

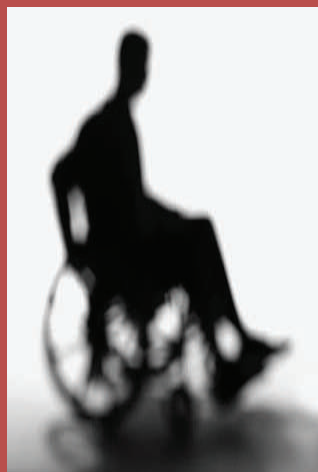
A Commonwealth United Against Discrimination
A Commonwealth United for Equality

Kentucky Commission on Human Rights

Annual

Report

2008



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Kentucky Commission on Human Rights

Kentucky Commission on Human Rights

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KENTUCKY COMMISSION ON HUMAN RIGHTS

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Governor

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John J. Johnson
Executive Director

George W. Stinson—Chair
Louisville

Robert Asseo
Florence

Duane Bonifer
Greensburg

Virginia L. Burton
Lexington

Samuel R. Coleman, Jr.
Middlesboro

Henry J. Curtis
Frankfort

V. Ann Newman
Ashland

Alma Randolph Patton
Owensboro

Robert S. Peters
Lexington

George McDade Staples
Pineville

Timothy W. Thomas
Madisonville

Monday, November 10, 2008

Dear Governor Beshear, Legislators and fellow Kentuckians:

On behalf of the commissioners of the Kentucky Commission on Human Rights, I am pleased to submit the 2008 Annual Report. It details the main accomplishments, activities and endeavors of the commission and its staff.

The commission added a new mediation unit in March 2008 from existing staff and immediately experienced excellent settlement results. The commission filed in the Office of the Kentucky Secretary of State articles of incorporation for the formation of a new Kentucky Commission on Human Rights Education Foundation Inc., a not-for-profit corporation, to support the commission's education and outreach functions. The agency worked hard to increase its visibility as directed by a bipartisan Blue Ribbon Commission in 2007. It began a monthly series of human rights advocacy hearings in March 2008, which offered the public opportunities to discuss several issues including the Status of Equal Opportunity for Women in Kentucky's Industries, Open Housing in Kentucky/Reality or Myth, Equal-Quality Education in Kentucky, a Dream Deferred, and Does Kentucky Treat its First, Last/A look at Kentucky's Native American Community. The commission expanded and improved its website in 2008, which rewarded the commission with an increase in website visits from 300 to approximately 10,000 per month as a consequence of the publication of civil rights news and information.

This year, the commission received the second highest number of new complaints in its history. Despite this being a year of budget restrictions and the resulting significant staff shortage, it is with great pride that I report our agency handled not only the continued increase in complaints with marked success, but also achieved important improvements and enhancements in its services to the people of the Commonwealth of Kentucky.

Respectfully submitted,

G. Stinson

George W. Stinson, Chair

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Message from the Executive Director

John J. Johnson



I am pleased to present to you the Kentucky Commission on Human Rights Annual Report for the period covering July 1, 2007 to June 30, 2008.

Along with fellow state agencies, the commission has worked with extreme staff shortages and other restrictions resulting from the budget crisis. In the face of some tremendous challenges, the Kentucky Human Rights Commission made outstanding accomplishments and in a year in which the agency handled the second highest number of new cases in its 48-year history.

We instituted a new mediation unit and placed in it one of our three staff attorneys. This allowed for the swift resolution of 19 cases and over \$130,000 in settlements. This new method will result in a savings of labor, time and personnel costs compared to those incurred with the standard investigative method. Mediation typically curtails the stress often experienced by the parties during the investigative phase. The unit advanced our capability as contractor to the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, which utilize mediation and impose stipulations concerning the separation of a mediation unit from the rest of an agency investigative team.

The commission held an interesting monthly series of citizen advocacy hearings. These discussion panels engaged the public and allowed experts to address the concerns of civil rights protected classes. The discussions also gave the commission the opportunity to collaborate with valuable partners such as the Louisville National Public Radio affiliate, WFPL, which helped us reach a wide audience with some of our discussions. We further stretched our communications efforts by producing a number of editorials and articles, and we garnered media coverage on important cases on 100 occasions.

My first year at the commission has been stimulating and satisfying, and most importantly, I believe the efforts of our agency make a valuable contribution to the Kentucky community. I commend our Kentucky human rights commissioners for their professionalism and commitment, using much of their time and energy to further civil rights, and I am very proud of our excellent staff and their dedication and achievements. I thank our Kentucky local human rights commissions and other valuable civil and human rights partners for working alongside us to promote and ensure equality for all people.

I look forward to a new year of meaningful collaboration with our leaders and citizens in order to keep the promise of Kentucky as a state people are proud to call home.

The Board of Commissioners

Chair George W. Stinson

4th Supreme Court District, Louisville

Robert Asseo

6th Supreme Court District, Covington

Duane Bonifer

3rd Supreme Court District, Greensburg

Virginia Burton

State-at-Large, Lexington

Samuel R. Coleman

State-at-Large, Middlesboro

Henry Curtis

5th Supreme Court District, Frankfort

V. Ann Newman

7th Supreme Court District, Ashland

Robert Peters

State-at-Large, Lexington

Alma Randolph

2nd Supreme Court District, Owensboro

George McDade Staples

State-at-Large, Pineville

Timothy W. Thomas

1st Supreme Court District, Madisonville

The Kentucky Governor appoints the Board of Commissioners. The members represent the state-wide population by Supreme Court districts. The quasi-judicial entity hears and rules on all discrimination complaints with the authority of a court of law. This year the commission held meetings outside its Louisville headquarters in the Heyburn Building to support visibility to constituents. The board met at the Louisville Urban League on three occasions and once at Appalshop Inc. in Whitesburg, Kentucky.



STEVEN BESHEAR
GOVERNOR

COMMONWEALTH OF KENTUCKY
KENTUCKY COMMISSION ON HUMAN RIGHTS
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JOHN J. JOHNSON
EXECUTIVE DIRECTOR

PRESS RELEASE

October 2, 2008

Contact: Victoria Dempsey

Four new commissioners for the Kentucky Commission on Human Rights

Governor Steven Beshear today appointed four new commissioners to the Kentucky Commission on Human Rights. They replace members whose terms have expired. The commission consists of 11 members.

Samuel R. Coleman Jr. of Middlesboro, Ky. will represent the state at large and replaces Henry L. Blythe of Mayfield. Mr. Coleman is the director of the Small Business Development Center at the Southeast Kentucky Community and Technical College.

Virginia L. Burton of Lexington, Ky. will represent the state at large and replaces William H. Turner of Lexington. Ms. Burton is a free lance writer and a Fayette County Substitute Teacher.

George W. Stinson of Louisville, Ky. will represent the Fourth Supreme Court District and replaces Betty J. Dobson of Paducah. Mr. Stinson is a real estate developer of SLS Management LLC. in Louisville.

Timothy W. Thomas of Madisonville, Ky. will represent the First Supreme Court District and replaces Thurmond Coleman Sr. who retired from the commission in September after 16 years. Mr. Thomas is president of the Hopkins County United Way and chair of the Hopkins County Joint Planning Commission.

"We are delighted to welcome these new members to the commission," said John Johnson, Kentucky Human Rights executive director, "and we thank our outgoing commissioners for their outstanding service to the people of Kentucky."

The Kentucky Commission on Human Rights is the state government agency that enforces the Kentucky Civil Rights Act and policies of federal civil rights laws.

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STEVEN BESHEAR
GOVERNOR

COMMONWEALTH OF KENTUCKY
KENTUCKY COMMISSION ON HUMAN RIGHTS
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JOHN J. JOHNSON
EXECUTIVE DIRECTOR

PRESS RELEASE

October 15, 2008

Contact: Victoria Dempsey

Governor names Stinson Human Rights Commission Chair

Governor Steven Beshear today appointed George W. Stinson of Louisville chair of the Kentucky Commission on Human Rights. Gov. Beshear appointed Mr. Stinson as a commissioner in early October along with three other new members.

The new chair represents the Fourth Supreme Court District. He is a real estate developer of SLS Management LLC in Louisville.

"We look forward to serving under Chair Stinson's leadership," said John J. Johnson, commission executive director. "We know his passion and dedication for the equality of all people will bring much to the work of the Kentucky Commission on Human Rights," Mr. Johnson said.

Mr. Stinson follows Chair Henry Curtis of Louisville. Mr. Curtis will continue to serve as a commissioner on the board representing the Fifth Supreme Court District. The long-time commissioner served as chair for just over a year and was appointed by then Gov. Ernie Fletcher.

"Chair Curtis' term as chair has been both extremely productive and a delight," Mr. Johnson said. "We are glad that he will remain on the commission board," he said.

The Kentucky Human Rights Commission is the state government agency that enforces the Kentucky Civil Rights Act and policies of federal civil rights laws.

-30-



Kentucky Commission on Human Rights Resolution

To All Whom These Presents Shall Come:

WHEREAS, on October 2, 2008, Governor Steven L. Beshear signed Executive Order 2008-1034 appointing four new commissioners to the Kentucky Commission on Human Rights, and;

WHEREAS, these new appointees replace four outgoing commissioners who have served the Commonwealth with passion and dedication, and;

WHEREAS, the commissioners and staff of the Kentucky Commission on Human Rights wish to recognize the tireless service and commitment of each of these commissioners, who are Henry L. Blythe, William H. Turner, Betty J. Dobson, and Thurmond Coleman, Sr., and;

WHEREAS, each of the outgoing commissioners contributed in his or her unique way to the work of eradicating discrimination within the Commonwealth of Kentucky, and;

WHEREAS, the Commission's many accomplishments would not have been possible were it not for the contributions of the foregoing commissioners.

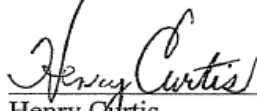
NOW, THEREFORE BE IT RESOLVED,

The Kentucky Commission on Human Rights commends Henry L. Blythe, William H. Turner, Betty J. Dobson, and Thurmond Coleman, Sr., for their tireless service and commitment to the eradication of invidious discrimination within the Commonwealth of Kentucky.

BE IT FURTHER RESOLVED,

That a copy of this Resolution be presented to the Governor Steven L. Beshear and also spread upon the Minute Book of this Commission; and dated in Louisville, Kentucky this 16th day of October, in the year of Our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commissioners:


Henry Curtis
Commission Chair

On Behalf of the Commission Staff:


John J. Johnson
Executive Director

Our Mandate by The Kentucky Civil Rights Act

“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.”

Our Vision

A Commonwealth united
against discrimination. A
Commonwealth united for
equality.

Our Mission

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

The Kentucky General Assembly created the Kentucky Commission on Human Rights in 1960. Initially, the state government agency was instructed to encourage fair treatment and foster mutual understanding and respect, and to discourage discrimination against any racial or ethnic group or its members.

However, in 1966, the commission role expanded with the passage of The Kentucky Civil Rights Act (Kentucky Revised Statute [KRS] 344). This law made discrimination illegal on a state level, and it made the Kentucky Commission on Human Rights the statutory authority to enforce the law for the Commonwealth. Kentucky became the first state south of the Mason Dixon Line to make discrimination illegal.

With the 11-member board of commissioners, the executive director and 29 staff members, the agency receives, initiates, investigates, conciliates and rules upon jurisdictional complaints alleging violations of the Kentucky Civil Rights Act. Certified with substantial equivalency to the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission, the Kentucky Commission on Human Rights also enforces the policies set forth in The U.S. Civil Rights Act, The U.S. Fair Housing Act, The U.S. Americans with Disabilities Act and other federal civil rights laws.

The Kentucky Human Rights Commission is mandated by KRS 344 to educate members of the public about their rights under the law to live free from discrimination in Kentucky. The agency conducts a comprehensive program of education, training, outreach, partnerships, and public awareness initiatives to vigorously carry out this task.

We are proud of our achievements in human rights, which stretch over the last 48 years. With headquarters in Louisville and the Northern Kentucky office in Covington, the state human rights commission has opened doors of opportunity for thousands of people.



Enforcement and the Law

When The Kentucky Civil Rights Act was passed in 1966, it prohibited discrimination in the areas of employment and public accommodations against people based on the protected classes of race, national origin, color, and religion. In following years, until most recently in 1992, the General Assembly passed amendments that expanded the protected classes and jurisdictions under the law. As of today, The Kentucky Civil Rights Act protects people from discrimination based on the following:

Protected Classes

It is against the law to discriminate against people because of:

- Race
- Color
- Religion
- National Origin
- Sex
- Familial Status
- Disability
- Age (40 or over)
- Tobacco Smoker or Non-Smoker Status

Areas of Protection

People in Kentucky are protected from discrimination in the areas of:

- Employment
- Public Accommodations
- Housing
- Financial Transactions
- Retaliation

Employment

It is illegal for employers to discriminate based on race, color, religion, national origin, sex, disability, retaliation and age (40 and over). This applies in hiring, discharge, work conditions, union membership and advertising. Discrimination by employers against smokers or non-smokers is also illegal. The law applies to employers of eight or more people (15 in a disability claim), to employment agencies, labor organizations, licensing agencies, and the Commonwealth of Kentucky and its political subdivisions, including public schools.

Discrimination is defined in The Kentucky Civil Rights Act (KRS 344) 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.

► Public Accommodations

- It is illegal for public accommodation providers to refuse or deny the full and equal enjoyment of goods, facilities and accommodations based on race, color, religion, national origin, sex or disability. The law covers places that supply goods or services to the general public, such as restaurants and retailers; places that solicit or accept the patronage of the public; or places that are supported directly or indirectly by government funds.

► Housing

- Discrimination is illegal in the sale, rental, or financing of housing because of race, color, religion, national origin, sex, disability or familial status. The law covers financial institutions, real estate brokers, builders, operators, developers, insurance agents, owners or managers of rental units, and individual owners who place their property on the real estate market by advertising or displaying a notice.

► Financial Transactions

- The denial of credit or financing by a financial institution or person offering credit is illegal when based on race, color, religion, national origin, sex, familial status, disability or age.

► Retaliation

- It is illegal to coerce or retaliate against any individual who files a complaint with the Kentucky Commission on Human Rights, or who engages in other activities that are protected by the Kentucky Civil Rights Act.

***Kentucky Commission on Human Rights
Recommendations for Action in the 2009 Legislative Session***

1. Ask the legislature for leadership to ensure the protection of the rights of all people in Kentucky by providing guidance on the proper limits of local government policies and resolutions enacted in response to the growth in the population of individuals with national origins other than the U.S.
2. Ask the legislature to guide Kentucky higher education institutions to take the lead in stopping hate in Kentucky by vigorously investigating hate activity on school premises, by revisiting and revitalizing education policies that promote inclusion, curriculums that support diversity, and recruitment plans that attract and retain minority students, faculty, and administrators in Kentucky.
3. Ask the legislature to call on the U.S. Congress and the U.S. President to establish an official federal holiday and day of service, learning and action for Cesar Chavez on his birthday, March 31, in support of Hispanic Americans and Kentuckians.
4. Ask the legislature to support Governor Beshear's mandate to prohibit discrimination based on sexual orientation and gender identity by adding these as protected classes to the Kentucky Civil Rights Act.
5. Ask the legislature to lead in the support of the goals and ideals for the 2010 Census, raise overall awareness of the census, and increase participation among all populations.
6. Call for the passage of legislation allowing for the definition of American Indians and the recognition of American Indian tribes in Kentucky to further education through the ability this will provide Native Americans in Kentucky to request grants and to legally practice their own religion and to eradicate discrimination.
7. Ask the legislature to provide funding for the preservation and restoration of Cherokee State Park in Marshall County, a historically important African American park opened in 1951.
8. Ask the legislature to support the commitment of the Committee on Equal Opportunity of the Kentucky Council on Postsecondary Education to continue to aggressively ensure equality and opportunity in postsecondary education and develop diversity plans that build on diversity and recruitment that attract and retain minority students, faculty and administrators.



Kentucky Commission on Human Rights Resolution

Resolution Regarding Local Government Responses to the Growth in the Population of Individuals with National Origins Other than the United States:

- WHEREAS,** Kentucky has welcomed the increased diversity and growth in its population of people with National Origins other than the United States;
- WHEREAS,** Many of these residents are legally in this country and many are new Americans, and;
- WHEREAS,** The Kentucky Commission on Human Rights has received inquiries from concerned members of the public regarding local government resolutions and policies dealing with law enforcement and public agency strategies impacting people of other national origins, and;
- WHEREAS,** The Kentucky Commission on Human Rights is charged with protecting all people in Kentucky from illegal discrimination, and;
- WHEREAS,** It is our mission at the Kentucky Commission on Human Rights to seek respect and mutual understanding among all people, without regard to their national origin or race.

NOW, THEREFORE BE IT RESOLVED,

The Kentucky Commission on Human Rights urges that, regardless of each person's stance on current immigration law, people in Kentucky agree to prevent an atmosphere of hate and discrimination against people from other countries, including people who are legally in Kentucky and people who are new Americans;


BE IT FURTHER RESOLVED,

To ensure the protection of the rights of all and to promote harmony and equal opportunity, the Kentucky Commission on Human Rights asks the Kentucky General Assembly for legislative guidance on the proper limits of local government policies and resolutions enacted in response to the growth in the population of individuals with national origins other than the United States;

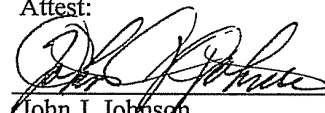
BE IT FINALLY RESOLVED,

That a copy of this Resolution will be directed to the leadership of the Kentucky General Assembly and also spread upon the Minute Book of this Commission; and dated in Lexington, Kentucky this the 18th day of October, in the year of our Lord Two Thousand and Seven and in the 215th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director



Kentucky Commission on Human Rights Resolution

Resolution Encouraging Action in Response to Hate Incidents in Kentucky:

WHEREAS, The Kentucky Commission on Human Rights has received an increase in reports of hate-related incidents, including vandalism, harassment, and the distribution of hate-related literature spread across the Commonwealth in areas as diverse as Bowling Green, Lexington, Louisville, Morgantown, Owensboro and Winchester and;

WHEREAS, Citizens have brought concerns to the Kentucky Commission on Human Rights regarding the distribution of hate fliers on the University of Louisville's campus and hate motivated vandalism of a student's residence on the University of Kentucky's campus, and;

WHEREAS, We commend the critical work that local Human Rights Commissions across the state are undertaking to prevent and respond to hate crime, through educational initiatives, strategic coalitions and partnerships, and innovative community programming, as part of their efforts to encourage and promote equal treatment for all persons in Kentucky, and;

WHEREAS, It is our mission at the Kentucky Commission on Human Rights to seek respect and mutual understanding among all people, and it is our position that hate incidents anywhere are a threat to mutual understanding everywhere.

NOW, THEREFORE BE IT RESOLVED,

The Kentucky Commission on Human Rights encourages local governments across the Commonwealth to provide support to local Human Rights Commissions and other agencies in their communities that are working to prevent and respond to incidents of hate and to support the formation of new Human Rights Commissions and community groups to promote equal opportunity where there are none, and;

BE IT FURTHER RESOLVED,

That the Kentucky Commission on Human Rights calls on all Kentucky educational institutions to take the lead in stopping hate in Kentucky by vigorously investigating hate activity on school premises; and by revisiting and revitalizing educational policies that promote inclusion, curriculums that support diversity, and recruitment plans that attract and retain minority students, faculty, and administrators in Kentucky, and;

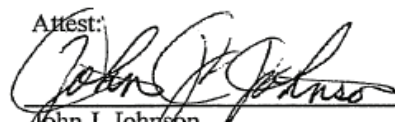
BE IT FINALLY RESOLVED,

That a copy of this Resolution will be spread upon the Minute Book of this Commission; and dated in Lexington, Kentucky this the 18th day of October, in the year of our Lord Two Thousand and Seven and in the 215th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director



Kentucky Commission on Human Rights Resolution

Resolution Calling for a National Holiday for the Farm Worker Leader Cesar E. Chavez:

- WHEREAS,** From humble beginnings in 1927, Cesar E. Chavez, founder of the United Farm Workers, rose to be a major force in American history, making him one of the heroic figures of the 20th century, and
- WHEREAS,** Through personal sacrifice, Cesar E. Chavez focused national attention on the plight of farm workers, making the world aware of their demands for safe and fair working conditions in the fields of our nation. Millions of Americans from across the nation, of all races and nationalities, joined Cesar E. Chavez in the movement for farm workers rights, and
- WHEREAS,** Cesar E. Chavez was also a champion for civil rights, labor rights, voting rights, women's rights and was an early environmentalist, warning the public of the devastating effects of pesticides on both farm workers and consumers; and
- WHEREAS,** The life of Chavez, who like Dr. Martin Luther King, Jr., was an adherent to nonviolent civil disobedience, serves as a model for all Americans; and
- WHEREAS,** The Commonwealth of Kentucky, the home of over 100,000 immigrants and refugees, enjoys the labor and contributions of the people that Cesar Chavez committed his life to help, and
- WHEREAS,** Kentucky immigrants and refugees have historically filled hazardous and low-wage jobs in the service and food industries, and through their labor they keep Kentucky farms and the Commonwealth's horse industry competitive, homes affordable, Kentucky's economy thriving, and
- WHEREAS,** Many Kentucky immigrants, Latinos, and refugees continue the struggle for equal opportunity in housing, employment and public accommodation and acceptance in the Commonwealth of Kentucky.

NOW, THEREFORE BE IT RESOLVED,

That the Kentucky Commission on Human Rights calls on the U.S. Congress and President Bush to establish an official federal holiday and day of service, learning and action for Cesar E. Chavez on his birthday, March 31, and

BE IT FURTHER RESOLVED,

That the Kentucky Commission on Human Rights agrees to join with the Cesar E. Chavez National Holiday coalition and in so doing become an active partner alongside of Latino, labor, civil rights, interfaith, and other organizations, leaders, elected officials, and celebrities who are working together to ensure that the legacy of Cesar E. Chavez is recognized, celebrated and emulated throughout our nation, and

BE IT FURTHER RESOLVED,

That the Kentucky Commission on Human Rights supports HR 76, a House Resolution introduced by Rep. Joe Baca (CA) with 53 Congressional Co-Sponsors, which puts House members on record in support of a national holiday for Cesar E. Chavez, and

BE IT FURTHER RESOLVED,

That the Kentucky Commission on Human Rights agrees to honor the life of Cesar E. Chavez by participating in service, learning and action events that celebrate his birthday, March 31.

BE IT FINALLY RESOLVED,

That a copy of this Resolution will be spread upon the Minute Book of this Commission; and dated in Whitesburg, Kentucky this the 17th day of April, in the year of our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commission:

Henry Curtis
Commission Chair

Attest:

John J. Johnson
Executive Director



Kentucky Commission on Human Rights

Resolution

Resolution Supporting the Expansion of Anti-discrimination Policy in Kentucky to Include Sexual Orientation and Gender Identity:

- WHEREAS,** Since 1960, when the Kentucky General Assembly first adopted policies of nondiscrimination and formed the Kentucky Commission on Human Rights, the Commonwealth has repeatedly stood at the forefront of Southern states in its efforts to safeguard its citizens from the individual and societal harms of insidious acts of discrimination, and;
- WHEREAS,** With the hard fought passage of the Kentucky Civil Rights Act in 1966, Kentucky became the first state in the South to have enforcement powers over civil rights violations, prompting Dr. Martin Luther King to deem the act, "the strongest and most comprehensive civil rights bill passed by a Southern state," and;
- WHEREAS,** On March 15, 1968, Kentucky became the first state in the South to enact a statewide fair housing law, creating a model of legal civil rights leadership for others to follow, and;
- WHEREAS,** On June 2, 2008, Governor Steven L. Beshear courageously adopted Executive Order 2008-473, which states a broad and inclusive policy of nondiscrimination in state government employment, including an expansion of the equal employment opportunity policy to include the protected classes of sexual orientation and gender identity, and;
- WHEREAS,** Jefferson County, Fayette County, and the City of Covington have each led the Commonwealth in protecting citizens from discrimination on the basis of sexual orientation and gender identity in these jurisdictions, and;
- WHEREAS,** Seventeen sister states and Washington, D.C. have passed laws that prohibit sexual orientation discrimination in both public and private jobs, and twelve sister states and Washington, D.C. have passed laws prohibiting sexual orientation discrimination in housing, and;
- WHEREAS,** Discriminatory acts of all kinds assault the health of our democracy, the stability and safety of our communities, and the integrity of the fundamental principles of equality and fairness that form the foundation of the Kentucky Civil Rights Act.

NOW, THEREFORE BE IT RESOLVED,

That the Kentucky Commission on Human Rights calls upon the Commonwealth of Kentucky to continue its legacy of human rights leadership by supporting policies and laws that make clear that Kentucky will not sanction discrimination based on sexual orientation or gender identity in any person's pursuit of employment, housing, and the goods and services of public accommodations because these are fundamental freedoms that are essential to Kentuckians' human dignity and the prosperity and integrity of our democracy.


BE IT FURTHER RESOLVED,

That a copy of this Resolution will be spread upon the Minute Book of this Commission; and dated in Louisville, Kentucky this the 19th day of June, in the year of Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director



Kentucky Commission on Human Rights Resolution: Affirming Support of and Partnership with the 2010 Census

To All Whom These Presents Shall Come:

- WHEREAS,** The U.S. Census Bureau is required by the Constitution of the United States of America to conduct a count of the population and provides a historic opportunity for the Kentucky Commission on Human Rights to help shape the foundation of our society and play an active role in American democracy, and;
- WHEREAS,** The Kentucky Commission on Human Rights is committed to ensuring every resident is counted, and;
- WHEREAS,** More than \$300 billion per year in federal and state funding is allocated to communities, and decisions are made on matters of national and local importance based on census data, including healthcare, community development, housing, education, transportation, social services, employment, and much more, and;
- WHEREAS,** Census data determined how many seats each state will have in the U.S. House of Representatives as well as the redistricting of state legislatures, county and city councils, and voting districts, and;
- WHEREAS,** The 2010 Census creates jobs across the nation, and;
- WHEREAS,** Every Census Bureau worker takes a lifetime oath to protect confidentiality and ensure that data identifying respondents or their household not be released or shared for 72 years, and;
- WHEREAS,** A united voice from businesses, government, community-based and faith-based organizations, educators, media and others will allow the 2010 Census message to reach a broader audience, providing trusted advocates who can spark positive conversations about the 2010 Census;


NOW, THEREFORE BE IT RESOLVED, THAT THE KENTUCKY COMMISSION ON HUMAN RIGHTS

1. Supports the goals and ideals for the 2010 Census and will disseminate 2010 Census information to encourage participation.
2. Asks local human rights commissions throughout Kentucky to partner together to achieve an accurate and complete count.
3. Encourages people in Kentucky to participate in events and initiatives that will raise overall awareness of the 2010 Census and increase participation among all populations.

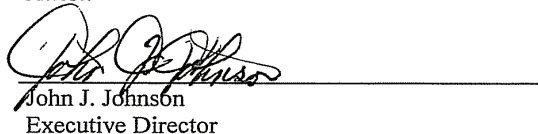
BE IT FURTHER RESOLVED,

That a copy of this Resolution be presented to Ben Johnson, Census Bureau Partnership Specialist, for the state of Kentucky, and also spread upon the Minute Book of this Commission; and dated in Louisville, Kentucky this the 17th day of July, in the year of Our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director



Kentucky Commission on Human Rights

Resolution supporting the passage of state legislation to define and recognize American Indians and American Indian Tribes in the Commonwealth.

To All Whom These Presents Shall Come:

- WHEREAS,** The Commonwealth of Kentucky has for hundreds of years been the birthplace and home of Native Americans who have worked the land, raised their families, shared their knowledge, skills, produce and heritage, and;
- WHEREAS,** The state has created a Kentucky Native American Heritage Commission to recognize, appreciate and understand the significant contributions that Native Americans have made to Kentucky's rich cultural heritage, but still has no formal recognition of individual tribes, and;
- WHEREAS,** State Rep. Reginald Meeks (D-Louisville) sponsored two House Bills during the 2008 Kentucky General Assembly: HB 428, to define American Indian to mean a person having origins in any of the original peoples of North and South America and who maintains tribal affiliation or community attachment to the tribe of origin; and HB 429, to recognize American Indian tribes by allowing a group to be formally recognized as an American Indian tribe to submit a petition to the Kentucky Native American Heritage Commission; provide criteria that shall be met to be recognized as an American Indian tribe; and, among other things, allow the Governor to accept approved petitions from the Kentucky Native American Heritage Commission and to issue an executive order recognizing the approved group, and;
- WHEREAS,** In June of 2008, the Kentucky Commission on Human Rights assembled a panel of distinguished speakers for an advocacy hearing on Native American issues, including Martha "Momfeather" Erickson, Marty "Soaring Eagle" Martin, Michael Dunn, and guest speakers Matthew Cordes of the Red Road Awareness organization and Tressa Brown of the Kentucky Native American Heritage Commission, and;
- WHEREAS,** Information received and discussed during and after the hearing indicated that Native Americans in Kentucky face ongoing acts of discrimination, including a lack of formal recognition of individual tribes and religious ceremonies; desecration of Native American gravesites; a lack of understanding and appreciation of Native American culture and contributions to Kentucky history in schools and other places; and that the 2000 U.S. Census listed Native Americans in Kentucky, with a median income of \$23, 844, as the lowest wage earners of any ethnic group, including African Americans (\$24,278) and Latino (\$29,541), and;
- WHEREAS,** Rep. Meeks' bill to define American Indians (HB 428) passed the House by an overwhelming vote of 90-4 on Feb. 25, 2008, and his bill to recognize American Indian tribes (HB 429) passed the House by an overwhelming vote of 77-14 on Feb. 27, 2008, and;
- WHEREAS,** Both bills regarding Native Americans were received, but not passed by the Health and Welfare Committee in the Kentucky Senate, and;
- WHEREAS,** The Kentucky Commission on Human Rights, as the state's civil rights enforcement agency supports Native Americans' rights to have formal recognition of their tribes in the state of Kentucky.

NOW, THEREFORE BE IT RESOLVED,

That the Kentucky Commission on Human Rights calls for the passage of legislation during the 2009 Kentucky General Assembly allowing for the definition of American Indians and the recognition of American Indian tribes in Kentucky to further education among all people and to support the eradication of discrimination against Native Americans in the Commonwealth.

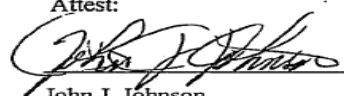
BE IT FURTHER RESOLVED,

That a copy of this Resolution be spread upon the Minute Book of this Commission; and dated in Louisville, Kentucky this the 17th day of July, in the year of Our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director



*Kentucky Commission on Human Rights
Resolution: In Support of the Restoration,
Revitalization and Preservation of
Cherokee State Park*

To All Whom These Presents Shall Come:

- WHEREAS,** Cherokee State Park (the only state operated segregated park) was officially opened in Marshall County, Kentucky in 1951, and;
- WHEREAS,** Cherokee Park was a state of the art facility which became a gathering place for thousands of African Americans on holidays, weekends, and special occasions until it was forced to close its doors when legal segregation was dismantled, and;
- WHEREAS,** Cherokee Park was abandoned and erased from the historic memory of many Kentuckians for several decades, and;
- WHEREAS,** The State of Kentucky has taken the initial steps to restore some of the original park facilities, and;
- WHEREAS,** The preservation of Cherokee Park is crucial to educating residents of the Commonwealth and beyond about segregation, cultural diversity, race relations, human and civil rights in Kentucky, and;
- WHEREAS,** Cherokee Park is located in Marshall County where few African Americans live; therefore the park will significantly enhance cultural diversity in the region;

NOW, THEREFORE BE IT RESOLVED,

That the Kentucky Commission on Human Rights supports the restoration, revitalization and preservation of Cherokee Park, and urges the State of Kentucky and other local, state and private organizations to support the efforts to restore, revitalize, and preserve Cherokee park by providing the resources necessary for the park to become a center of diversity and social change.

BE IT FURTHER RESOLVED,

That a copy of this Resolution be presented to the Governor of Kentucky, Steve Beshear, Marcheta Sparrow, Secretary of the Kentucky Tourism, Arts and Heritage Cabinet, and, George V. Sholar, III, Chair of the *Friends of Cherokee State Historic Park of Aurora, Kentucky* and also spread upon the Minute Book of this Commission; and dated in Paducah, Kentucky this the 8th day of August, in the year of Our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.



On Behalf of the Commission:

Henry Curtis
Henry Curtis
Commission Chair

Attest:

John J. Johnson
John J. Johnson
Executive Director

*Kentucky Commission on Human Rights
Resolution: Expressing Support for Diversity Planning in
Kentucky's Public Postsecondary Education Institutions*

To All Whom These Presents Shall Come:

- WHEREAS,** on November 7, 2006, the Council on Postsecondary Education, Committee on Equal Opportunities adopted a resolution expressing an intent to engage in diversity planning upon full release from oversight by the U S Department of Education Office for Civil Rights; and
- WHEREAS** the mission to ensure equal access and opportunity in Postsecondary Education in Kentucky for diverse ethnic populations that enable their members to engage in sound and sustainable higher education is not yet complete; and
- WHEREAS** we commend the critical work of the Council and postsecondary institutions to provide access, supportive educational initiatives, strategic coalitions and partnerships, and innovative community relationships that promote access and the success of ethnic minorities in Kentucky; and
- WHEREAS** the Kentucky Commission on Human Rights further commends the Council on Postsecondary Education Committee on Equal Opportunities for its diligent monitoring of equal opportunity in the Kentucky plan; and
- WHEREAS** the Kentucky Commission on Human Rights further acknowledges the outstanding work of Sherron Jackson, and his staff who ably managed an extremely challenging job for years in administering oversight of the state diversity plan under the direction of the Committee on Equal Opportunities of the Kentucky Council on Postsecondary Education; and
- WHEREAS,** it is the mission of the Kentucky Commission on Human Rights to
- WHEREAS,** the Kentucky Commission on Human Rights encourages the Council and public higher education institutions to continue to support programs that increase diversity on the campuses where access is limited, including continuing an emphasis to increase the participation of African American students in the education system; and
- WHEREAS,** the Kentucky Commission on Human Rights encourages the Committee on Equal Opportunities of the Kentucky Council on Postsecondary Education to continue to aggressively pursue the goals originally addressed in the Kentucky Plan to ensure equality of opportunity in Postsecondary Education;

NOW, THEREFORE, BE IT RESOLVED,

that the Kentucky Commission on Human Rights calls on the Council and all Kentucky educational institutions to take the lead in developing a diversity plan that builds on the success achieved under remedial planning, revisiting and revitalizing educational policies that promote inclusion, curriculums that support diversity, and recruitment that attracts and retains minority students, faculty, and administrators; and,

BE IT FINALLY RESOLVED,

That a copy of this Resolution be presented to the leadership of the Council, the Committee on Equal Opportunities, institution presidents and the boards of regents and trustees and also spread upon the Minute Book of this Commission; and dated in Louisville, Kentucky, this the 16th day of October, in the year of Our Lord Two Thousand and Eight and in the 216th year of the Commonwealth.

On Behalf of the Commission:


Henry Curtis
Commission Chair

Attest:


John J. Johnson
Executive Director

Enforcement

There were 421 discrimination complaints filed this year by the Kentucky Commission on Human Rights. Staff processed 2,843 intakes, communicating with people who were often 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. Public accommodations are places like businesses, retail stores, restaurants, and entities that provide services to the public. Roughly one in every seven of this year's intakes resulted in a new discrimination complaint being filed by our state agency. The board of commissioners met monthly to hear and rule on complaints.

Commission investigators processed 797 cases during the fiscal year of 2008. The average case age remained relatively the same as in 2007 in the areas of employment and public accommodations, about 217 days. In the jurisdiction of housing, there was an increase in the average case age from 71 days in 2007, to 73 days in 2008. This is still well below the federal and state mandated processing maximum of 100 days.

Enforcement and legal staff negotiated 27 conciliation agreements, which resulted in \$78,550 compensation for complainants as well as agreements by respondents to comply with the laws against discrimination, to undergo compliance training in many cases, and to undergo commission compliance monitoring. Sixteen of the conciliation agreements totaling \$48,900 were reached after the commission found there was probable cause to believe that discrimination had occurred, and the parties decided to conciliate for settlement rather than continue with litigation.

The number of cases closed this year trailed behind last year. Whereas in 2007, the commission closed 423 cases, this year it closed 376. This was due to a shortage in enforcement staff. The statewide budget crisis resulted in the commission not being able to fill positions that have become vacant in the last two years.

The agency maintains a successful federal government affiliation through partnerships with the U.S. Equal Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD). Commission staff this year completed six, one-week sessions at the U.S. HUD National Fair Housing Training Academy in Washington D.C., using HUD funds, in order to meet its HUD requirements as Fair Housing law enforcement staff.

NUMBER OF COMPLAINTS FILED
July 1, 2007 to June 30, 2008

Type	Last Year 2007	This Year 2008
Employment	343	320
Housing	37	47
Public Accommodations	43	54
Total	423	421

BASIS OF CASES FILED
July 1, 2007 to June 30, 2008

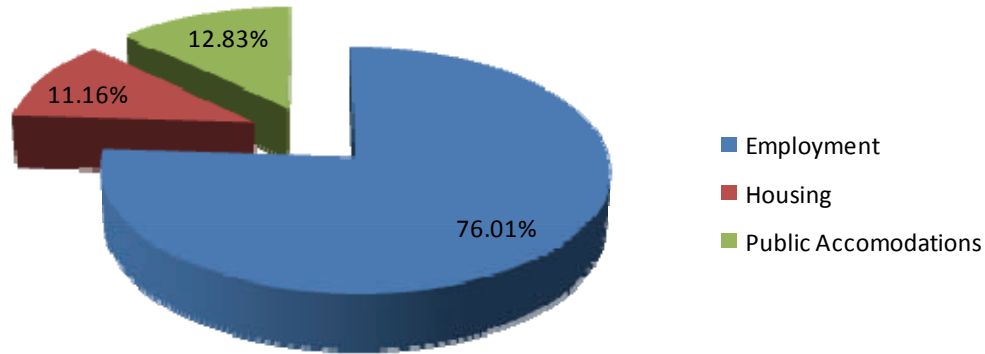
Basis	Employment	Housing	Public Accommodation	Financial Transaction	Totals
Race & Color	129	15	14	0	158
Sex	88	2	3	0	93
Age (40+)	38	0	0	0	38
Religion	9	0	0	0	9
Disability	52	19	28	0	99
National Origin	9	3	1	0	13
Retaliation	34	5	0	0	39
Familial Status	0	9	0	0	9
Smoking	0	0	0	0	0
Totals	359	53	46	0	458

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

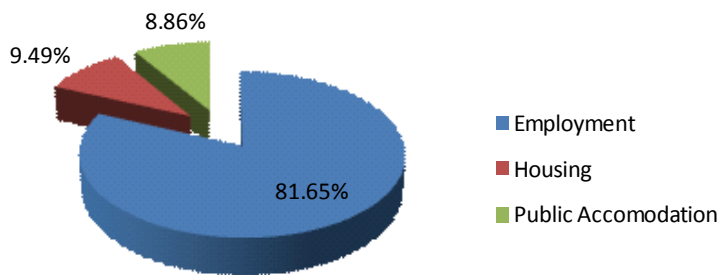
NUMBER OF COMPLAINTS CLOSED
July 1, 2007 to June 30, 2008

Type	Last Year 2007	This Year 2008
No Probable Cause	300	263
Conciliation	6	11
Withdrawal w/right to sue	65	60
Withdrawal w/Settlement	26	22
Finding of Discrimination	1	4
Probable Cause Conciliation	25	16
Total	423	376

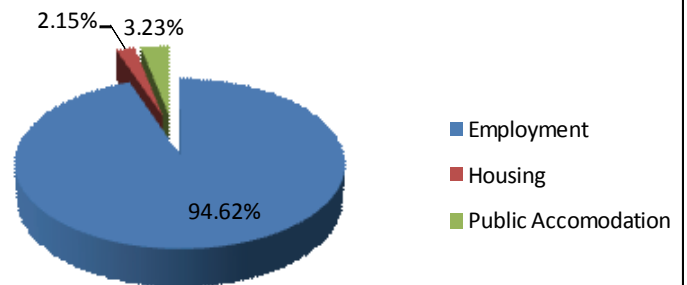
Number of Complaints Filed in FY 2008



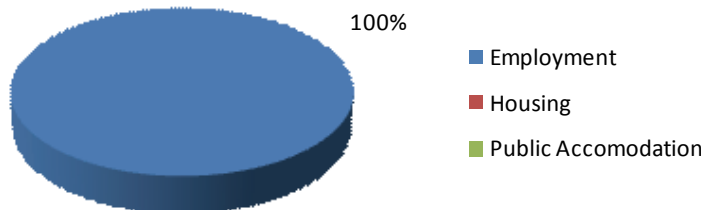
Basis of Cases Filed in FY 2008: Race



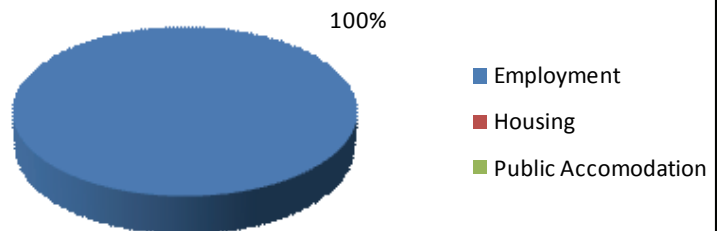
Basis of Cases Filed in FY 2008: Sex



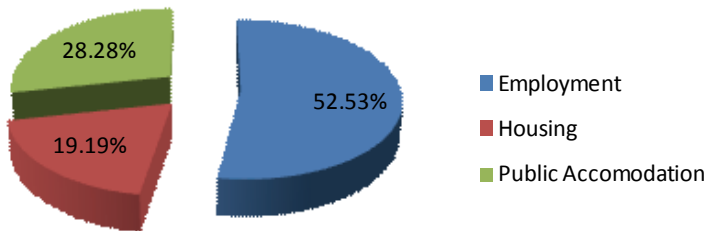
Basis of Cases Filed in FY 2008: Age (40+)



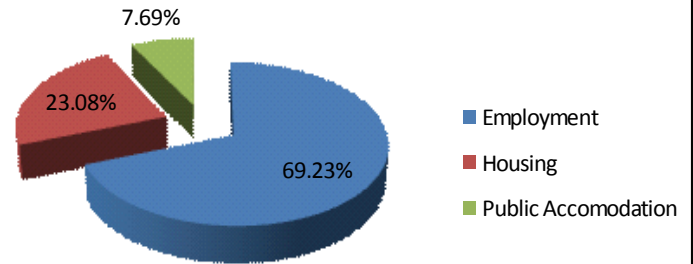
Basis of Cases Filed in FY 2008: Religion



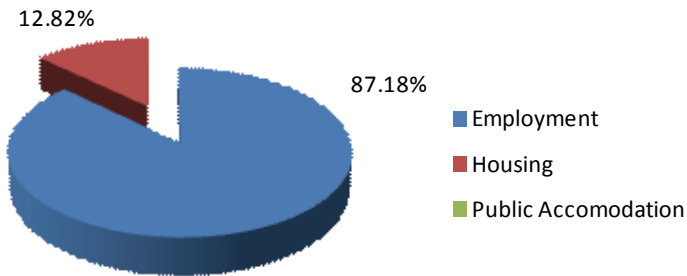
**Basis of Cases Filed in FY 2008:
Disability**



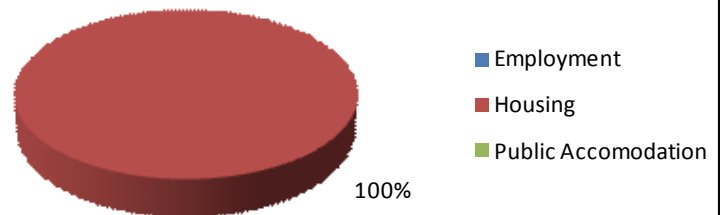
**Basis of Cases Filed in FY 2008:
National Origin**



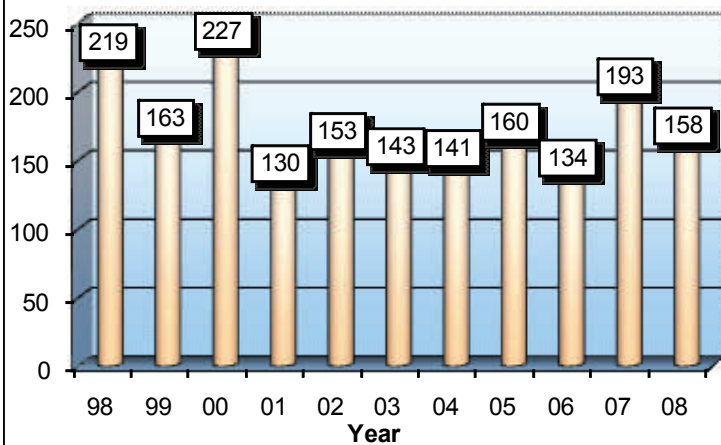
**Basis of Cases Filed in FY 2008:
Retaliation**



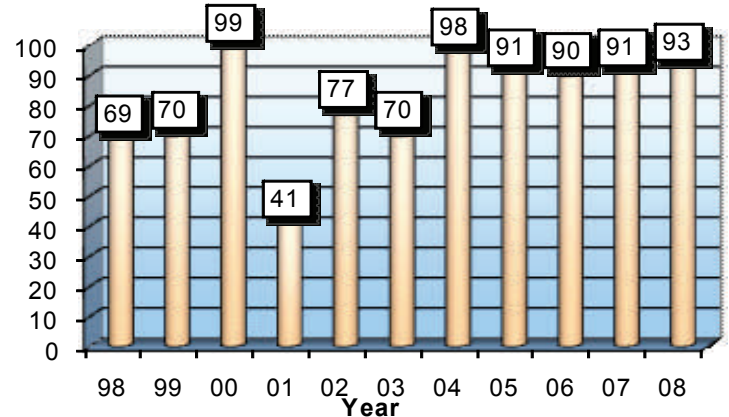
**Basis of Cases Filed in FY 2008:
Familial Status**

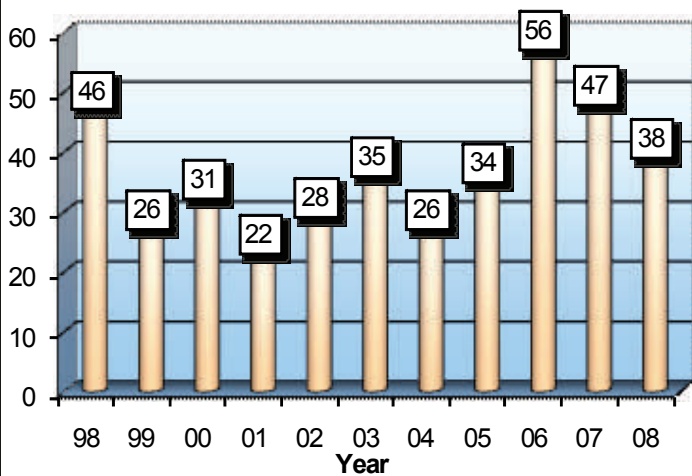
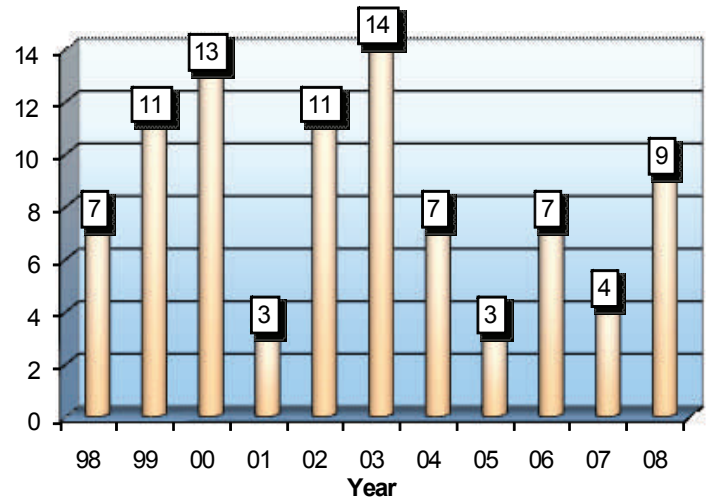
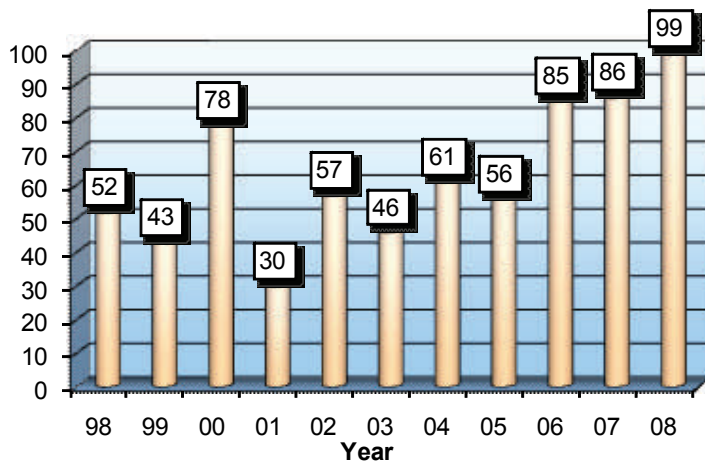
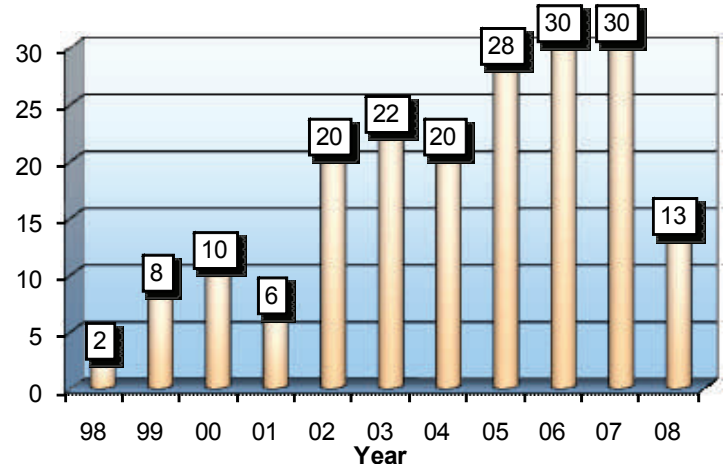
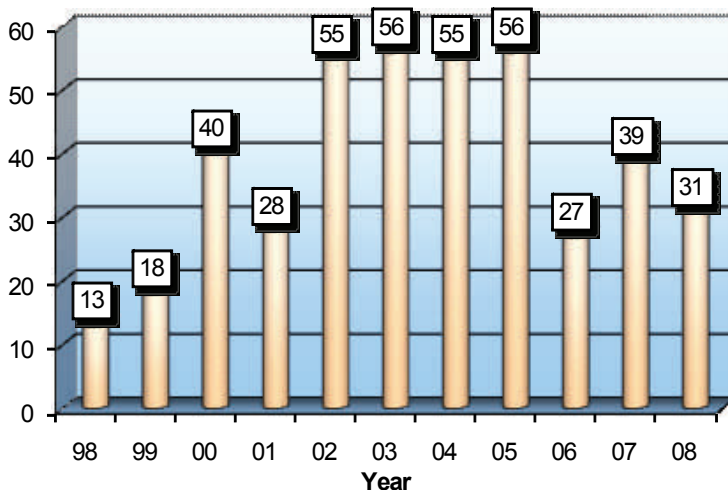
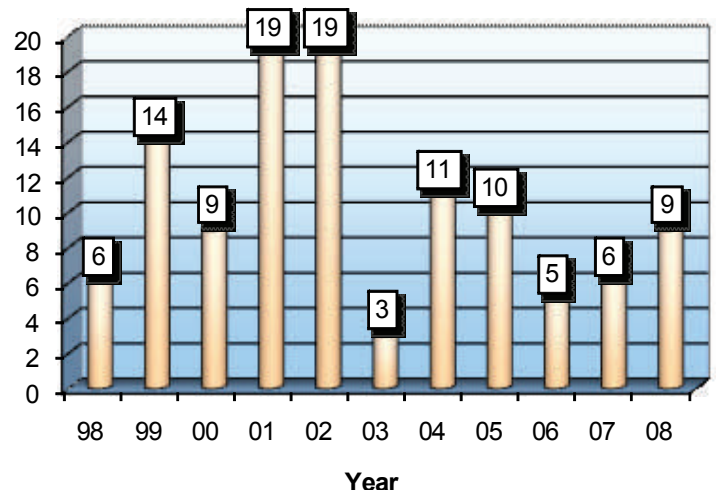


**Bases of Cases Filed: Race
1998-2008**



**Bases of Cases Filed: Sex
1998-2008**



**Bases of Cases Filed: Age
1998-2008**

**Bases of Cases Filed: Religion
1998-2008**

**Bases of Cases Filed: Disability
1998-2008**

**Bases of Cases Filed: National Origin
1998-2008**

**Bases of Cases Filed: Retaliation
1998-2008**

**Bases of Cases Filed: Family Status
1998-2008**


The Enforcement Process

**Filing a
Complaint**

- A person who believes he or she has been illegally discriminated against may contact the commission office by phone, mail, e-mail, via our 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.
- Both parties may have an attorney or representative present at mediation. If both parties decline mediation or if mediation does not resolve the complaint, the commission will proceed with its investigation into the complainant's allegations.

Investigation

- Once the complaint is filed, the commission undertakes a thorough and impartial investigation. Investigators conduct 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 negotiating between the parties that have been charged with discrimination and the person(s) who made the complaint. Conciliation talks can lead to a settlement, which may include a monetary award.

The Enforcement Process

Findings

- If, after investigating the complaint, the commission does not find sufficient 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 is reached, the commission conducts a hearing. Staff attorneys then represent the person who filed the discrimination complaint. 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.

Findings of Discrimination

Kenton Circuit Court Awards Judgment in Cross Burning Case

The Kenton Circuit Court Fourth Division of Kentucky ruled in favor Friday, Feb. 1, 2008, of plaintiffs in a civil case the Kentucky Commission on Human Rights filed against convicted felons of a cross-burning and vandalism that took place in Northern Kentucky in 2004.

Judge Patricia Summe ordered David Carriveau, James Foster and Matthew Scudder to pay a total of \$610,000 to Frederick and Tangel Mahone and their children in civil damages and \$250,000 in punitive penalties to the Commonwealth of Kentucky and the Kentucky Commission on Human Rights. The men were in violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act, the court order said.

"We are very pleased about the decision to hold accountable anyone who would commit these egregious acts against a family because of skin color," said John J. Johnson, executive director of the Kentucky Commission on Human Rights. "People have the legal right to live free from discrimination, and this kind of hateful action will not be tolerated by the people of Kentucky," he said.

Judge Summe said: "The actions of the defendants were motivated by racial animus, and were intended to and did, coerce, intimidate, threaten or interfere with the Mahone family with regard to their enjoyment of their home. The actions of the defendants caused the Mahone family to suffer severe emotional distress, embarrassment, and humiliation, as well as caused the family to move out of their home."

The Mahones did not testify during the civil trial, stating they live in fear of more such actions by others and of reprisal as a result of the court cases.

On July 2, 2004, David Carriveau and Matthew Scudder burned a cross in the front yard of the Mahone Family in Burlington, Ky. The following night, Carriveau, Scudder, and James Foster returned to the home and vandalized the family's car and shouted racial epithets. The three men were arrested under federal hate crimes laws and pleaded guilty, serving time in prison for their crimes.

The Kentucky Commission on Human Rights pursued civil claims against Carriveau, Scudder, and Foster in Kenton Circuit Court. The court previously entered judgments on the issue of liability against the three men based on their guilty pleas in federal court. A trial was held on May 15, 2007 on the issue of damages to be awarded to the Mahone family. The Kentucky Civil Rights Act and the federal Fair Housing Act prohibit intimidation and interference with an individual's fair housing rights.

Landlord's Refusal to Allow Wheelchair Ramp Leads to Rowan Circuit Court Judgment

The Rowan Circuit Court entered an agreed judgment on June 5, 2008. The Kentucky Human Rights Commission brought a claim of housing discrimination based on disability after Adrienne DeAngelis' landlord refused to permit her to build an accessible ramp to allow her wheelchair access to her Morehead, Ky. apartment. This is a violation of the Kentucky Civil Rights Act. Respondent John Gooding filed bankruptcy and therefore could not be held liable for damages. Moreover, discovery revealed that respondents Kathy Gooding and Gooding Mechanical Services Inc. had no collectable assets. The commission, therefore, agreed to enter into an agreed judgment for \$400 and an admission of fault by the respondents. Moreover, under the agreed judgment, the violation constituted a first violation under KRS 344.665, which allows a civil penalty to be assessed in an amount not to exceed \$100,000 for a second or subsequent violation of the Kentucky Civil Rights Act.

Housing discrimination scheme results in large damages award

Following an administrative hearing in Henderson, Ky., the Kentucky Commission on Human Rights entered a finding of discrimination on Aug. 30, 2007 in the case of Kim Ivie v. Eddie and Martha Blake. Ivie testified she saw an ad in the Henderson Gleaner newspaper that advertised for sale a three bedroom brick house. She contacted Eddie Blake about buying this house at 4774 State Route, Sebree, Ky., and she introduced her boyfriend, Michael Keller, to Blake. Ivie testified that Blake required her to pay an additional \$2,000 because she was a single female on disability benefits and because she refused to add her boyfriend, Michael, as a cosigner.

The Kentucky Commission on Human Rights found that Blake previously accepted Ivie's \$1,000 as a good faith deposit, but when Blake learned Ivie was a single female with a minor child and that she received disability benefits, he decided on that basis to then offer Ivie the choices of either forfeiting her \$1,000 good faith deposit or having her boyfriend sign the purchase agreement as a co-signer or agreeing to pay an extra \$2,000 down payment for the property along with her monthly payments of \$655.55 each month. The commission determined the financial structure that Blake set up in the purchase agreement after he received the \$1,000.00 good faith deposit was a scheme and an artifice calculated to ensnare Ivie in a financial trap. The commission found that Blake schemed to retain Ivie's \$8,900 down payment and to evict her from his Sebree property because of her female sex and familial status in violation of state and federal civil rights laws. The commission determined the acts complained of were discriminatory housing practices and constituted a discriminatory treatment of a female tenant with a minor child.

The commission awarded Ivie the sum of \$126,230 plus interest to set off an award obtained against Ivie by Blake in conjunction with a Webster Circuit Court foreclosure action. In addition, the commission awarded Ivie the sum of \$16,900 in damages for embarrassment and humiliation. The Blakes are appealing the commission final order with the Webster Circuit Court.

Louisville nightclub owners prohibited from operating in Kentucky

The Kentucky Commission on Human Rights Board of Commissioners on April 17, 2008, issued a default order finding the respondent guilty of discrimination in the matter of Edward Elfalan v. Headliners – Louisville, LLC (formerly JP 4th Street Line, LLC) (d/b/a Red Cheetah Lounge) in Louisville, Ky.

The commission ruled the Red Cheetah was in violation of the Kentucky Civil Rights Act, discriminating against Elfalan on the basis of race in a place of public accommodations when management refused to allow the African American complainant to enter its premises on May 15, 2005. Red Cheetah asserted it refused to allow Elfalan entry because he failed to meet the dress code by wearing a shirt that fell below his pockets. A police officer on duty and standing near the door said that white men dressed similarly to Elfalan were allowed to enter the club after Elfalan was turned away.

Red Cheetah went out of business before the hearing and did not file bankruptcy. According to the Courier-Journal, Red Cheetah owed Fourth Street Live over \$400,000 in unpaid rent and related charges when it closed its doors.

The commission held, "Because the respondent and its employees are beyond the present reach of the commission ... the only affirmative relief appropriate in this instance is an order prohibiting the respondent from resuming any business operations with the Commonwealth of Kentucky."

Conciliation Agreements

What is Conciliation?

Similar to a settlement, a conciliation is an agreement reached through Kentucky Human Rights 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.

Conciliation Agreements from July 1, 2007 through June 30, 2008

Jimmy and Tonya Cole v. Charleston Pines 1 in Florence: Jimmy and Tonya Coles claimed they were discriminated against based on race and disability when Charleston Pines 1 apartments denied them occupancy at its complex. The couple is African American and Mr. Cole has a disability. Charleston Pines 1 advised the Coles the denial was because the couple's overall credit score did not meet rental requirements, but a review of rejected applications appeared to support a high rejection of minorities, a violation of the Kentucky and U.S. Fair Housing acts. Prior to the completion of the investigation, both parties agreed to enter into a conciliation agreement. The apartment company agreed to compensate the Coles in the amount of \$2,500 and undergo civil rights compliance training and commission monitoring for compliance for one year.

Pamela Benson v. Pennyrile Homes Inc. in Hopkinsville: Pamela Benson interviewed for a housekeeping position with the respondent in August 2006. After the interview, she mentioned that she was pregnant. The Pennyrile Homes representative informed her the company did not hire pregnant women and that she could interview for the position after she had her baby. Under the Kentucky and U.S. Civil Rights acts, employers are prohibited from discriminating against individuals on the basis of gender and/or pregnancy. On January 12, 2007, the Kentucky Commission on Human Rights found probable cause to support the complaint. The parties agreed to resolve the matter by conciliation rather than pursue litigation. Pennyrile Homes Inc. modified its written policy regarding sick leave benefits to specify that the company treats pregnancy, childbirth or related medical conditions no differently than other disabilities or illnesses that are similar in impact on an employee's ability or inability to work. The respondent agreed to compensate the complainant in the amount of \$6,000 and to undergo civil rights compliance training and commission monitoring for compliance for three years.

Rebecca Bowling v. J & S Thomas Enterprises Inc. d/b/a Bartholomew's in Madisonville: Rebecca Bowling alleged she was discriminated against based on her sex, female, in the context of employment. Bowling claimed she was

subjected to unwelcome advances, touches and conversations of a sexual nature in the workplace. The Kentucky and U.S. Civil Rights acts prohibit a hostile work environment and sexual harassment in employment. On November 27, 2006, the Kentucky Commission on Human Rights found probable cause to support the complaint, and the parties agreed to resolve the matter by conciliation rather than pursue litigation. J & S Thomas Enterprises adopted a written policy prohibiting harassment and hostility on the basis of sex. The company agreed to compensate Bowling in the amount of \$8,500 and to undergo civil rights compliance training and commission monitoring for compliance for three years.

William Long v. L.J. Kennedy Trucking Company in Ghent: William Long, who is African American, alleged he was discriminated against in violation of the Kentucky and U.S. Civil Rights acts. He claimed he was treated differently than other similarly situated white workers and that he was the victim of racially derogatory slurs in front of co-workers on numerous occasions. He asserted he informed his employer about the racial slurs, but they progressively got worse over a two-year period. He claimed his concerns were ignored and that Kennedy Trucking Company waited over a year before investigating his allegations. Prior to the completion of the investigation, the parties agreed to resolve the matter with a conciliation agreement. L.J. Kennedy Trucking agreed to compensate Long in the amount of \$5,000 and to undergo civil rights compliance training and commission monitoring for compliance for three years.

Maxine Sheets v. Crystal Brook Condominium Association Inc. in Frankfort: Maxine Sheets, who has a disability, brought a claim of housing discrimination that she was informed by her condominium association she could not keep her six-pound dog, which she maintains as an emotional support animal. The condominium association charged her \$10 per day in fines for housing the dog. The accrued fines totaled approximately \$9,000. The Kentucky and U.S. Civil Rights acts require property owners to make reasonable accommodations in rules, policies, practices or services when the accommodations may be necessary to afford disabled persons equal opportunity to use and enjoy housing accommodations. On June 20, 2006, the Kentucky Commission on Human Rights found probable cause to support the complaint. A mediation took place on August 10, 2007, and the parties agreed to resolve the matter by conciliation. The respondent agreed to apply an exception to its "no pets" policy to allow service animals and emotional support animals to reside in its premises. The respondent specifically agreed to allow the complainant to maintain her dog and any subsequent dog she obtains should her current dog no longer reside with her in her condominium. Further, the respondent agreed, pursuant to an agreed order of the Franklin Circuit Court, to waive all fees assessed to the complainant to date and agreed that no future fees will be assessed to her for maintaining a dog. The respondent agreed to compensate the complainant in the amount of \$15,000 and to undergo civil rights compliance training and commission monitoring for three years.

Commissioner Priscilla Johnson v. D. Lanigan d/b/a Wentworth Apartments in Florence: Then Commissioner Priscilla Johnson filed a Kentucky Human Rights commissioner-initiated complaint alleging the Wentworth Apartments discriminated on the basis of disability by requiring disabled individuals to pay additional deposits and charges for housing their service animals. The respondent asserted the parties identified in the complaint were not discriminated against because they never made application for rental at his property so were not refused a reasonable accommodation. During investigation, it was determined the respondent possibly engaged in a pattern and practice of denying reasonable accommodations to disabled persons by charging additional fees for the housing of service animals. Prior to the completion of the investigation, the parties agreed to conciliate the matter. The respondent agreed to compensate the commission in the amount of \$1,500.00 to conduct Fair Housing education. He agreed to adopt a policy allowing disabled individuals to house service animals without being charged additional fees.

Luis Martinez v. Republic Bank & Trust Company in Louisville: The complainant, who is Hispanic, claimed he was discriminated against based on national origin and race at the Republic Bank New Cut Road branch in Louisville, Ky., when he tried to open a checking account. He alleged the bank denied him an account, saying that he would have to come back at a later time to open an account through a special program for Spanish-speaking customers that this particular branch did not offer at that time. Further, the bank declined to allow him to open an account when his friend who speaks English volunteered to translate for Martinez. On June 8, 2007, the Kentucky Commission on Human Rights found probable cause to support the complaint by Martinez, but the parties agreed to resolve the matter by conciliation rather than pursue litigation. The bank company agreed to modify its written policy to require that Spanish-speaking customers be given the option to open an account at the time of the request, subject to the respondent's uniform requirements for opening accounts, even if a program for Spanish-speaking customers is not available. The bank agreed to compensate the complainant in the amount of \$5,000 and to undergo civil rights compliance training and commission monitoring for compliance for three years.

Ann Ramser on behalf of Edna Thompson v. Daniel Reynolds DDS in Owensboro: The complainant, Ann Ramser, brought this claim as power of attorney for her aunt, Edna Thompson, who is deaf. The complainant requested the respondent, a dentist, to provide a sign language interpreter for Thompson at a dentist's appointment. The respondent failed to provide a sign language interpreter. The Americans with Disabilities Act of 1990 and the Kentucky Civil Rights Act require public accommodations to provide auxiliary aids and services where needed to ensure effective communication with hearing impaired clients. On July 16, 2007, the Kentucky Commission on Human Rights found probable cause to support the complaint. The parties agreed to resolve the matter by conciliation. The complainant chose not to make a demand for monetary damages. The respondent agreed to create a written policy complying with the requirement to provide sign language interpreters when needed. The respondent also agreed to undergo civil rights compliance training and commission monitoring for compliance for three years.

Roberta Nunley v. David and Connie Swim in Ashland: Roberta Nunley alleged she was discriminated against because of her fiancé's race, African American, a violation of the Kentucky and U.S. Civil Rights acts. Nunley claimed she, her daughter and her son-in-law rented an apartment before which time she informed the respondent that her fiancé would be coming to live with her. When her fiancé, an African American, moved into the apartment, the respondents sent a letter increasing the rent from \$575 to \$825. The complainant said she was forced to move because she could not afford the increase. The Swims asserted they did not know that Nunley's fiancé was African American and did not know he moved into the apartment. They asserted they increased the rent because they incurred extra expenses for repairs. The investigation revealed that another tenant, a white male, had called the respondents for repairs 8 to 12 times but was never given notice of a rent increase. The parties agreed to conciliate the matter and the respondents agreed to compensate the complainant in the amount of \$2,500 and to comply with all Fair Housing laws.

Barbara Erickson v. Mayfair Hotel in Bowling Green: The complainant alleged she was discriminated against based on her disability when the Mayfair Hotel refused to allow her aid dog in her room. The hotel company asserted its employee did inform the complainant about its "no pets" policy, but said the employee did not know about the complainant's disability at the time. Prior to completion of the investigation, the parties reached a conciliation agreement. The respondent compensated Erickson in the amount of \$6,000 and agreed to undergo civil rights compliance training and monitoring by the commission for compliance for one year.

Lexington Fair Housing Council v. Roger and Eleanor McKinney in Madison: Based upon fair housing testing and the respondents' advertising, the Lexington Fair Housing Council filed a complaint of discrimination based on familial status in housing. The complainant asserted the respondents disallowed families with children from residing in their rental property in violation of the Kentucky and U.S. Fair Housing acts. The commission found probable cause to believe that unlawful discrimination occurred. The complainant gave notice of its election to have this matter decided in a circuit court action, but prior to the initiation of the circuit court action, the parties agreed to conciliate the case. The respondents agreed to refrain from publishing any advertisements that indicate any preference related to age or familial status. The respondents agreed to compensate the Lexington Fair Housing Council in the amount of \$3,000 and to undergo civil rights compliance training and commission monitoring for compliance for three years.

Lexington Fair Housing Council v. Newspaper Holdings Inc. in Madison: The Lexington Fair Housing Council complained that Newspaper Holdings' classified advertising included the words, "mature adults only," a violation of the Kentucky and U.S. Fair Housing acts. The commission found probable cause to believe that unlawful discrimination occurred. The complainant gave notice of its election to have this matter decided in a circuit court action. Prior to the initiation of the circuit court action, the parties agreed to conciliate the case. The respondent agreed to comply with the law and provide the Lexington Fair Housing Council with one quarter page of free monthly advertising for one year in the Richmond Register newspaper.

Lexington Fair Housing Council v. Middlesboro Daily News in Middlesboro: In a discrimination complaint based on the protected class of familial status in housing, a violation of the Kentucky and U.S. Fair Housing acts, the parties agreed to conciliate the matter. The Lexington Fair Housing Council alleged the Middlesboro Daily News printed an advertisement that stated a preference for families without children to live at a rental property. The respondent asserted the ad did not run in the paid newspaper but in a free newspaper belonging to the company. The respondent agreed to compensate the complainant in the amount of \$1,000, to run advertising at no cost that publicizes the right to fair housing in Kentucky and to undergo civil rights compliance training.

Lexington Fair Housing Council v. Axie Hurst in Middlesboro: The Lexington Fair Housing Council alleged Axie Hurst caused a newspaper advertisement to be printed that stated a preference for tenants without children regarding her rental property. The council brought a complaint based on familial status in housing, a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. Hurst asserted she had no knowledge she was violating any law. The parties agreed to conciliate the matter. Hurst agreed to make a donation to St. Jude Children's Hospital and to undergo civil rights compliance training and commission monitoring for one year.

Cathy Durbin v. Derby City Waffles LLC. in Louisville: Cathy Durbin filed a discrimination complaint against Derby City Waffles LLC. and Waffle House Inc. alleging violations of the Kentucky Civil Rights Act and the Americans with Disabilities Act. The complaint made charges that discrimination occurred based on the protected class of disability in public accommodations at the Waffle House restaurant located at 2809 Fern Valley Road in Louisville. Durbin, who has a disability that requires her to use a wheelchair, alleged the restaurant is not accessible to people with disabilities. Derby City Waffles denied any violation of the law, asserting that the facility was in existence before the passage of the Americans with Disabilities Act and was therefore protected by a grandfather clause from having to modify its premises. In the conciliation agreement to settle the matter, Derby City Waffles agreed to either provide accessible seating or to close the facility until all accessibility requirements, including accessible restrooms, are met.

Mickey McAlister v. Howard's Kitchens Inc. d/b/a Waffle House in Lexington: Mickey McAlister filed a discrimination complaint based on sex and retaliation in employment, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. He alleged that on three occasions the restaurant manager at the Waffle House on 1795 Alsheba Way said she would like to have all females work the first shift. Later, the manager terminated McAlister in January 2007 after he arrived late for work, he said. He alleged he was treated differently than female employees who were late for work yet did not lose their jobs. Further, he said he was retaliated against after requesting coworkers to provide written statements documenting the manager's comments about moving him to the third shift in order to achieve an all female first shift. The commission on Dec. 17, 2007, found probable cause to support the complaint. Howard's Kitchen denied any violations of civil rights laws. The parties decided to conciliate the matter rather than pursue litigation. The respondent agreed to compensate the complainant in the amount of \$2,000. Howard's Kitchen owner Patricia Collins of Lexington sold the restaurant and no longer operates restaurants in Kentucky, but agreed that should she establish business in the state, she and her managers will undergo civil rights compliance training and commission monitoring for three years.

Karen McDonald v. HISE Inc. and MPKS Hospitality LLC. at 3255 Bardstown Road in Louisville: Karen McDonald filed a discrimination complaint based on the protected class of familial status in housing, a violation of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. The hotel employing her husband and in which the family lived asked the McDonalds to move from the property. Upon investigation, the commission found the hotel asked another employee family with children to move but allowed another employee with no children to continue living at the property. The company denied all allegations, asserting it asked all employees of the Quality Inn and Suites to move from its property except those related to hotel security. The commission found probable cause to believe discrimination occurred after which the parties agreed to resolve the matter by conciliation. The respondent agreed to compensate the complainant in the amount of \$7,000 and to undergo commission monitoring for civil rights law compliance for the next three years.

Ronald Perry v. Board of Education of Marion County: Ronald Perry alleged he attended sporting events at the Marion County High School. He alleged the high school lacked adequate accessible parking for persons with disabilities and that the gymnasium and baseball field lacked adequate seating for persons with disabilities. The complainant alleged the respondent was in violation of the Americans with Disabilities Act and the Kentucky Civil Rights Act. The commission found probable cause to support the complaint. The parties agreed to resolve the matter by conciliation. The respondent affirmed that it modified the parking lot of Marion County High School so that it complies with the law in that the parking lot now contains the required number of accessible parking spaces, the required signage, required accessible aisles adjacent to accessible spaces, and the appropriate slope of the curb ramp adjacent to the accessible parking. Moreover, the respondent affirmed it has identified and clearly marked accessible seating for disabled individuals in the Marion County High School gymnasium and at the baseball field. The respondent agreed to pay the complainant \$2,000. The respondent agreed to undergo civil rights compliance training and commission monitoring for compliance for three years.

Calvin Cambron v. Olymco Inc. in Bardstown: Calvin Cambron filed a discrimination complaint based on the protected class of race, black, and retaliation in employment, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. He alleged his employer fired him and his supervisor at the company's subsidiary, A to Z Automotive, after Cambron reported the supervisor for racial harassment. Olymco asserted it discharged the two to reduce its force due to a lack of business at the site.

The commission on February 20 issued a probable cause finding. Olymco official Daniel Stallings denied any violations of civil rights laws. The parties decided to conciliate the matter rather than pursue litigation. The respondent agreed to compensate Cambron in the amount of \$1,500 and undergo civil rights compliance training and commission monitoring for three years.

Michael Godwin & Ferol Rowe v. Freedom Hall in Louisville: Michael Godwin and Ferol Rowe filed separate discrimination complaints based on disability in public accommodations, a violation of the Kentucky Civil Rights Act and the Americans with Disabilities Act. They alleged they attempted to buy tickets to stadium floor seating, but an employee denied the sale saying that because Godwin uses a wheelchair he would have to sit in the wheelchair accessible seating. The couple explained they had sat in the wheelchair accessible seating on previous occasions and preferred to buy stadium floor seating because they could not see from the accessible seating where people in the section in front of them stood during the events and blocked their view. On June 20, 2007, the commission found probable cause to support the complaint. Freedom Hall denied any violations of civil rights laws. The parties decided to conciliate the matter rather than pursue litigation. Freedom Hall agreed to compensate the complainants in the amount of \$2,000, grant access to stadium floor seating to people with disabilities, and modify the stadium floor area to provide accessibility to people with disabilities. The respondent agreed to undergo civil rights compliance training and commission monitoring for three years.

Jennifer Ebendorf v. Curves of the Highlands in Louisville: Jennifer Ebendorf filed a discrimination complaint based on the protected class of disability in public accommodations, a violation of the Kentucky Civil Rights Act and the U.S. Civil Rights Act. She alleged the company asked her to leave and returned her money because she was not moving quickly through the exercise circuit. The company denied all allegations of wrongdoing. The parties agreed to conciliate the matter rather than pursue litigation. The respondent agreed to compensate the complainant in the amount of \$600 and undergo civil rights compliance training and commission monitoring for compliance for three years.

Paulette Akers v. Environmental and Public Protection Cabinet in Frankfort: Paulette Akers, an employee of the Environmental and Protection Cabinet Division of Water, claimed her employer discriminated against her when it limited her maternity leave to 12 weeks even though employees taking leave for any other disabling condition were not limited to take 12 weeks. The complaint alleged discrimination based on sex in employment, a violation of the Kentucky Civil Rights Act and the U.S. Pregnancy Discrimination Act. Prior to a determination of probable cause, the parties agreed to conciliate the matter rather than pursue litigation. The cabinet agreed to modify its written policy regarding leave to specify that it treats pregnancy, childbirth or related medical conditions no differently than other disabilities caused or contributed to by other medical conditions. It agreed to compensate Akers in the amount of \$5,000 and to credit her with six weeks of paid annual leave. The respondent also agreed to undergo civil rights compliance training and monitoring for compliance for three years.



Mediation Unit

The Kentucky Commission on Human Rights announced its division of mediation on February 19, 2008. Mediation provides an alternative to the traditional investigative or litigation process. Mediation is an informal process in which opposing parties negotiate a voluntary resolution of their dispute with the help of a mediator. Mediators are neutral third parties who have no interest in the outcome. Their role is to help the parties resolve the charge. The mediator does not make any decisions as to the outcome of a complaint. Their task is to facilitate discussion in an attempt to resolve the complaint. An experienced Kentucky Human Rights mediator is there to make sure everyone has an equal chance to speak, make suggestions and to assist the parties in reaching an agreement.

Mediation gives the parties the opportunity to discuss the issues raised in the complaint, clear up misunderstandings, determine the underlying interests or concerns, find areas of agreement and, ultimately, to incorporate those areas of agreements into resolutions. Settlement is voluntary and only occurs when the complainant and the respondent reach a settlement that both parties are willing to sign.

It is a confidential process; information disclosed during mediation will not be revealed to anyone, including other commission employees. The staff mediators will be completely fire-walled or isolated from the investigative process of any case to maintain the neutrality and objectivity that is required of the mediator function. Mediation sessions are not tape-recorded or transcribed. Notes taken during mediation are discarded.

Mediation is an efficient process that saves time and money. Successful mediation avoids time-consuming investigation and litigation and achieves a prompt resolution of the charge. The majority of mediations can be completed within 60 days and with one session that usually lasts for one to five hours. An investigation, on the other hand, can take weeks or even months to complete. Mediation provides complainants and respondents the opportunity to address their concerns, quickly, and mediation provides an excellent opportunity to reach a settlement agreement.

If both parties are willing to mediate, a mediator will schedule the case within 30 days. Both parties may have an attorney or representative present at mediation. Mediation is arranged to take place at a date, time and location convenient to both parties. If both parties decline mediation or if mediation does not resolve the complaint, the commission will proceed with its investigation into the complainant's allegations.

The mediation unit reviewed 161 cases through June 30, 2008. The parties in 42 of the cases chose to mediate. The unit successfully mediated 19 of those cases, mediated nine cases with an unsuccessful result and scheduled the balance for mediation after the close of the fiscal year. The unit negotiated settlements totaling \$130,280.

To save on costs, the mediator used facilities of local human rights commissions throughout the state. This enhanced the relationship among the state and local commissions and promoted local commissions in their communities. The Lexington Human Rights Commission graciously offered the use of its offices on several occasions as did the Owensboro Human Relations Commission and the Bowling Green Human Rights Commission. When there was no local commission in the community in which the complaint was based, the mediator used a nearby public library, chamber of commerce or city hall.

The mediation unit was assisted this year by an intern from the University of Louisville Paralegal Program. Sylvia Walters goal is to go to law school.

Education and Outreach

The Education and Outreach Unit works to present valuable information to the public about each person's civil rights and responsibilities under the Kentucky Civil Rights Act. The unit conducts workshops, trainings, forums and participates in community meetings across the state. It works closely with the 21 local human rights commissions governed by city and/or county governments within Kentucky. It handles non-jurisdictional inquiries such as police matters. It coordinates police-community relations forums and African American and Latino relations forums.

Civil Rights Workshops	58
Participation in Community Meetings	78
Meetings and Trainings to Local Human Rights Commissions	30
Police Community Relations Forums	2
Internal Trainings	2
Citizen Advocacy Hearings	3

Citizen Advocacy Hearings

The commission produced a new initiative beginning in March 2007 called the Kentucky Commission on Human Rights Citizen Advocacy Hearings. These monthly, public presentations of expert panels allowed for the discussion of issues and concerns of members of protected classes of the Kentucky Civil Rights Act. Each of the discussions averaged attendance of approximately 45 people. One hearing was aired on WFPL radio and Channel 25 in Louisville.

Citizen Advocacy Hearing Goals

- Promote clearer understanding of current day human and civil rights issues and facts in Kentucky.
- Increase interest among the public and the media throughout the state on the work of the human rights commission and broaden interest in human and civil rights issues.
- Build partnerships and relationships with advocacy groups in the state.
- Obtain data and suggestions for commission work planning.
- Raise public awareness of the Kentucky Commission on Human Rights.
- Allow local commission representatives to have hands-on involvement in the state commission work.
- Posture the state commission as a strong advocacy agency, protector of civil rights, voice for equality and catalyst for positive change.

Citizen Advocacy Hearings

Kentucky Women

The Status of Equal Opportunity for Women in Kentucky

The Kentucky Commission on Human Rights hosted at the Louisville Urban League on Thursday, March 20, 2007, its first in the monthly series of civil rights-related advocacy hearings.

In honor of Women's History Month in March, the first presentation featured a panel discussion on the status of equal opportunity for women. Guest panelists included Eleanor Jordon, executive director of the Kentucky Women's Commission, Judy Jennings, executive director of the Kentucky Foundation for Women, and Karina Barillas, bilingual family advocate of the Center for Women and Families. Bowling Green Commission Executive Director Linda McCray moderated.

Jordan, reporting on a study conducted by a Governor's taskforce, said Kentucky women are ranked 47th in the nation in the area of economic self sufficiency, 43rd in employment and earnings, and 50th in health and well-being. Women in Kentucky lead 205,540 Kentucky households including 27,495 grandmothers who are raising their grandchildren.



Linda McCray, Eleanor Jordan, Karina Barillas, and Judy Jennings speak to the audience.

Open Housing in Kentucky: Reality or Myth?

A look at Housing Segregation In Kentucky

The second advocacy hearing was presented on Thursday, April 17, 2007, at Appalshop Inc, a non-profit multi-disciplinary arts and education center in Whitesburg, Ky. The commission also held its monthly meeting at Appalshop on the same day. "The current predatory lending and foreclosure crisis is spurring the largest loss of African American wealth in modern times," said Cathy Hinko, executive director of the Metropolitan Housing Coalition in Louisville. In Louisville and throughout the U.S., loss of wealth and the lack of opportunity for affordable fair housing are grave concerns, she said. She served on the panel with Ricky Baker of the Leslie-Knott-Letcher-Perry Community Action Council and Art Crosby, executive director of the Lexington Fair Housing Council.

The commission conducted fair housing education and training throughout the year, and expanded its fair housing initiatives with a \$100,000 grant from the U.S. Department of Housing and Urban Development to inform minorities and people with disabilities in rural areas of the state about their right to housing, free from discrimination.



The commissioners (front row) and audience questioned the panelists.

Citizen Advocacy Hearings

Is equal education a dream, deferred?

School Integration in Kentucky

The third panel discussion was held on Thursday, May 15, 2007, at the Louisville Urban League headquarters in downtown Louisville.

“It doesn’t magically occur that if you mix classrooms, students will all perform the same and achievement gaps will close, but it does assure those students will all have the same resources to be able to achieve,” said Sherron Jackson, assistant vice-president of Finance and Equal Opportunity for the Council on Postsecondary Education.

Jackson served on the panel with Dr. J. Blaine Hudson, dean of Arts and Sciences at the University of Louisville, and Pat Todd, executive director for Student Assignment, Health, Safety at the Gheens Professional Development Academy.

“We know from Department of Education national data that when classrooms segregate again, student performance goes down, especially for those kids with the greatest needs,” Hudson said. Students with greatest needs include students from low income households, students with disabilities, minority students, and students who speak English as a second language, says the Kentucky Department of Education.

Does Kentucky Treat its First, Last?

Kentucky’s Native American Population

The last panel of this reporting period was presented on Thursday, June 19, 2008, by the WFPL FM radio “State of Affairs” live, listener call-in show. The panel was later aired approximately three times on Metro Louisville Channel 25 on Insight Cable.

The experts discussed Kentucky Native Americans and featured three panelists. Momfeather Erickson is part Cherokee Indian and is founder and executive director of the Mantle Rock Native American Education and Cultural Center in Marion, Ky. Martin Soaring Eagle is a member of the Kentucky Native American Heritage Commission and is president of the Circle of Wisdom Unity Conference, a collaborative group that advocates for Native American culture and rights. Michael Dunn is an educator of American Indian culture and is a Cherokee Indian head veteran dancer of the Native American pow wow.

Many members of the Native American community are working to gain legislation that defines and identifies Kentucky American Indians, the panelists said. A law to this effect would help Kentucky Native American communities get grant money for their children’s education and other projects. At the next meeting after the discussion, the Kentucky Human Rights Commission approved a resolution supporting this legislation.



Panelists Sherron Jackson, Pat Todd and Dr. Blaine Hudson speak to the audience.



Pictured during the live broadcast of WFPL “State of Affairs,” are panelists Martin Soaring Eagle, Michael Dunn, Momfeather Erickson and host Julie Kredens.

Kentucky Civil Rights Hall of Fame 2007

The commission inducted 20 new members into the Kentucky Civil Rights Hall of Fame at a special ceremony and civil rights celebration on Saturday, Sept. 15, 2007, in Greaves Concert Hall at Northern Kentucky University in Highland Heights, Ky. About 250 people attended the event.

The 2007 Hall of Fame strengthened commission ties to Northern Kentucky University. The school displayed the Civil Rights Hall of Fame Sculpture in the NKU Administration Building for the year leading up to the Hall of Fame program.

Members of the public throughout Kentucky nominated 57 people during the Hall of Fame civil rights public awareness campaign. The volunteer judges who selected inductees were from many regions of Kentucky and represented a wide variety of careers, backgrounds and interests.

The Kentucky Commission on Human Rights established the Kentucky Civil Rights Hall of Fame in 2000 during the state government agency's 40th anniversary. The Kentucky Civil Rights Hall of Fame is designed to honor the accomplishments of brave men and women who have fought for civil and human rights in Kentucky.

This year marked the fifth set of inductions. The 2007 members join the ranks of 64 previous inductees. There were 22 inaugural inductees in 2000, 16 inductees in 2001, 14 inductees in 2003, and 14 inductees in 2005.

Judges select inductees based on the following criteria from information by the nominators:

- Provided exemplary leadership and achievement toward Kentucky's progress in the areas of civil rights such as race, color, national origin, sex, religion, disability, and age.
- Advocated for civil and human rights through actions and deeds in Kentucky.
- Served as role model and beacon in the struggle to eliminate discrimination, prejudice and barriers of equality in Kentucky.
- Nominated candidates may be living or deceased; their contributions may cover a wide range of civil rights issues in present or past eras.

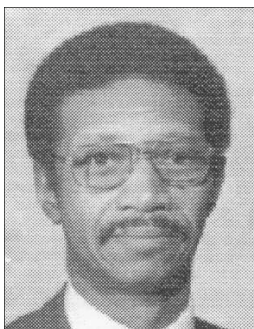
Kentucky Civil Rights Hall of Fame Inductees 2007



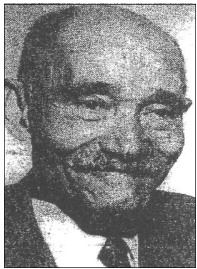
Ron Billings, Louisville, Ky., (1945-2004): Mr. Billings was a civil engineer and artist who redesigned his home to accommodate access for his wheelchair. He was a disability rights advocate and former member of the Louisville and Jefferson County Human Relations Commission. He fought for equal access for disabled people to take Metro buses and advised the Louisville Zoo and the Kentucky Fair and Exposition Center on accessibility issues for the handicapped. He helped define the term "disabled" for inclusion in the Kentucky Civil Rights Act. Mr. Billings was disabled by polio at the age of nine. He was a graduate of the University of Louisville Speed Scientific Engineering School and went on to work as an engineer for the Bechtel Corporation. Mr. Billings had two engineering patents and was an accomplished painter.



Dr. Gertrude W. Coleman, Louisville, Ky., (1934-2007): Dr. Coleman, a retired professor of nursing at the University of Kentucky, Jefferson Community College and Spalding University, served on many boards and commissions that fought for human rights, including the Louisville NAACP and the National Conference of Christians and Jews. She spent her youth during the 1960s marching to integrate restaurants, housing and stores in Louisville. She insisted that black students be treated fairly during school integration and argued against plans to bus African American students farther from their homes than other students. She was the president of the Black Women for Political Action during the 1970s and 1980s and served on the board of the Park Duvall Health Center, where she fought for funding to help low-income people obtain medical care.



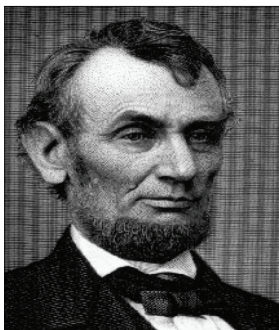
Harry Eugene Fields, Owensboro, Ky., (1916-2000): Mr. Fields was a chairman of the Owensboro Human Relations Commission, a lifelong principal and educator, member of his local NAACP and Habitat for Humanity who fought for understanding and equality for all. He went to city hall with others in 1970 to improve police/community relations but also spent time restoring the Greenwood Cemetery, because he believed in treating those who had died with respect. Mr. Fields received numerous awards of appreciation for his community service, including the NAACP's Josiah Henson Humanitarian Award and the Owensboro Mayor's Award for Excellence.



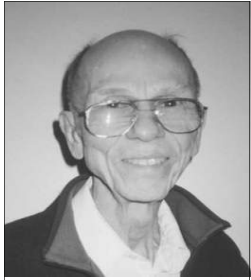
Rev. Henry Wise Jones, Louisville, Ky., (1873-1954): Rev. Henry Wise Jones was the pastor of two historic churches in Kentucky: the Green Street Baptist Church in Louisville and the Pleasant Green Baptist Church in Lexington. During his 38-year tenure at the Green Street Baptist Church, the membership grew from 300 members to 1,200 members. Rev. Jones was chairman of the board of Simmons University in Louisville, which was founded by African Americans and offered programs in law, medicine and theology. Rev. Jones fought for equality for African Americans in higher education and organized voting drives that led to the founding of Louisville Municipal College in the 1930s.



Gerry Gordon-Brown, Louisville, Ky., (1940-): Ms. Gordon-Brown is an advocate for Disability and Civil Rights. She participated with Rev. Martin Luther King Jr. and others in the 1964 March on Frankfort. She also participated in the 2004 Commemorative March on Frankfort that celebrated the 40th anniversary of Rev. King's visit to Frankfort. Ms. Gordon-Brown who has a hearing impairment, has her Bachelor's and Master's degrees. She has helped register voters and drive people to polls. Ms. Gordon-Brown has fought for better living conditions for homeless and low-income people and against police misconduct. She worked for 12 years at the Center for Accessible Living in Louisville and helped clients with referrals, ramp construction and personal care attendant service. In 2000, she became the director of the Kentucky Client Assistance Program and helps consumers and applicants pursue legal remedies and administrative reviews for their complaints.



President Abraham Lincoln, Hodgenville, Ky., (1809-1865): President Lincoln guided the United States through the Civil War, which was the bloodiest conflict on American soil. Through all of the devastation, the president, who was born poor in Kentucky, insisted that the country remain united. The president, after meeting with such great leaders as Frederick Douglass, also insisted that slavery be ended in the United States. Through Lincoln's vision, Congress passed the 13th Amendment that officially ended slavery. President Lincoln also oversaw the recruitment, training and deployment of thousands of African American troops who helped turn the tide of the Civil War and thereby aided in their freedom and the freedom of millions of black slaves. President Lincoln is widely regarded as one of the greatest presidents and leaders of America. The 1963 March on Washington, led by Rev. Martin Luther King Jr., was held at the Lincoln Memorial. The Kentucky Commission on Human Rights in 2007 passed a resolution supporting President Lincoln's induction into the Kentucky Civil Rights Hall of Fame.



Tom Moffett, Louisville, Ky., (1924-): Mr. Moffett is a longtime member of the Kentucky Alliance Against Racist and Political Repression. He has supported boycotts by the Justice Resource Center in Louisville and has fought racism, sexism and police misconduct. He is a writer and historian who has sought to educate others about oppression and discrimination. Mr. Moffett earned a bachelor's of science degree from Wheaton College in Wheaton, Ill., and a theology degree from the Princeton Theological Seminary in Princeton, N.J. He has been a Presbyterian pastor in four states, including Covenant Memorial Presbyterian Church in Louisville. He has been an accountant for the Park DuValle Community Health Center. Mr. Moffett has also fought for worker's rights, including farm workers in the United States, Haiti and Central America. He often drives others to attend human rights demonstrations and meetings.



Jack Moreland, Cold Spring, Ky., (1946-): Mr. Moreland, the superintendent of Covington Independent Public Schools for more than seven years, is also a former interim president of Northern Kentucky University and superintendent of Dayton, Ky., Public Schools. While leading the Dayton School District, Mr. Moreland helped usher in the Kentucky Education Reform Act of 1990 (KERA), an unprecedented law that changed the way public schools in the Bluegrass State are funded, conducted and led. Mr. Moreland headed the state Superintendents' association that changed funding in Kentucky schools and swept away nepotism and corruption. Mr. Moreland supported Holmes High School in Covington when the first NAACP youth chapter was created in 2003. He has served as a co-chairperson of the annual Convene for the Dream program in Northern Kentucky to honor Dr. Martin Luther King Jr. In 2005, he received the NAACP's Partner in Education Award.



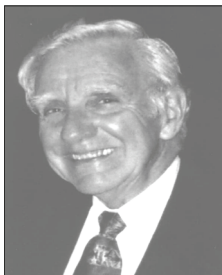
Rosella French Porterfield, Elsmere, Ky., (1918-2004): Mrs. Porterfield, the granddaughter of a slave, graduated with honors from Kentucky State College in Frankfort and joined the Erlanger-Elsmere School District in 1940, where she became the head teacher at Wilkins Heights, a school for African American children. In 1955, after the U.S. Supreme Court ruled that segregated schools were illegal, Mrs. Porterfield worked with district officials to integrate schools in Elsmere and Erlanger. Life magazine featured the district in an article in 1956. One of her students, Billy Bradford, became the first African American mayor in Northern Kentucky when he was elected in Elsmere several years ago. The city of Elsmere has named the park next to the old Wilkins Heights School in Mrs. Porterfield's honor.



Pamela Mullins, Covington, Ky., (1953-): Ms. Mullins began her career in the early 1980s, when she, among others, demanded that the Covington Board of Education adopt Dr. Martin Luther King Jr.'s birthday as a holiday. In 1989, she became the first African American elected to the Covington Board of Education, where she served for seven years. In 1997, she became the first black woman elected to the Covington City Commission. Ms. Mullins introduced the ordinance that created the Covington Human Rights Commission. Ms. Mullins was appointed to the Covington Human Rights Commission after leaving the Covington City Commission. In 2003, she helped expand the Covington Human Rights Commission ordinance to protect more people. In 2007, a youth member from Holmes High School was added to the Covington Human Rights Commission with Ms. Mullins' support.



Suzy Post, Louisville, Ky. (1933-): Ms. Post has been a longtime advocate for civil and human rights in Louisville. She has served as president of the Kentucky chapter of the American Civil Liberties Union, chair of the Kentucky Pro-ERA Alliance and has been a member of the NAACP Education Committee. She has a degree in English Literature from the University of California at Berkeley. Ms. Post has served as the program director of the Louisville-Jefferson County Human Relations Commission and as director of the Metropolitan Housing Coalition in Louisville. She has served on the Jewish Community Federation's Civil Rights Committee and has been chair of the Reproductive Freedom Project. Ms. Post has dedicated her working life and free time to improving human rights.



Dr. Donald E. Sands, Lexington, Ky., (1929-): Dr. Sands is a retired administrator, chemist and professor from the University of Kentucky. Besides his long career as an educator, Dr. Sands has served as a board member and president of the Central Kentucky Civil Liberties Union, where he helped establish a student chapter at the University of Kentucky in 2000. He has seen the Central Kentucky Civil Liberties Union triple its membership from 450 in 1999 to 1,290 in 2007. Dr. Sands has long believed that public discussion and awareness are keys in protecting civil liberties. He has organized public meetings on the death penalty; terrorism and civil liberties; the right to a fair trial; the rights of Hispanic residents; racial and ethnic profiling; and the proliferation of the penal system.



Rev. William H. Sheppard, Louisville, Ky., (1865-1926): Rev. Sheppard was pastor of Grace Presbyterian Church in Louisville from 1912 until his death in 1926. A son of former slaves, Rev. Sheppard was an early advocate of civil rights before the 20th Century. He fought for education, housing and freedom, both in America and abroad, including the Congo, where he served as a missionary and human rights advocate who fought colonial oppression. The Sheppard Square Housing project bears his name and his family has donated many arts pieces he collected from the Kuba people in Africa to the Speed Art Museum in Louisville.



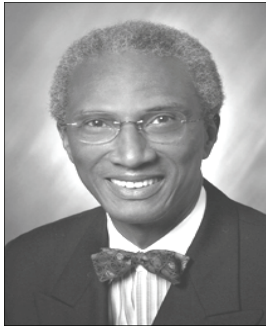
Alice T. Shimfessel, Covington, Ky., (1901-1983): Mrs. Shimfessel was a leader of the civil rights movement in Covington and Northern Kentucky during the 1950s and 1960s. She was the long-time president of the Covington chapter of the NAACP, the L.B. Fouse Civic League and was an official of the Congress of Racial Equality. Mrs. Shimfessel fought to integrate public schools and access to public accommodations, such as movie theaters, restaurants and department stores. She led a protest in front of the Coppins Department Store in Covington when managers refused to allow black women to try on clothes. The store not only changed its policy against blacks, it soon hired its first African American sales person.



Isaiah Smith, Covington, Ky., (1933-1998): Mr. Smith was a community activist who fought for better education, health, housing, employment and recreation for blacks in Northern Kentucky. He was a longtime member and official of the local NAACP who organized programs to remember Martin Luther King Jr. He organized voters for Rev. Jesse Jackson's run for the presidency in the 1980s. He served on the boards of the Family Health Center and the Kenton County Library. A barber by profession, Mr. Smith was a member of the Northern Kentucky Chamber of Commerce, where he often spoke on issues affecting African Americans. He advised the Black United Students at Northern Kentucky University, which in 1982 gave him an award of appreciation.



Hal Thurmond and Elizabeth Thurmond, both of Hopkinsville, Ky., (Hal Thurmond 1918-1971; Bettye Thurmond, 1921-1989): Hal Thurmond, a business leader in Hopkinsville, in 1964 was a founder and chair of the Hopkinsville Human Relations Commission. Mr. Thurmond was chair of the U.S. Civil Rights Commission's Advisory Committee during the Eisenhower administration. Mr. Thurmond served as Gov. Happy Chandler's representative on the Governor's Conference on Civil Rights in 1959 and was a board member of the National Conference of Christians and Jews. Mrs. Thurmond became the second executive director of the Hopkinsville Human Relations Commission in 1974, a position she held for 10 years. The Thurmonds are known for helping to integrate housing, lunch counters and public schools in Christian County. The Thurmonds endured cross burnings on their lawn, bomb threats and loss of business because of their support for civil rights.



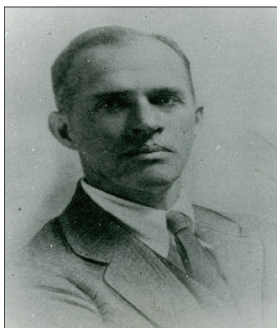
Dr. William H. Turner, Lexington, Ky., (1946-): Dr. Turner, a lifelong educator, former interim president of Kentucky State University and administrator at the University of Kentucky, helped found the Black Students Union at the University of Kentucky in 1968 and spent that year working with the Kentucky Commission on Human Rights. He attended a segregated school in the Eastern Kentucky coal town of Lynch; he later earned his doctorate. He founded the Black Mountain Improvement Association to help minorities and low-income people in Kentucky, Virginia and West Virginia have greater access to higher education. The Christian Appalachian Project named Dr. Turner its Person of the Year for 1994. The state of Kentucky awarded Dr. Turner its Martin Luther King Jr. Award in 2006.

He provided a home for the Kentucky Civil Rights Hall of Fame as president of Kentucky State University and has encouraged his students to participate in civil and human rights activities. He served as a commissioner for the Kentucky Commission on Human Rights from 2007 until October 2008.



Carla Wallace, Prospect, Ky., (1957-): Ms. Wallace's father, Henry Wallace, of Louisville, was elected to the Kentucky Civil Rights Hall of Fame in 2003 for his philanthropy and willingness to place himself at the forefront of marches, meetings, protests and negotiations against racism, sexism and police misconduct. Ms. Wallace has fought for all of those causes and more. She led a successful effort in 1999 as part of the Fairness Campaign to include sexual preference as a protected class under a Louisville's Human Rights Ordinance. In 2002, she traveled to the Middle East to campaign for peace. That same year she was arrested for protesting the fatal police shooting in Louisville of a handcuffed man. She has walked a picket line to encourage a golf club to hire more minorities and she has demanded

minimum wage increases for government workers. In 2005, Ms. Wallace endowed the University of Louisville with a \$1 million donation establishing the Audre Lorde Chair in Race, Class, Gender and Sexuality.



William English Walling, Louisville, Ky., (1877-1936): A Louisville native, Mr. Walling spent his life fighting for civil rights and was a co-founder and first board chairman of the National Association for the Advancement of Colored People. Mr. Walling was the son of a Louisville doctor and attended schools in Louisville and Edinburgh, Scotland, where his father was an American consul. Mr. Walling received a bachelor's degree from the University of Chicago in 1897. He was shocked by the riots by whites against blacks in Springfield, Ill., in 1908. Mr. Walling called for blacks to be treated with "absolute political and social equality." Mr. Walling and others issued a national call for equality for African

Americans that led to the founding of the NAACP, which has become America's oldest and most powerful civil rights organization. Mr. Walling was a founder of the National Women's Trade Union League in 1903 and worked for the American Federation of Labor.

Local Human Rights Commissions

There are 21 local human rights commissions across Kentucky under city and/or county government ordinances. The local human rights commissions are vital partners to the Kentucky Commission on Human Rights. The state commission plans and conducts civil rights workshops with these partners to educate the general public about the rights and responsibilities under Kentucky Civil Rights laws. Our agency provides technical support and training to these commissions. In 2008, the state commission made 30 visits to assist local human rights commissions and held two local human rights commission roundtables. Roundtable discussions are designed to provide an opportunity for local human rights commission directors and commissioners to share ideas and collaborate in vital civil rights initiatives.

To better assist local human rights commissions, the state commission produced a handbook this year called, "Guidelines for Local Human Rights Commissions." The handbook is designed to help existing local commissions operate effectively and to assist local governments and concerned citizens to create local human rights commissions in their own communities.



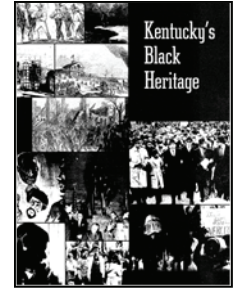
Representatives from our local human rights commissions at the Kentucky Human Rights roundtable.

Kentucky Local Human Rights Commission Partners

- | | |
|---|--|
| * 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 Commission | * 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 |
| * 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 | |

Kentucky's Black Heritage Book 2nd Edition

In recognition of Black History Month, the commission formed a committee in February 2007 to develop a second edition of *Kentucky's Black Heritage*. The commission published the book in 1971 to give students information about the role African Americans played in the state and to provide a deeper understanding of the problems black Kentuckians faced throughout history. Then Commission Chair Henry Curtis named as co-chairs of Kentucky's Black Heritage 2nd Edition Book Committee Dr. John Hardin, professor of History at Western Kentucky University in Bowling Green, and Dr. William Turner, who was a human rights commissioner and is the National Endowment for the Humanities distinguished chair of Appalachian Studies at Berea College. Members are Dr. J. Blaine Hudson, dean of the College of the Arts and Sciences at the University of Louisville; Rev. Thurmond Coleman, who was a human rights commissioner and is pastor emeritus of First Baptist Church of Jeffersontown where he served as pastor for 45 years; Dr. Anne S. Butler, director of the Center of Excellence for the Study of Kentucky African Americans at Kentucky State University in Frankfort; and Dr. James C. Klotter, professor of History at Georgetown College and the state historian. Release of the next edition will be contingent on funding.



Communications Initiatives

This year, the commission established the communications unit in the Office of the Executive Director in order to expand and enhance awareness through the media. The commission issued approximately 50 press releases about its legal findings, activities and education initiatives. The executive director published editorials and issued statements in the Louisville Defender Newspaper on a periodic basis. During this reporting period, there were approximately 100 media stories in newspapers, on television, radio and websites from around the state that featured news about the Kentucky Commission on Human Rights and its activities. The commission continued to publish and distribute its periodic newsletter and informational brochures. It enhanced its website to include civil rights-related articles and agency announcements, which increased readership from a few hundred per month to approximately 10,000 per month. The agency placed a number of print and radio advertisements under a HUD Fair Housing grant. The commission published a report on the Status of Women and Minority Employment in Kentucky State Government.

Police and Community Relations Forums

In September 2007, the commission conducted a police and community relations forum for about 100 students at Covington Holmes High School. The program was jointly sponsored by the state commission, the Covington Human Rights Commission, the women's Crisis Center of Northern Kentucky, Covington Police and the Northern Kentucky Disabilities Coalition. The object was to increase self-esteem among the students and create a positive relationship with police. The commission produced a second forum in February 2008 in Maysville at the request of the Maysville-Mason County NAACP and the Maysville Human Rights Commission. Dr. Aaron Thompson of Eastern Kentucky University conducted sensitivity training for the police, prosecutors, city officials and public defenders who attended the program. Later, after learning that the Maysville police chief invited Dr. Thompson back to Maysville to conduct more extensive training for all of the officers on the police department, Maysville NAACP President Terry Cunningham told the commission the training led to better police and community relations in the region.

Education and Outreach Services for Foreign-born Kentuckians

The Kentucky Commission on Human Rights continues with its education and outreach program to educate foreign-born Kentuckians about their rights and responsibilities under Kentucky civil rights laws. The commission conducted 12 civil rights workshops targeted to the Spanish speaking population, Vietnamese, Somalis, Bosnians and Russians. Also, the Kentucky Commission on Human Rights translated the agency fair housing materials into Vietnamese to reach out to the Vietnamese population.

The commission used every opportunity to involve the media serving these minority populations and publish the commission outreach program and civil rights information. Hispanic media outlets published 15 articles about this work. The media outlets include Hoy en las Americas in Shelbyville, La Verada in Owensboro, La Voz de Kentucky Lexington, Al Dia America in Louisville, the magazine Actualidad in Lexington, and Spanish radio La Caliente in Louisville and the Radio Vida in Paris. The commission is very appreciative for the partnership the Hispanic media outlets. A list of immigrant media outlets is available on the commission website at www.kchr.ky.gov.

Also, as part of our program, the commission continues to maintain and update the list of translators and interpreters available on our website. The purpose of the list is to assist local human rights commissions, private and government organizations, community centers, and community leaders to find a translator or an interpreter to assist in communicating with foreign-born people. Anyone interested in participating in this program may contact the commission.



Richard Stenberg, FHIP director, distributing fair housing materials at a Hispanic festival.

Internal Trainings

Our education and outreach staff coordinated two trainings to equip commission employees. On March 17, 2008, the commission received training about the disability population in Kentucky. This training was given by Keith Hosey and Wayne Givens from the Center for Accessible Living and focused on the “do’s and don’t’s” when dealing with people with disabilities. This gave employees a better understanding about the civil rights needs of this protected class.

On May 6, 2008, the commission staff received training on “*How to work with an interpreter.*” Aida Juric, Translation Service coordinator and interpreter for the Catholic Charities of Louisville provided the training. It helped commission officials to work effectively with interpreters. It was a part of our ongoing effort to ensure that the agency provides meaningful services to persons with limited English proficiency and complies with Executive Order 13166, “Improving Access to Services for Persons with Limited English Proficiency.”

Third Annual Hispanic and Immigrant Networking Summit

The Kentucky Commission on Human Rights held its 3rd annual Kentucky Hispanic and Immigrant Networking Summit on September 29, 2007 at the UK Cooperative Extension Office in Shelbyville, Ky. The Networking Summit kicked off a statewide celebration of National Hispanic Heritage Month (September 15-October 15). The commission organized this unique event to foster mutual understanding and increase communication and collaboration between the federal, state and local governments with Kentucky's foreign-born communities. Participants had the opportunity to network with Hispanic educators and entrepreneurs, directors of Kentucky Latino centers and refugee agencies, and members of the Hispanic media from across the commonwealth. Speakers from across the state emphasized the needs of the growing ethnic population. Panelists included city, state and federal representatives, and directors of Latino centers and parishes. Participants had access to immigrant community contacts that have been built over half a decade of intensive outreach efforts by the Kentucky Human Rights Commission. Approximately 145 participants attended the networking summit.



Hispanic media representatives shared information about their services during the Networking Summit.

African American and Latino Relations Summit

On August 16, 2007, the Kentucky Commission on Human Rights held its first African American and Latino Relations Summit to promote mutual understanding between African Americans and Latinos in Kentucky. The summit was held at Kentucky State University in Frankfort.

Prior to this summit, the commission received information that some public schools in Kentucky were seeing tension between African American and Latino students. Also, the commission received reports that there were ethnic tensions in neighborhoods. The commission saw the need to address this problem by promoting positive social change. The commission invited prominent leaders from the African American and Latino populations, including NAACP state and local representatives, African American state legislators and church leaders. From the Latino community, the commission invited directors of Latino centers, directors of Hispanic ministries, and other Latinos active in the community. The purpose of the meeting was to encourage blacks and Latinos to work cooperatively and discuss ways to defuse tensions and encourage positive social cooperation. The summit was very productive and participants showed interest in holding additional meetings. Approximately 60 people attended this meeting.

Fair Housing Initiative Program Grant

On June 5, 2007, the commission received a Fair Housing Initiative Program Grant of \$99,800 from the United States Department of Housing and Urban Development.

The purpose of the grant is to educate people with disabilities, housing providers, and foreign-born populations about their rights and responsibilities under the Federal and Kentucky Fair Housing acts. The grant is for a one year period and has focused in northern, south central and eastern Kentucky. With the grant, the commission has been able to conduct fair housing workshops, translate fair housing materials to other languages and place radio and newspaper advertisements to promote fair housing.

Training

The commission conducted training sessions for groups, businesses, organizations and the general public throughout the year.

Fair Housing

Sessions designed for housing providers, realtors, financial lenders, advertisers, media, community groups and the public to outline Fair Housing rights and how to comply with the law.

Cultural diversity

This training is designed to share information with employers and employees or community groups about the benefits and challenges of cultural diversity. Topics discussed include “Why diversity is important,” “How our views are formed” and “Fostering open communication.” Participants are encouraged to participate in open discussion. The course is aimed at increasing work productivity and a positive work environment or enhancing and improving community relations.

Building Culturally Sensitive Teams

This workshop uses the principles of the Cultural Diversity training to encourage building work teams that are positive and productive. It provides skills to help members fully utilize one another’s abilities and talents for group success.

Sexual Harassment

This workshop teaches participants how to comply with sexual harassment law and demonstrates how they are protected by the law. It is designed to protect employers and employees. It provides tips on how to foster and ensure sexual harassment-free environments in the workplace.

The Kentucky Civil Rights Act (KRS 344)

This workshop teaches participants how to comply with and how they are protected by Kentucky’s law against discrimination. It tackles general topics about the commission, how we enforce the law, how to file a complaint, what to do if you are served with a complaint, and other information found in our state statute, KRS 344, also known as the Kentucky Civil Rights Act.

Custom Training

Education sessions or workshops can be created to fit the needs of any community, business or group. They can include any of the above topics, as well as other civil rights issues, such as how to start a local commission in a city, county or region. Those requesting training may call our agency with a “wish list,” and we will work with them to create the perfect workshop for their needs.

2008 Human Rights Organization Partners

A. Phillip Randolph Institute	Governor's minority Management Task Force	Louisville Hispanic Latino Business Council
ACLU of Kentucky	Henderson NAACP	Louisville Hispanic/Latino Coalition
Affirmative Action Advisory Committee	Hispanic Association, Inc	Louisville Latino Coalition
African American Catholic Ministries	Hispanic Community Center in Louisville	Louisville NAACP
AFSCME of Kentucky	Hispanic Ministries in Shelbyville	Louisville Office for International Affairs
American Baptist Newspaper of KY	Hispanic Ministry - Covington	Louisville Tenants Association
Arch Diocese of Louisville	Hopkinsville NAACP	Louisville Urban League
Ashland NAACP	Intergovernmental Black History Committee	Madisonville NAACP
Bardstown NAACP	International Association of Official Human Rights Agencies	Mantle Rock Center
Bluegrass Farm Chaplaincy, Inc	Irvington NAACP	Martin Luther King, Jr. State Commission
Bluegrass Farm Workers Health Center	Jefferson Board of Education	Maysville/Mason County NAACP
Boat People S.O.S.	Jefferson County Clerk	Metro Disability Coalition
Bowling Green NAACP	Jefferson County Community Action Committee	Metropolitan Housing Coalition Predatory Lending Panel
Business and Professional Women River City	Jefferson County Police Department	Migrant Network Coalition
Cabinet for Health and Family Services	Jefferson County Public Schools	Mujeres Unidas in Richmond
Campbellsville University	Jewish Community Federation of Louisville	National Association of Human Rights Workers
Cathedral Heritage Foundation	Jewish Family and Vocational Services	National Coalition Building Institute - Louisville Chapter
Catholic Charities	Kentuckiana Interfaith Community	National Conference for Community and Justice
Catholic Charities - Bardstown	Kentucky Housing Corporation	National Council of Jewish Women - Louisville Chapter
Catholic Diocese of Owensboro	Kentucky Alliance against RPR	National Council of Negro Women - Louisville Chapter
Center for Accessible Living	Kentucky Association on Government Communicators (KAGC)	National Fair Housing Alliance
Center for Women and Families	Kentucky Commission on Women	NETWORK
Centro del Immigrante in Paducah	Kentucky Conference of NAACP Branches	Northern Kentucky African American Heritage Task Force
Centro Latino - Owensboro	Kentucky County School Board	Northern Kentucky NAACP
Centro Latino - Shelbyville	Kentucky Disabilities Coalition	Office of Latino Student Affairs of Northern Kentucky University
Centro Latino in Danville	Kentucky Fairness Campaign	One Louisville
Children's Law Center	Kentucky Hate Crimes Task Force	Owensboro Centro Latino
Church Women United of the Louisville Area	Kentucky Mexican American Relations Institute	Owensboro NAACP
Coalition for the Homeless	Kentucky Migrant Legal Services	Owensboro Plaza Community Center
Community Action Agency	Kentucky NAACP	Paris NAACP
Council on Post Secondary Education/Committee on Equal Opportunity	Kentucky Rainbow Coalition	Peace Education Program
Covington Hispanic Resource Center	Kentucky Real Estate Commission	Planned Parenthood of Kentucky, Inc
Covington Police Department	Kentucky River Foothills	Providence NAACP
Danville NAACP	Kentucky State Date Center	Russellville NAACP
Department of Local Government	Kentucky Youth Advocates	Saint Susana Catholic Church in Elkton
Hispanic Ministry of Lexington Catholic Diocese	Kettering Foundation	Shelbyville Latino Center
Eastern Community Ministries in Louisville	Kentuckiana Metroversity	Southern Transportation Civil Rights Conference
Education Equity Task Force	La America Community Center	St. Rita/Hispanic Center in Louisville Subcommittee for Equity and Justice for All Youth
Equal Employment Opportunity Commission	La Amistad in Covington	Take Back the Night Louisville Planning Committee
Erlanger NAACP	LaGrange NAACP	The Arabic American Anti-Discrimination Committee
Fair Housing Council	Latino Club of Louisville	Tri County and Kentucky Alliance Against Racists and Political Repression
Federal Bureau of Investigation	Legal Aid Society of Louisville	
Fellowship of Reconciliation	Lexington Cardinal Valley Center	
Frankfort NAACP	Lexington Fair Housing Council	
Franklin County Latino Coalition	Lexington Hispanic Association, Inc	
Fund for Women	Lexington Urban League	
Georgetown NAACP	Lincoln Bicentennial Commission	
Governor's Child Labor Committee	Lincoln Foundation	
Governor's Housing Conference	Louisville Defender Newspaper	

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