement Investigator

Chad Stratton, Employment and Public Accommodations Enforcement Investigator

Addie Williams, Employment and Public Accommodations Enforcement Investigator

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