

# Overview of Women in Kentucky

## 2010 Updated Report



Kentucky Commission  
 on Human Rights

PROTECTOR OF CIVIL RIGHTS  
VOICE FOR EQUALITY  
CATALYST FOR POSITIVE CHANGE



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## Letter of the Executive Director



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Thursday, March 18, 2010

Dear Citizens of the Commonwealth of Kentucky:

The Kentucky Commission on Human Rights is pleased to issue the *Overview of Women in Kentucky 2010 Updated Report* as part of our recognition of U.S. and Kentucky Women's History Month. This work is based on information from a variety of sources such as the U.S. Census Bureau, the Kentucky Commission on Women and others. As much as their male counterparts, women have played vital roles in the long and unique history of the Commonwealth of Kentucky. Although women represent more than half of the population, the state ranks 47<sup>th</sup> in the nation regarding women's economic progress and 46<sup>th</sup> for women's health and well-being.

As you review the information in this report, it is our hope that you will do so with the goal of designing solutions and eliminating disparities that perpetuate unfair environments for the 2.1 million women in our state. The legislature, educational institutions, non-profit organizations and citizens can pull together in partnership to ensure that in Kentucky, women's issues are a top priority as we move forward. In order to be a place that we can all be proud to call home, our state must work hard to ensure the equal opportunity and quality of life of its majority (51 percent) population.

Sincerely,

  
John J. Johnson,  
Executive Director

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## Introduction

A public celebration of women's history began in Sonoma County, California, in 1978, as "Women's History Week." Later, and because March 8 is International Women's Day, Senator Orrin Hatch (R-Utah) and Representative Barbara Mikulski (D-Md.) in 1981 co-sponsored a joint congressional resolution proclaiming a national Women's History Week in March. The Congress expanded the one-week celebration to a month in 1987, and March officially became Women's History Month.

In conjunction with its observance of Women's History Month, the Kentucky Commission on Human Rights is pleased to present this updated revision of the Overview Women in Kentucky. The work was compiled from a variety of sources including the U.S. Census Bureau, the Kentucky Commission on Women, and others, and is not intended to be an all-inclusive or exhaustive document on women's issues in Kentucky.

Although women in Kentucky have a long history of achievements and contributions that are unique to the commonwealth, women are seriously underrepresented in all facets of society. According to the most recent Institute for Women's Policy Research Report, Kentucky still ranks as one of the worst in the nation for women's health, education, political participation, and economic well-being. Kentucky women continue to fall below the national average in median annual earnings, earnings ratio, labor force participation, managerial/professional occupations, advanced educational attainment, women-owned businesses, and percentage of women living above poverty.

The Kentucky Commission on Human Rights will continue to advocate for the rights of women to achieve fairness and equality in all areas of disparities. The commission believes that with the help and coordinated efforts of Kentucky's leadership, advocacy organizations, and civil rights partners, many of these disparities can be overcome.

## Fact Highlights about Women in Kentucky

- ✚ Women represent 51% of Kentucky's total population. Over 40% of women are between the ages of 35 and 64 years.
- ✚ The majority of women in Kentucky are married (53.1%), 22.5% have never married, 13% are divorced, and 11.4% are widowed.
- ✚ For the female population that is 25 years of age and over, 34.4% graduated high school, while only 11.3% received bachelor's degrees, and 8.25% attended graduate and professional school.
- ✚ The educational attainment of women is associated with a disparity. The median annual earnings of men with college degrees or more, from 2004 to 2006, in Kentucky, was \$55,000, while the median annual earnings of women with college degrees or more in the same period was \$43,000; the earnings gap was at 77%.
- ✚ The female high school dropout rate continues to be less than the male dropout rate; the female dropout rate is 2.6% while the male is 3.7%.
- ✚ Women constitute 60.7% of the population 25 years of age and up whose income is below the poverty level (women tend to be poorer than men).
- ✚ In the below the poverty level population, women form the majority in all Kentucky's 120 counties, except three counties (Carter (49.6%), Calloway (47.9%), and Logan (47.8%)).
- ✚ In Kentucky, White and Asian women are more likely to work in professional and managerial positions than Black or Hispanic women.
- ✚ Only 26% of all businesses in Kentucky are owned by women.
- ✚ Kentucky ranked 38<sup>th</sup> in the number of businesses owned by women in 2002. Females owned 26% of all firms in Kentucky with sales and receipts over \$9 billion. Female-owned firms outnumbered male-owned firms in the sectors of educational services by 5% and health care and social assistance by 8%.
- ✚ Kentucky is ranked 47<sup>th</sup> in the nation regarding women's economic progress. Four indicators of women's economic progress are used by the employment and earnings composite index to measure how well women are doing in each state's economy, which includes women's earnings, the wage gap, women's participation in the labor force, and women's representation in managerial and professional jobs.
- ✚ Kentucky has the highest lung cancer deaths of women.
- ✚ Kentucky is ranked 30<sup>th</sup> for women without health insurance; 17% of all white women are without health insurance, 25.8% of all African American women, and 47.6% of Hispanic women.
- ✚ Only 15.2% of all elected officials in Kentucky are women.
- ✚ For the last decade, the commission received more than 800 complaints based on the civil rights protected class of "sex."
- ✚ About 94% of all sex discrimination complaints were in the area of employment.

## Women's Demographics

According to the 2009 Census data, the population of Kentucky is 4,314,113; 1.4% of the US population.

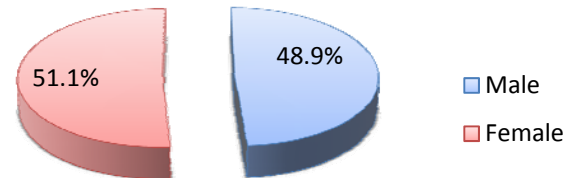
Women are slightly more than half of Kentucky's population, representing 51.1%.

- ✓ Female: 2,165,113 or 51%
- ✓ Male: 2,069,886 or 49%

Nearly half of all women in Kentucky fall between the ages of 35 and 64.

- ✓ Female under 18 years: 22.7%
- ✓ Female between 18 and 34 years: 22.2%
- ✓ Female between 35 and 64 years: 40.3%
- ✓ Female 65 years and up: 14.6%

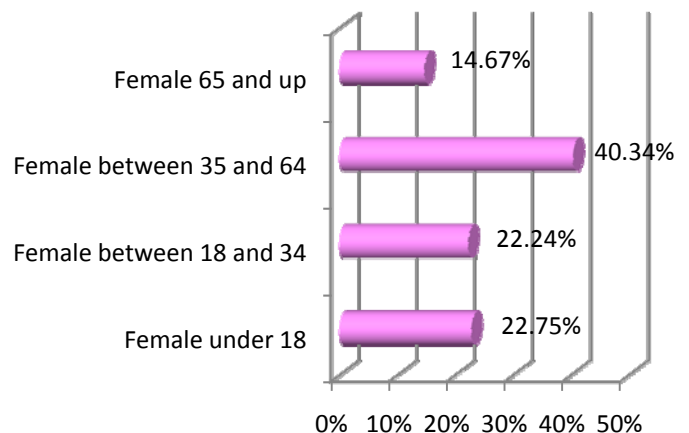
**Kentucky's Population by Gender**



Among the ethnic and racial groups in Kentucky, women form more than half of those populations, except for the Hispanic.

- ✓ African American women: 51.3%
- ✓ American Indians/Alaskans women: 56.2%
- ✓ Asian women: 53.5%
- ✓ Hispanic women: 42%
- ✓ White women : 51%

**Female Age in Kentucky**

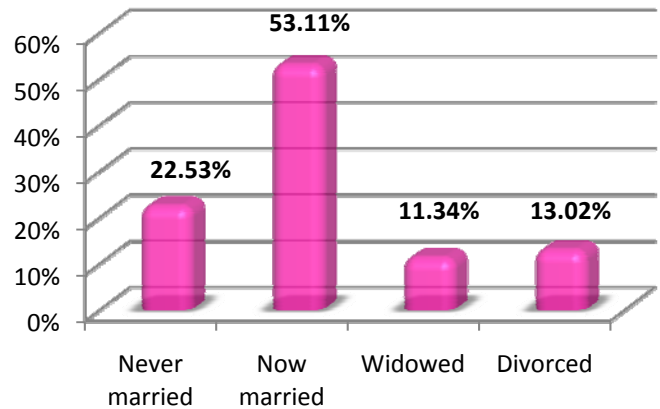


The majority of women in Kentucky are married (53.1%), 22.5% have never married before, 13% are divorced, and 11.3% are widowed.



Among the diverse racial and ethnic groups, marital status differs. As the table below shows, 22.5 % of white females never married before while nearly 46% is the case for Black females. Asians have the highest percentage of women who are married now, 66.6%, while Blacks have the lowest at 25.2%. American Indian females have the highest rate of divorce at 17%, while Asian females have the lowest at 6.8%.

**Average Marital Status of Females 15 Years and Over 2007**



**Marital Status of Females 15 Years and Over in Kentucky by Race (2007)**

Marital Status	White	Black	Asian	American Indian	Hispanic
Never Married	20.45%	45.94%	22.24%	22.31%	29.42%
Now Married	52.67%	25.22%	66.65%	45.61%	52.77%
Separated	2.25%	4.79%	0.45%	7.68%	4.03%
Widowed	11.60%	10.15%	3.86%	7.40%	4.16%
Divorced	13.03%	13.90%	6.80%	17.00%	9.63%

## Education

Women's earnings have been growing faster than men's since 1975 due to women's rapid gains in formal education and labor market experience, accompanied by an increase in union representation in several of the occupations traditionally dominated by women (teaching and nursing, for example). Better paying jobs and educational opportunities have also opened to women because of equal opportunity and civil rights laws, such as the Equal Pay Act of 1963 and the Civil Rights Act of 1964<sup>1</sup>.

Women have made remarkable achievements in education during the last three decades, but these gains have not translated into full equity in pay, even for college-educated women who work full time. Nationally, typical college-educated woman working full time earn \$50,000 a year compared to \$66,000 for college-educated male workers — a difference of \$16,000. Kentucky's percentage of women who have bachelor's degrees is far below the national average.

<sup>1</sup> Women's Economic Status in the States, Institute for Women's policy Research

This section will present various aspects of women's education in Kentucky:

## Number of Female Students (K-12)

During the 2007-08-school year, there were 310,883 female students and 328,836 males students in Kentucky's public schools (grades K-12), that is, 48.6% female and 51.4% male, according to the Kentucky Department of Education.

## Female Ethnicity (K-12)<sup>2</sup>

- ✓ White females: 260,045 or 83.6%
- ✓ African American females: 33,739 or 10.6%
- ✓ Hispanic females: 8,047 or 2.6%
- ✓ Asian females: 3,443 or 1.1%
- ✓ Native American females: 431 or 0.1%
- ✓ Other females: 5,771 or 1.8%

## Student Enrollment<sup>3</sup>

Over 25% of Kentucky's total female population is enrolled in school.

- ✓ Females enrolled in preschool: 5.23%
  - ✓ Females enrolled in kindergarten: 5.22%
  - ✓ Females enrolled in grade 1 to grade 12: 61.6%
  - ✓ Females enrolled in college (undergraduate): 23.3%
  - ✓ Females enrolled in graduate and professional school: 4.5%
- 
- ✓ 81.7% of females attend public schools
  - ✓ 18.2% of females attend private schools

## Student Educational Attainment

For the female population that is 25 years and up, 34.4% graduated high school, while only 11.3% received bachelor's degrees, and 8.25% attended graduate and professional school.

The educational attainment of women in Kentucky is associated with a disparity. The median annual earnings of men with college degrees or more, from 2004 to 2006, in Kentucky, was

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<sup>2</sup> Kentucky Department of Education

<sup>3</sup> 2005-2007 American Community Survey (U.S. Census Bureau)

\$55,000 while the median annual earnings of women with college degrees or more in the same period was \$43,000; the earnings gap was at 77%.

The table below gives further details.

Female Population 25 years and up (2007)	Kentucky	
Female	1,467,563	
Female; No schooling completed	8,442	0.58%
Female; Nursery to 4th grade	9,938	0.68%
Female; 5th and 6th grade	19,131	1.30%
Female; 7th and 8th grade	85,827	5.85%
Female; 9th grade	41,844	2.85%
Female; 10th grade	49,733	3.39%
Female; 11th grade	45,121	3.07%
Female; 12th grade, no diploma	24,884	1.70%
Female; High school graduate (includes equivalency)	505,164	34.42%
Female; Some college, less than 1 year	95,870	6.53%
Female; Some college, 1 or more years, no degree	185,178	12.62%
Female; Associate's degree	108,254	7.38%
Female; Bachelor's degree	167,166	11.39%
Female; Master's degree	95,575	6.51%
Female; Professional school degree	18,082	1.23%
Female; Doctorate degree	7,354	0.50%

## Dropout Rates in Kentucky

- ✓ The state dropout rate for the academic year of 2006-2007 was 3.1%.
- ✓ The overall average female dropout rate in 2007 was 2.6% compared to the male dropout rate, which was 3.7%.

The following table summarizes the dropout rates for both sexes:

Dropout Rates by Gender 1999 - 2007 (Grades 9-12)

	1999	2000	2001	2002	2003	2004	2005	2006	2007
Male	5.86%	6.04%	5.67%	4.63%	3.91%	3.91%	4.06%	3.91%	3.69%
Female	4.09%	4.11%	3.73%	3.20%	2.75%	2.77%	2.86%	2.69%	2.64%

The following tables give further details as to actual female dropouts in contrast to the total of female students in a certain grade. For example, in 2007, there were 579 females out of 20,278, who dropped out from 12<sup>th</sup> grade, that is, 2.8% (of all 12<sup>th</sup> grade female students).

Female Dropouts in Kentucky 1999-2007 (7th-12th Grade)

	1999		2000		2001		2002	
	Dropouts	Count	Dropouts	Count	Dropouts	Count	Dropouts	Count
7th	57	23,054	36	23,426	25	22,975	11	23,681
8th	117	23,491	79	23,031	71	23,109	49	22,983
9th	884	25,754	893	25,749	739	25,247	628	25,456
10th	968	23,474	1,014	22,854	949	22,950	770	22,724
11th	996	21,616	1,008	21,305	818	20,694	782	20,889
12th	861	19,858	765	19,635	782	19,304	643	19,022
(9-12)	3,709	90,702	3,680	89,543	3,288	88,195	2,823	88,091
(7-12)	3,883	90,703	3,795	136,000	3,384	134,279	2,883	134,755

	2003		2004		2005		2006		2007	
	Dropouts	Count	Dropouts	Count	Dropouts	Count	Dropouts	Count	Dropouts	Count
7th	10	24,276	8	24,913	15	24,192	14	24,231	11	23,701
8th	30	23,767	29	24,341	43	24,836	44	24,342	37	24,464
9th	455	25,336	525	25,866	495	26,812	519	27,481	495	26,991
10th	655	23,149	703	23,107	738	23,316	728	24,473	712	25,312
11th	702	20,922	690	21,085	705	21,138	700	21,715	730	22,716
12th	634	19,503	565	19,697	664	19,787	567	19,805	579	20,278
(9-12)	2,446	88,910	2,483	89,755	2,602	91,053	2,514	93,474	2,516	95,297
(7-12)	2,486	136,953	2,520	139,009	2,660	140,081	2,572	142,047	2,564	143,462

## High School Graduation in Kentucky

The Kentucky graduation rate has remained steady throughout the years for both sexes (K-12).

The slightly higher number of the female graduation rates over the male rate is due to the higher number of female students.

The table below shows the pattern of Kentucky high school graduation rates from 1993 to 2007:

Graduates by Gender															
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Male #	17,728	17,694	18,206	18,138	17,802	18,060	17,942	17,846	17,866	17,641	18,640	18,667	18,671	18,895	19,738
Male %	48.8	49.5	48.4	49.5	48.1	48.5	48.3	48.5	48.6	48.5	49.5	49.4	48.9	49.1	49.7
Female #	18,314	17,914	19,030	18,469	19,175	19,210	19,237	18,985	18,904	18,725	19,032	19,088	19,518	19,612	19,965
Female %	50.4	50.1	50.6	50.4	51.8	51.5	51.7	51.5	51.4	51.5	50.5	50.6	51.1	50.9	50.3

## Educators and Administrators in Kentucky

Nearly 80% of the 43,788 public school teachers are females while 81% of superintendents of the 174 school districts are males (female 19%) (33 female superintendents and 141 male). School board members consist of 538 males, that is, 62%, and 323 females, that is, 38%, with 12 or 1% not reporting.

## Education and Income in Kentucky

According to the 2005-2007 American Community Survey by the Census Bureau, the median earnings of Kentucky males is higher than the median earnings of females even when the educational attainment is the same. For example, a male with a bachelor's degree makes nearly 51% more than a female with the same degree.

Kentucky Median Earnings by Educational Attainment Level for Population 25 and up for 2007

	Kentucky	Male	Female	Male Makes More Than Female By
Total	\$29,674	\$35,548	\$23,579	50.76%
Less than high school graduate	\$17,439	\$21,471	\$12,317	74.32%
High school graduate (includes equivalency)	\$25,124	\$31,439	\$19,007	65.41%
Some college or associate's degree	\$30,083	\$38,333	\$24,312	57.67%
Bachelor's degree	\$41,132	\$50,684	\$33,570	50.98%
Graduate or professional degree	\$48,626	\$60,545	\$43,396	39.52%

## Education and Poverty in Kentucky

Sixty percent of Kentuckians, age 25 and up, whose incomes fall within poverty levels are women. There is a strong correlation between education and income (which determines poverty status). Women with postsecondary education tend to be better off than women without postsecondary education. Nearly 23% of women with no bachelor's degree have an income at or just above poverty levels; only 4.7% of women with bachelor's degrees have an income within poverty levels.<sup>4</sup>

<sup>4</sup> 2005-2007 Community Survey data (Census Bureau)

Education Attainment for Female Population 25 years and up (2007)	Percent
Female income below poverty level; Less than high school graduate	39.78%
Female income below poverty level; High school graduate (includes equivalency)	36.72%
Female income below poverty level; Some college, associate's degree	18.82%
Female income below poverty level; Bachelor's degree or higher	4.69%

## Poverty

Women bear considerable responsibility for their families' economic well-being. However, the wage gap, women's predominance in low-paid jobs, female-dominated occupations, and their low relative hours of paid work all hinder their ability to ensure their families' financial security, particularly in the cases of single mothers. Nationally, the proportion of women aged 16 and over in poverty was 12.1%, compared with 8.7% for men, in 2002 (Urban Institute 2004). While 7.1% of married couples with children were living in poverty in 2002, 28.9% of single mothers with children were living in poverty. In 2002, single mother families were half of all families in poverty (IWPR 2003).<sup>5</sup>

In Kentucky, the percentage of the population with income below the poverty level in 2007 was 17%; women share over half of that percentage, **56.8%**. Sixty percent of these women are between the ages of 18 and 64 years.

	Count	Percentage
Kentucky's total population for whom poverty status is determined	4,086,505	
Income in the past 12 months below poverty level	697,259	17.06%
Female Income in the past 12 months below poverty level	396,538	56.87%
Female income in the past 12 months below poverty level; under 18 years	113,376	28.59%
Female income in the past 12 months below poverty level; 18 to 64 years	237,256	59.83%
Female income in the past 12 months below poverty level; 65 and up	45,906	11.58%

In the population with income below the poverty level, women form more than half, in all Kentucky's 120 counties, except three (Carter (49.6%), Calloway (47.9%), and Logan (47.8%)). In Mercer County, women constitute 71.6% of the population with income below the poverty level.

<sup>5</sup> <http://www.iwpr.org/pdf/R260.pdf>

## Kentucky Commission on Human Rights

County	Total Population	Income below poverty level	Female income below poverty level	Percentage
Mercer	21,589	2,430	1,741	71.65%
Boone	107,585	7,464	4,863	65.15%
Clark	34,901	5,506	3,430	62.30%
Jessamine	42,622	6,357	3,880	61.04%
Meade	27,372	4,764	2,896	60.79%
Grant	24,619	3,548	2,154	60.71%
Anderson	20,396	1,636	989	60.45%
Laurel	55,811	11,280	6,808	60.35%
Oldham	51,120	2,895	1,744	60.24%
Boyle	26,242	4,384	2,637	60.15%
Barren	40,080	7,996	4,797	59.99%
Daviess	90,368	14,167	8,495	59.96%
Hardin	91,742	10,465	6,257	59.79%

The same can be said across all racial and ethnic groups. The income of 15.7% of the White population in Kentucky is below poverty level; women represent 57% of that segment. The income of 30% of the African American population is below poverty level; women represent 58%. The income of 28% of the American Indian population is below the poverty level; women represent 62%. The income of 15% of the Asian population is below poverty level; women represent 48%. The income of 27% of the Hispanic population is below poverty level; women represent 48%.

Therefore, poverty among women is higher than among men. Furthermore, female householders are more likely to be poor and have young children.

Women account for 85% of single parents leading households with incomes below the poverty level. Almost 73% of all women householders (no husband present) with incomes below the poverty level do not own a home compared to only 50% of men with the same conditions.<sup>6</sup>

## Occupational Concentration of Women

Nationally, women and men are distributed differently across occupations. Women workers are most likely to be in education, sales, and administrative support occupations; nearly 40% of women workers are in these occupations. Women's next most common occupational group is managers and professionals (33.2%).

<sup>6</sup> American Community Survey 2007 (Census Bureau)

The table below illustrates the industry and the type of professions dominated by women in Kentucky. Women comprise 91.3% of all registered nurses in Kentucky. They also occupy nearly 90% of the healthcare support occupations, 81.6% of the health technologists and technicians, and 78% of the therapists. The educational sector is another concentration of women's employment in Kentucky. About 80% of the primary, secondary, and special education teachers are women; 50% are postsecondary teachers. Over 75% of all office and administrative support occupations are held by women. The presence of women in all scientific and engineering fields is disparate. Women represent only a third of all lawyers in Kentucky and over a quarter of all physicians and surgeons.

Employed Population 16 Years and Over (2007)

Occupation	Male	Female	Male %	Female %
Management occupations; Top executives	16,479	5,369	75.43%	24.57%
Engineers	15,128	1,656	90.13%	9.87%
Lawyers	5,965	2,627	69.43%	30.57%
Judges, magistrates, and other judicial workers	561	415	57.48%	42.52%
Postsecondary teachers	9,459	9,224	50.63%	49.37%
Primary, secondary, and special education school teachers	12,990	49,574	20.76%	<b>79.24%</b>
Physicians and surgeons	7,129	2,528	73.82%	26.18%
Registered nurses	3,423	36,290	8.62%	<b>91.38%</b>
Therapists	2,011	7,184	21.87%	78.13%
Other health diagnosing and treating practitioners and technical occupations	5,565	5,142	51.98%	48.02%
Health technologists and technicians	6,837	30,435	18.34%	<b>81.66%</b>
Service occupations; Healthcare support occupations	4,756	36,613	11.50%	<b>88.50%</b>
Service occupations; Protective service occupations	28,122	8,192	77.44%	22.56%
Sales and office occupations; Sales and related occupations	94,291	307,877	23.45%	<b>76.55%</b>
Sales and office occupations; Office and administrative support occupations	65,921	204,060	24.42%	<b>75.58%</b>

Race and ethnicity are important factors related to women's occupations. Nationally, among women, Asian American women are most likely to work in professional and managerial positions (41.4%), while Hispanic women are least likely to do so (22.9%). White women are the second most likely group to work in professional and managerial jobs (38.7%). Native American women (30.0%) and African American women (29.7%) have lower rates of working in these jobs. Because of the benefits that managerial and professional jobs can extend to women workers, the low proportions of Hispanic, African American, and Native American women in these jobs also affect their ability to achieve economic autonomy and flexibility in their work. In contrast, these women



are more likely than white and Asian American women to work in lower-paying service jobs, which generally provide less flexibility and fewer benefits.<sup>7</sup>

The same trend is found in Kentucky, White and Asian women are more likely to work in professional and managerial positions than Black or Hispanic. The following table illustrates the distribution of racial and ethnic groups on job categories in Kentucky.

Female Employed population 16 Years and Over in Kentucky (2007)

Job Category	White	Black	Asian	Hispanic
Female	788,080	66,786	8,619	10,899
Management, professional, and related occupations	35.85%	25.05%	48.29%	23.75%
Service occupations	18.97%	28.52%	19.90%	32.29%
Sales and office occupations	35.75%	31.40%	23.77%	21.13%
Farming, fishing, and forestry occupations	0.26%	0.25%	0.00%	1.69%
Construction, extraction, maintenance, and repair occupations	0.72%	0.67%	0.00%	1.50%
Production, transportation, and material moving occupations	8.45%	14.11%	8.04%	19.63%

## Women-Owned Businesses

According to the 2002 data of the U.S. Census Bureau, the number of women-owned businesses grew 20% from 1997 to 2002 in the U.S. The Census reports that women owned 6.5 million nonfarm U.S. businesses in 2002, employing 7.1 million persons and generating \$940.8 billion in business revenues. These women-owned firms accounted for 28.2% of all nonfarm businesses in the United States, 6.5% of their employment and 4.2% of their receipts.

Kentucky ranked 38<sup>th</sup> in the percentage of businesses owned by women in 2002. Females owned 26% of all firms in Kentucky with sales and receipts over \$9 billion. Sales and receipts from these firms totaled over \$8 billion. Female-owned firms outnumbered male-owned firms in the sectors of educational services by 5% and health care and social assistance by almost 8%.

Kentucky women-owned firms with paid employees accounted for 13% of the total women-owned firms. These firms employed 84,096 employees, almost 6% of the people employed in Kentucky businesses. The largest numbers of these people were employed in the health care and social assistance sectors.

<sup>7</sup> <http://www.iwpr.org/pdf/R260.pdf>

## Sex Discrimination in Kentucky

The prohibition of sex discrimination covers both females and males, but originally, the law intended to protect women in the workplace.

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

It is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

An employment policy or practice that applies to everyone, regardless of sex, can be illegal if it has a negative impact on the employment of people of a certain sex and is not job-related or necessary to the operation of the business.<sup>8</sup> There are a number of special categories where employer rules have been found to discriminate due to sex. These include separate lines of promotion or seniority for women, payment of different wages for the same work, and different pension and fringe benefits. Employer rules barring women from certain jobs based on their marital status or the fact that they have minor children to care for, or treating women differently from men when involved in workplace affairs or extramarital relations are all illegal. Pregnancy is protected separately by rules that bar mandatory leave policies that require women to take leave at a predetermined time before their delivery date, or an employer's refusal to grant leave when required under doctor's orders where such leave would be granted for other medical problems to

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<sup>8</sup> U.S. Equal Employment Opportunity Commission, <http://www.eeoc.gov/laws/types/sex.cfm>

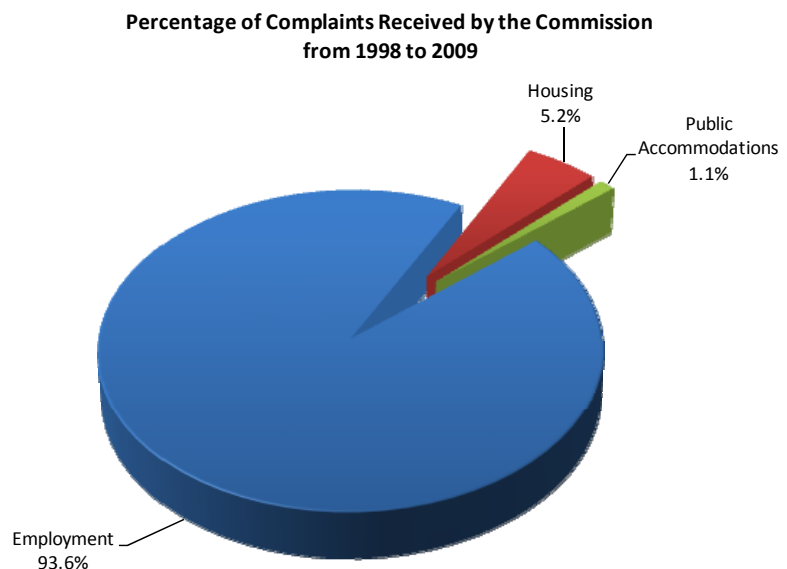
males on a doctor's order. Any policy that adversely affects pregnant women or puts them in a different category, such as limiting their job or promotion opportunities upon becoming pregnant, is a violation.<sup>9</sup>

## The Kentucky Commission on Human Rights

The purpose of the Kentucky Commission on Human Rights is to safeguard all individuals within the state from discrimination because of familial status, race, color, religion, national origin, sex, tobacco smoking status, 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.

In this updated edition of the overview of Women in Kentucky, we have added this section on sex discrimination to shed light on the nature of complaints that are based on the civil rights protected class of "sex" and were filed with the commission from 1998 to 2009 in the areas of employment, housing, and public accommodations.

The vast majority of sex discrimination complaints were filed in the area of employment, which had 740. The area of housing followed with 41 complaints. There were only 9 complaints in public accommodations.



<sup>9</sup> <http://www.withylaw.com/distopic.htm>

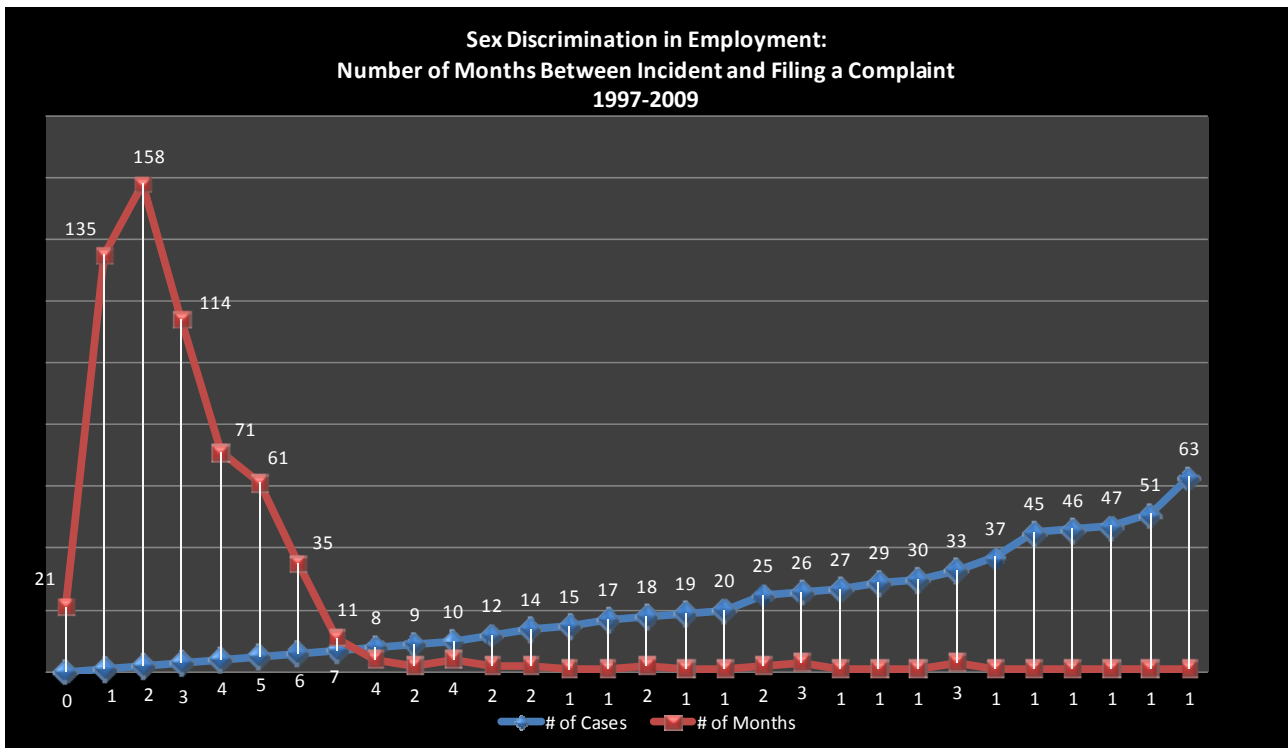
## Sex Discrimination in Employment

There were 740 sex discrimination complaints filed with the commission from 1998 to 2009

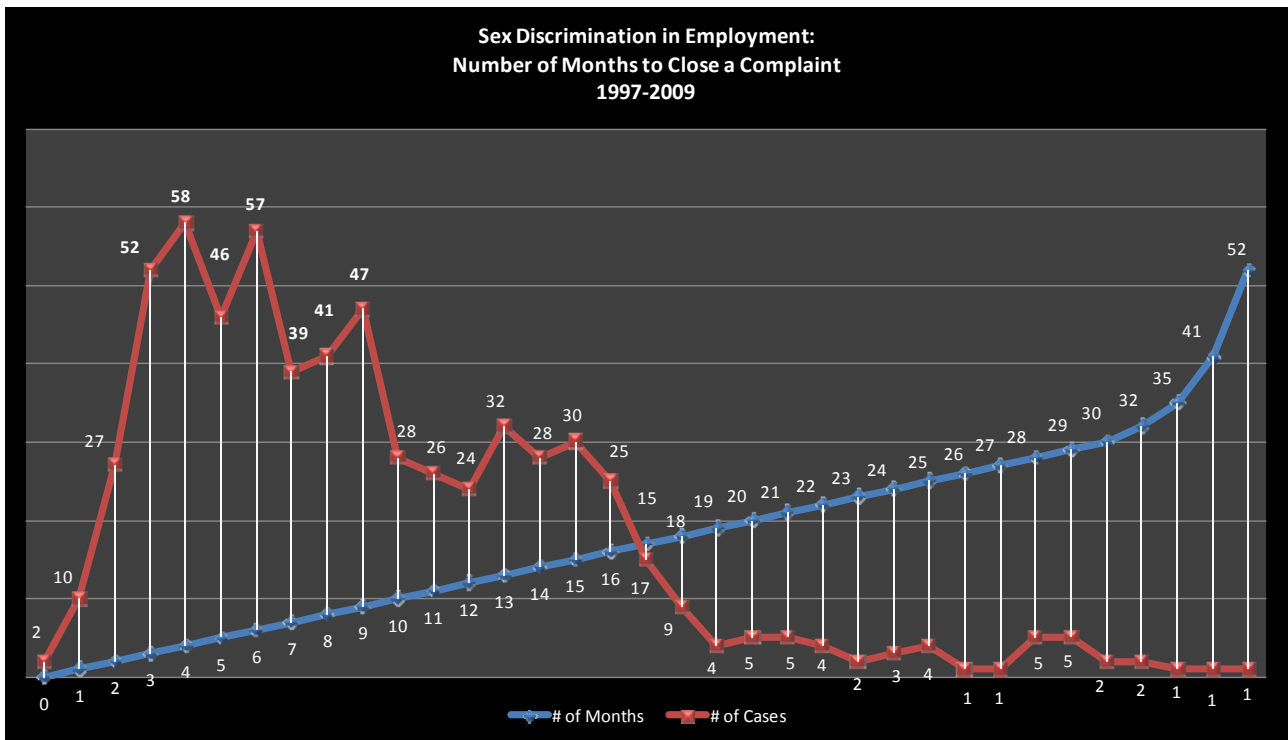
- 481 complaints were based solely on “sex”
- 119 complaints were based on “sex” and “retaliation”
- 56 complaints were based on “sex” and “race”
- 26 complaints were based on “sex” and “age”
- 58 complaints had combinations of two or more of the protected classes.

### How long it took to file and resolve a complaint

The average time it took from the date of the alleged discriminatory incident to the date the complainant filed a complaint with the commission was nearly 4 months. As the graph below shows, about 94% of the complainants filed their alleged complaints within 6 months of the incident.



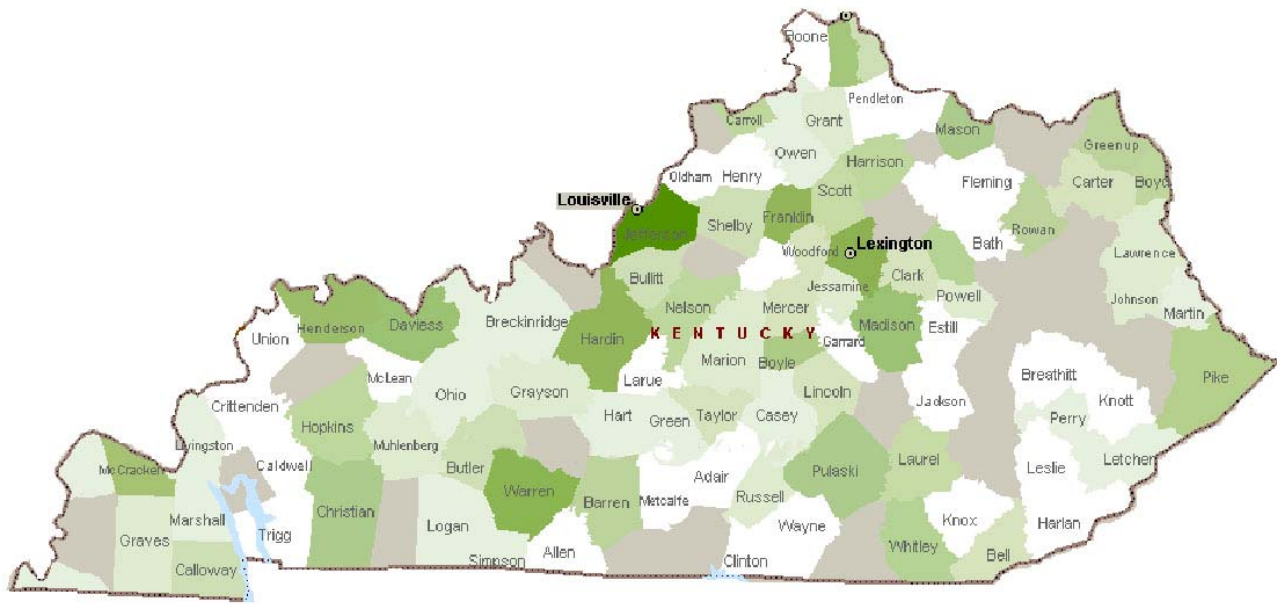
The average time it took to resolve (close) a case (complaint) once it was filed was about 9.7 months. However, as the graph below shows, 89% of the cases were closed within 16 months, 53% were closed between 3 and 9 months, and 4% took over two years to close.



### Where Most of the Complaints Occurred

The complaints of sex discrimination in employment were filed by complainants who reside in over 100 counties in Kentucky. Nearly 25% of the complaints were filed in Jefferson County. The following represent the top 10 counties in which the alleged discriminatory acts occurred:

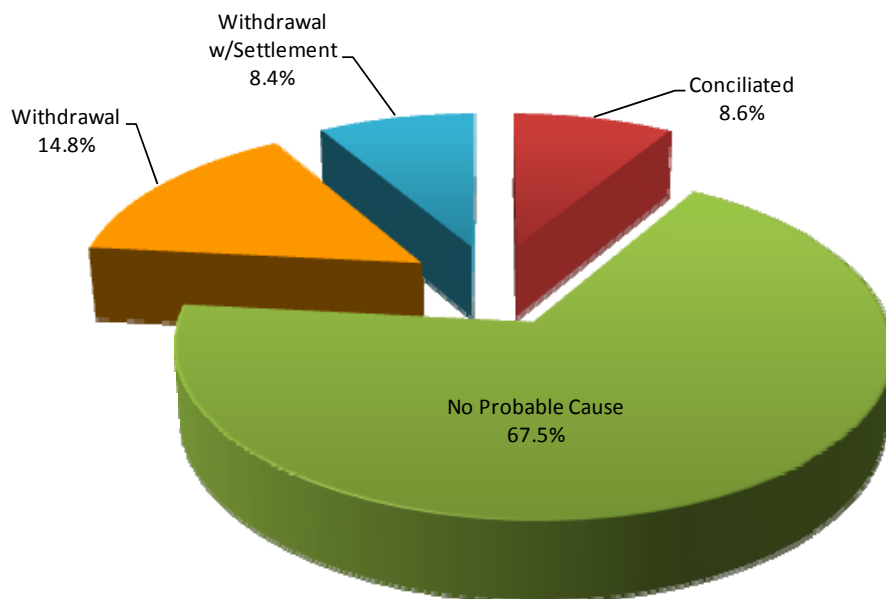
1. Jefferson; 176 complaints
2. Fayette; 36 complaints
3. Warren; 33 complaints
4. Franklin; 29 complaints
5. Hardin; 29 complaints
6. Henderson; 22 complaints
7. Davies; 20 complaints
8. Madison; 20 complaints
9. McCracken; 18 complaints
10. Boone; 17 complaints



### How the Complaints were Resolved

As the chart below illustrates, the majority of cases, 67.5%, were found to have no probable cause (no evidence to support the complaint). Only 8.6% of the complaints were conciliated. In nearly 15% of the complaints, the complainants withdrew their complaints from the commission and 8.4% settled directly with the respondent without the commission's assistance.

**Sex Discrimination in Employment:  
How the Complaints were Resolved  
1998-2009**



## Respondent Profile

The sex discrimination complaints filed in Kentucky from 1998 to 2009 were against almost every type of industry: large and small businesses, private and public, including local, state, and federal government entities located in Kentucky. It's impossible to list all business types for this report; however, few industries stand out. About 10% of all the cases (740) were against the food industry that includes restaurants, large fast food chains, food suppliers and distributors. Government entities were the target of 7% of the complaints in sex discrimination while the healthcare industry's share of the complaints was 6%.

## The Issues of the Cases

Since the data stretched for nearly a decade, there were a large array of issues pertaining to discrimination charges. Included are six categories of alleged discrimination. The highest category is "**employment termination**." About 38% of all women who filed a complaint with the commission from 1998 to 2009 believed that they were **terminated** from their employment because of their gender. In this category of "employment termination," 73% were found to have no probable cause and were dismissed, 15% withdrew their cases, 8.3% of the women settled their cases outside the commission, and only 3.5% were conciliated.

The second highest category was "**different treatment**;" 20% of the women filed complaints as they felt "different treatment" in the workplace because of their gender. However, 75% of these cases were found to have no probable cause, 14% withdrew their cases, 6.2% settled directly with the respondent, and only 4.7% were conciliated.

The third category is "**hostile work environment**," which is a form of sexual harassment that occurs when unwelcome sexual conduct is harsh and pervasive and unreasonably interferes with an individual's job performance and creates an intimidating or offensive work environment. A hostile work environment may also be created on the basis of any other civil rights protected category. About 10.6% of the complainants claimed to be working in a "hostile work environment." In this category, 52.5% of the cases were found to have no probable cause, 27.4% withdrew their cases, 25.4% settled directly with the respondent, and only 1.6% were settled.

The fourth category is "**sexual harassment**," which is a form of gender discrimination that is in violation of Title VII of the 1964 Civil Rights Act. In 1998, the U.S. Supreme Court made employers more liable for sexual harassment of their employees. The legal definition of sexual harassment is

“unwelcome verbal, visual, or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates a hostile work environment.” In this category, 13.4% of the female complainants claimed to be sexually harassed in their place of employment. In this category, 69% of the complaints were found to have no probable cause, 11.1% of women withdrew their cases, 6.7% settled directly with respondent, and 13.3% were conciliated.

The fifth category is “**failure to hire or promote and demotion.**” It is unlawful for an employer to “fail or refuse to hire or to discharge any individual, or otherwise discriminate against any individual with respect to her compensation, terms, conditions, or privileges or employment, because of such individual's sex or other civil rights protected classes. Nearly 8% of women claimed to be denied employment or promotion or got demoted because of their gender. Most of the cases, 59%, were found to have no probable cause, 25.5% withdrew their cases, 4% settled their cases outside the commission, and 12% conciliated their cases.

The sixth and last category is “**pregnancy discrimination.**” Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII, which covers employers with 15 or more employees, including state and local governments. Title VII also applies to employment agencies and to labor organizations, as well as to the federal government. Women who are pregnant or affected by pregnancy-related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations. About 3% filed discrimination complaints based on pregnancy. Nearly 69% were found to have no probable cause, 18.7% withdrew their cases, 6.2% settled their cases directly with the respondent, and 6.2% conciliated their cases.

## Sex Discrimination in Housing

Housing and lending discrimination occurs when people try to rent or buy a home, and also when they attempt to get homeowner's insurance or a mortgage. Thirty-five years after Congress enacted the Fair Housing Act; millions of complaints are still filed each year in the U.S. - through nonprofit fair-housing agencies, the Department of Housing and Urban Development, the Department of Justice, and state and local agencies. It is against the law to take any of the following actions because a person is a member of one of the protected categories:

- To refuse to engage in a real estate transaction
- To refuse to rent or sell housing



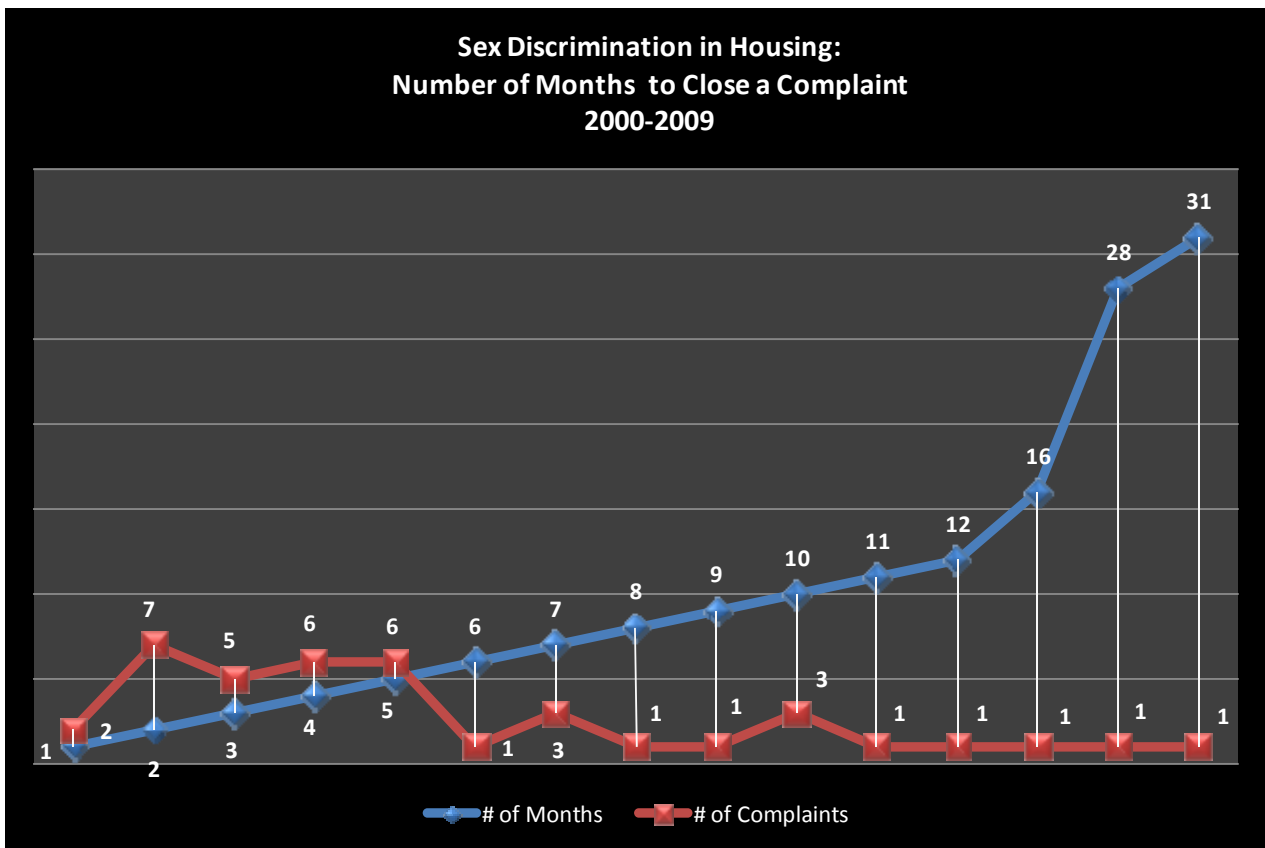
- To discriminate in terms, conditions, or privileges for the sale or rental of housing
- To refuse to receive or fail to transmit a bona fide offer to engage in a real estate transaction
- To indicate that housing is not available when it actually is available
- To discriminate by providing different facilities or services
- To refuse to negotiate for housing

There were only 41 complaints filed with the commission from 2000 to 2009

- 22 complaints were based solely on “sex”
- 9 complaints were based on “sex” and “race”
- 4 complaints were based on “sex” and “familial status”
- 2 complaints were based on “sex,” “familial status” and “race”
- 1 complaints was based on “sex,” “familial status” and “disability”
- 1 complaints was based on “sex,” “race” and “national origin”
- 1 complaints was based on “sex,” “race,” “familial status” and “national origin”
- 1 complaints was based on “sex” and “retaliation”

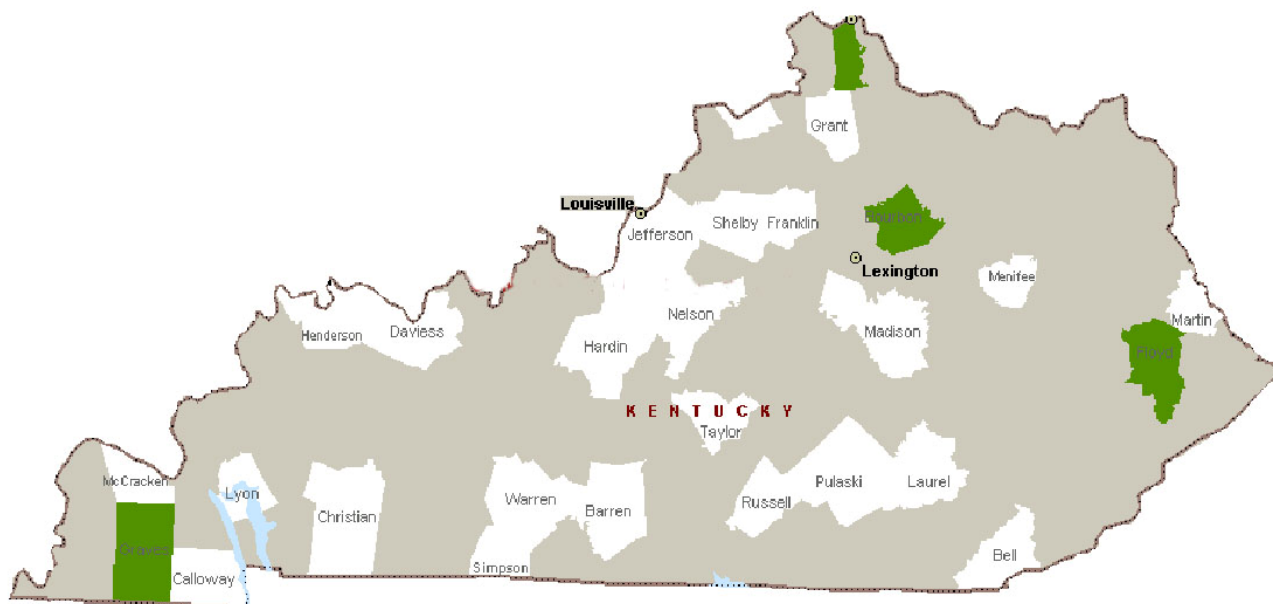
#### **How long it took to file and resolve sex discrimination in housing complaint**

Complainants filed their complaints an average of 3.5 months after the alleged discriminatory incidents occurred. It took an average of 6.3 months after filing to resolve a sex discrimination complaint.



### Where most of the complaints occurred

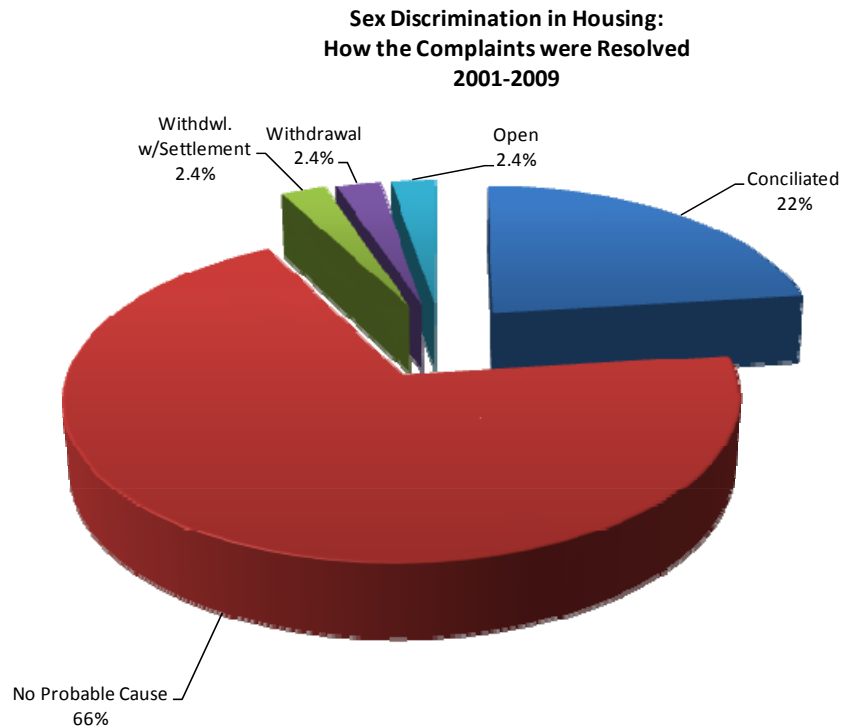
The cases of sex discrimination in housing were filed by complainants who reside in 40 counties in Kentucky. The map shows the counties, which are spread all over the state. Counties shaded with white had only one complaint, each, while counties with green shading had two complaints, each, (Bourbon, Floyd, Graves, and Kenton).



## How the Housing Sex Discrimination complaints were Resolved

One complaint, filed in November 09, is still open. Out of 39 complaints:

- 27 were dismissed with no probable cause; that is, 66%.
- 9 were conciliated; that is, 22%.
- In 1 case, the complainant withdrew.
- In 1 case, the complainant withdrew after the respondent settled with her.



## Respondent Profile

- 22 cases were brought against incorporated businesses, mainly housing providers:
  - 13 complaints resulted in “no probable cause”
  - 7 complaints were conciliated
  - 2 complaints were withdrawn
- 13 cases were brought against individuals who may run their businesses as “sole proprietor:”
  - 9 complaints resulted in “no probable cause”
  - 2 complaints were conciliated
  - 1 complaint was withdrawn by the complainant
  - 1 complaint was withdrawn for direct settlement with the respondent.

- 6 cases were brought against “housing authorities”

### **The Issues of the complaints**

In 24 sex discrimination in housing (58.5%), the complainants claimed they were “denied full and equal enjoyment of housing.” This issue describes a fair housing violation that can also be referred to as harassment or hostile environment. Harassment or hostile environment can be caused either by a landlord or a neighbor. When harassment or a hostile environment is created, it becomes difficult or impossible for the victim to live in peace and enjoy the benefits of their housing. In these 24 cases, 70% did not have probable cause and therefore were dismissed; nearly 21% were conciliated; one case was withdrawn and settled between the complainant and the respondent; and one case is still open.

In 5 cases based on sex in housing, the complainants alleged “different treatment.” Different treatment occurs when a landlord takes material adverse actions against a tenant based on a protected classification such as race, sex, religion, and national origin. Four cases had no probable cause and one case was conciliated.

In 4 cases based on sex in housing, the complainants alleged that they were “denied full and equal enjoyment of housing” along with “sexual harassment.” Two cases were dismissed for no probable cause, one case was conciliated, and one was withdrawn by the complainant.

In 2 cases based on sex in housing, the complainants alleged that they were “denied full and equal enjoyment of housing” with “different treatment;” both cases were dismissed for no probable cause.

There was one case based on sex in housing, each, where the complainants alleged they were:

- “Denied Full and Equal Enjoyment” and “interfering with Fair Housing laws;” the case was conciliated.
- “Denied reasonable accommodation;” the case was conciliated.
- Subjected to “eviction and different terms & conditions;” the case was dismissed for no probable cause.
- “Refused to rent;” the complainant withdrew the case.

## **Sex Discrimination in Public Accommodations**

All people have the right or privilege to receive service, free from discrimination, from any business that obtains or solicits customers from the general public. It is against the law for any such business to discriminate against a person on the basis of “sex.”

Here are some examples of sex discrimination in public accommodations:

- Failure or refusal to provide service at a restaurant or night club because of a person's sex or other civil rights protected category.
- Refusing admission to persons at a restaurant, night club or theater because of a person's sex or other civil rights protected category.
- Quoting a higher down payment required to purchase a car to a person because of the person's sex or other civil rights protected category.
- Providing poor customer service to African American or Hispanic women, yet non-African American and non-Hispanic women are assisted immediately and receive good customer service.

There were only 9 complaints based on sex in public accommodations filed with the commission from 2001 to 2009:

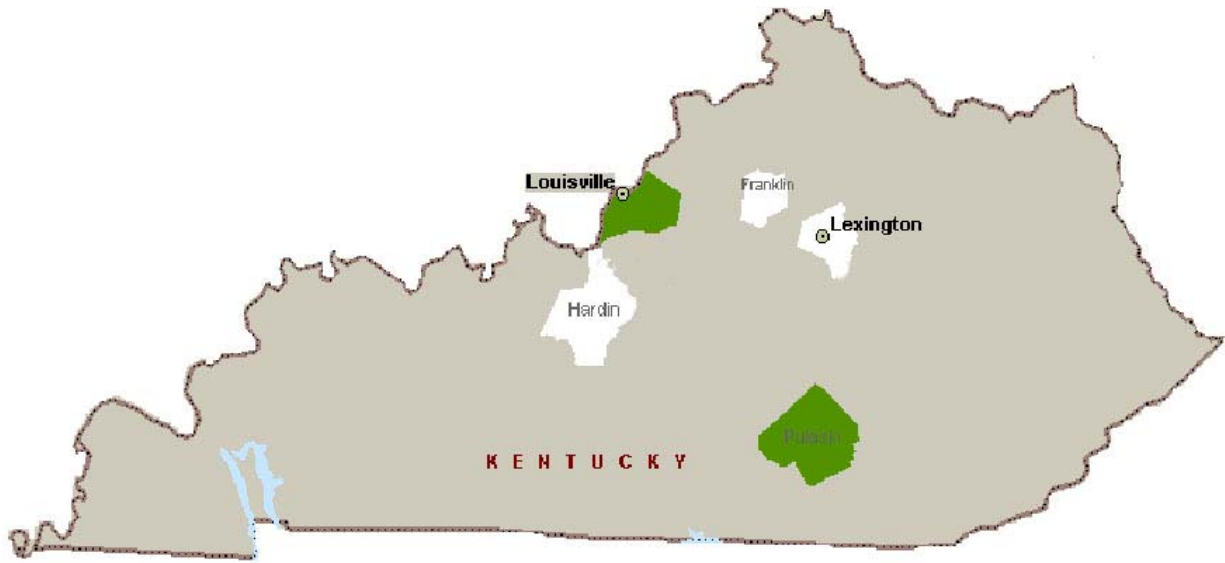
- Four cases were based solely on “sex,” three cases were based on “sex” and “race.”
- Two cases were based on “sex” and “retaliation.”

### **How long it took to file and resolve a case**

The average time from the date of the alleged discriminatory incident to the date the complainant filed a complaint was about 2.5 months. The average time it took to resolve the complaint once it was filed was about 11 months.

### **Where most of the complaints occurred**

Jefferson and Pulaski counties had 3 cases each; Fayette, Franklin, and Hardin counties had one case each.



### **Respondent Profile**

Four cases were brought against education institutions (a middle school, community college (2 cases), and state university). The rest of the cases were against healthcare providers, automobile dealerships, and three retail businesses.

### **The Issues of the cases based on sex in public accommodations**

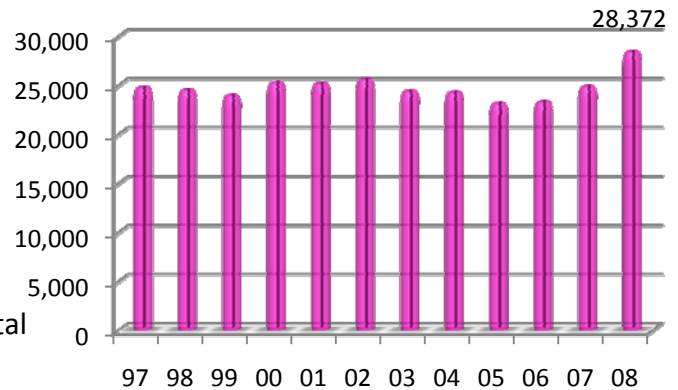
- Two cases, filed in October 08 and September 09, are still open. Out of nine cases, six were dismissed for no probable cause. One case was conciliated.
- Four cases were brought against public educational institutions (a middle school, community college, and a university) in which two were dismissed, one is pending and one was conciliated. Four cases were brought against large businesses and one case against a physician.
- In five cases, the complainant claimed that she was “denied full and equal enjoyment of goods and services;” three were dismissed, one was conciliated and one is still open. In one case, the complainant alleged sexual harassment; it was dismissed. In another case, the complainant alleged “different treatment;” the case is still open. Two cases involved transgender persons who claimed that the educational institution “refused to accommodate” certain places such as restrooms.

## Sex Discrimination on a National Level

Sexual discrimination and harassment have been very pervasive.

The graph represents the total number of charge receipts filed under Title VII (The Equal Pay Act of 1963) alleging sex-based discrimination to the US Equal Employment Opportunity Commission (EEOC). Surprisingly, 2008 was the highest year in a decade with a total of 28,372 complaints filed.

**Discrimination Based on Sex Complaints  
Received by US EEOC  
1997-2008**



## Women in Kentucky State Government

The Kentucky Commission on Human Rights publishes periodically, “The Status of Minorities and Women in Kentucky State Government,” to address and examine the status of minorities and women in state government. In 2009, the state’s female hiring goal was 52.4%, but women account for 50.5% of the total state government workforce; another 2% or about 580 additional female employees would meet the state goal. In the twelve state cabinets combined, the average male salary was higher than the female by 18.8% or \$741 a month.

In General Government, with its 35 departments/commissions/boards, the average male salary is higher than the female salary by 19.6%, yet, women account for 62% of its workforce. To read the full report, please visit the commission’s website at [www.kchr.ky.gov](http://www.kchr.ky.gov).

## Case Study: University of Louisville

In 1994, the Commission on the Status of Women at the University of Louisville (UofL) conducted a study finding that “the participation of women at UofL was constrained by marginality.<sup>10</sup>

<sup>10</sup> University of Louisville, Commission on the Status of Women: Access, Opportunity, and Achievement Fifteen Years Later: A 2009 Update on the 1994 Report of the Task Force on the status of Women. <https://louisville.edu/cosw/task-force-report>

The 1994 report presented the status of women in all employment categories, explored contributing and perpetuating factors, and presented recommendations for changes that would positively affect the status of and career opportunities for women and improve the climate for all UofL employees.”

Fifteen years later, UofL has made substantive progress in eliminating gender-based inequities. The Commission on the Status of Women continues today to serve the important functions of monitoring progress, identifying issues affecting women, and highlighting specific substantive recommendations. Specifically, UofL can be proud that:

- Salaries of the female staff have moved towards parity with their male peers
- Nearly 50% of UofL’s student athletes are women. Currently, UofL has twelve women’s sports teams (including four sports added since 1997) and nine men’s sports teams
- An Early Learning Campus is located on the Belknap campus for the children of faculty, staff and students
- UofL’s Prevention, Education, and Advocacy on Campus and in the Community (PEACC) Program is now institutionalized.

Despite the progress that has been made, many improvements need to be made especially in the areas of:

- **Representation:** Increasing the proportion of women faculty, which has remained flat since 2001; reducing the percentage by which men outnumber women faculty by academic discipline, especially at higher faculty ranks; combating gender segregation based on occupation; and supporting the professional development and career advancement of women staff and faculty
- **Recruitment:** Developing more systematic procedures and guidelines for recruiting women for interim positions, special faculty positions, and traditionally male-dominated positions
- **Retention:** Training for supervisors regarding UofL policies and procedures and developing a systematic mentoring system and many others areas.



## The Best and Worst State Economies for Women

Four indicators of women's economic progress are used by the employment and earnings

composite index to measure how well women are doing in each state's economy, which includes women's earnings, the wage gap, women's participation in the labor force, and women's representation in managerial and professional jobs.<sup>11</sup> Kentucky ranked 47<sup>th</sup>, as the chart from a briefing paper presented by the Institute for Women's Policy Research shows.

Chart 1	
The Best and Worst State Economies for Women	
Best States	Worst States
1. District of Columbia 2. Maryland 3. Massachusetts 4. Minnesota 5. Vermont 6. Connecticut New Jersey 8. Colorado	51. Arkansas 50. Louisiana 49. West Virginia 48. Mississippi 47. Kentucky 46. Montana 45. Tennessee 44. New Mexico
Honorable Mentions	Dishonorable Mentions
9. Virginia 10. New Hampshire 11. Hawaii 12. Alaska	43. Alabama 42. Idaho 41. Wyoming 40. Oklahoma Texas

## Health and Well-being

The National Women's Law Center has taken a leading role to assess the overall health and well-being of women at the national and state levels. The "Report Card" that the center prepares, measures women's access to health care services, the degree to which they receive preventive health care and engage in health-promoting activities, the occurrence of key women's health conditions, and the extent to which the communities in which women live and enhance their health and well-being.<sup>12</sup> The Report Card gave Kentucky an "F" grade and the commonwealth was ranked 46<sup>th</sup> nationally. The following are the main points illustrated by the Report Card<sup>13</sup>:

### Health

- Kentucky ranks 46<sup>th</sup> in the US on the National Women's Law Center Report Card on women's health and well-being.
- Women in Kentucky have an average life expectancy of 78 years, compared to 81 years, the average life expectancy for women in the US.

<sup>11</sup> Institute for Women's Policy Research, 2006.

<sup>12</sup> "The Report Card" can be accessed at <http://hrc.nwlc.org/>

<sup>13</sup> The summary was done by the Kentucky Commission on Women, "Health and Well-being 2008 Fact Sheet," <http://women.ky.gov/NR/rdonlyres/CE7CA264-862A-4ECE-8BC5-B4C98334E0FA/0/HealthFactSheet.pdf>

- Kentucky has the highest lung cancer deaths of women.
- Breast cancer is the 2<sup>nd</sup> leading cause of death for women in Kentucky.
- Kentucky has the 37<sup>th</sup> highest breast cancer death rate in the US.
- Kentucky is ranked last, 51<sup>st</sup> for “days on which mental health was not good in past 30 days.”
- Kentucky has the highest number of women smokers, nearly 27% of all women in Kentucky smoke.

## Health Insurance

- There is an average of 66 individual health insurance plans on the market in Kentucky, but none include comprehensive maternity coverage.
- There is a gender gap in insurance premiums in Kentucky that results in women paying at least 8% more than men.
- Kentucky is ranked 30<sup>th</sup> for women without health insurance; 17.1% of all white women are without health insurance, 25.8% of all African American women, and 47.6% of Hispanic women.

## Prevention

- Kentucky is ranked 48<sup>th</sup> on “no leisure-time physical activity” for women and 49<sup>th</sup> on “eating five fruits and vegetables a day.”
- Obesity in women has risen from 24.7% in 2004 to 28.8% in 2007 giving Kentucky a ranking of 47<sup>th</sup>.
- The percentage of women receiving annual dental visits is up from 69.2% in 2004 to 71.4% in 2007.

## Improvements

- The number of people in medically underserved areas in Kentucky went down from 14.7% in 2004 to 13.5% in 2007.

- Screenings for Osteoporosis and pap smears have gone up since 2004, helping with disease prevention.
- The percentage of women smokers went down from 30.5% in 2004 to 26.9% in 2007.

## Women and Politics in Kentucky

As stated in women's demographics, women constitute 51% of Kentucky's total population yet they represent only 15.2% of all elected officials in state government. Currently, there are no women in the US Congress representing Kentucky; there are 2 senators and 6 members of the US House, all men.

On the statewide elected executive positions, there is only one woman, State Auditor Crit Luallen, Auditor of Public Accounts.

### State Legislature

There are 38 state senators, of which 6 are women that is 15.7%:

- Senator Julie Denton (R), Senate District 36, Jefferson (part)
- Senator Denise Harper Angel (D), Senate District 35, Jefferson (part)
- Senator Alice Forgry Kerr (R), Senate District 12, Fayette (part)
- Senator Kathy W. Stein (D), Senate District 13, Fayette (part)
- Senator Katie Kratz Stine (R), President Pro Tem, Senate District 24, Campbell and Pendleton
- Senator Elizabeth Tori (R), Senate District 10, Hardin and Jefferson (part)

There are 100 members of the State House/Assembly of which 15 are women, that is, 15%:

- Representative Linda Belcher (D), House District 49, Bullitt (part)
- Representative Leslie Combs (D), House District 94, Harlan (part), Letcher (part), and Pike (part)
- Representative Kelly Flood (D), House District 75, Fayette (part)
- Representative Joni L. Jenkins (D), House District 44, Jefferson (part)
- Representative Martha Jane King (D), House District 16, Logan and Todd
- Representative Mary Lou Marzian (D), House District 34, Jefferson (part)
- Representative Sannie Overly (D), House District 72, Bath, Bourbon, Fayette (part), and Nicholas
- Representative Ruth Ann Palumbo (D), House District 76, Fayette (part)

- Representative Tanya Pullin (D), House District 98, Boyd (part) and Greenup
- Representative Marie Rader (R), House District 89, Jackson, Laurel (part), and Owsley
- Representative Dottie Sims (D), House District 19, Edmonson, Hart and Larue
- Representative Robin L. Webb (D), House District 96, Carter and Lewis
- Representative Alecia Webb-Edgington (R), House District 63, Kenton (part)
- Representative Susan Westrom (D), House District 79, Fayette (part)
- Representative Addia Wuchner (R), House District 66, Boone (part)

Ranking among all state legislatures for the proportion of women members puts Kentucky at 45<sup>th</sup> in the nation.

The following table shows the current and former elected positions held by women in Kentucky.

### State Fact Sheet - Kentucky

U.S. Congress		
Anne Northup (R)	U.S. Rep	1997-2007
Katherine Gudger Langley (R)	U.S. Rep.	1927-1931
Statewide Elective Executives		
Crit Luallen (D)	State Auditor	2004-present
Frances Jones Mills (D)	State Treasurer	1976-1979; 1984-1987; 1992-1996
Martha Layne Collins (D)	Governor	1984-1987
Alice McDonald (D)	Sup. of Pub. Instr.	1984-1987
Mary Ann Tobin (D)	State Advisor	1984-1987
Martha Layne Collins (D)	Lt. Governor	1980-1983
Frances Jones Mills (D)	Secretary of State	1980-1983
Thelma L. Stovall (D)	Lt. Governor	1976-1979
Thelma L. Stovall (D)	Secretary of State	1956-1959; 1964-1967; 1972-1975
Mary Louise Foust (D)	State Auditor	1956-1959; 1970-1975
Thelma L. Stovall (D)	State Treasurer	1960-1963; 1968-1971
Pearl Frances Runyon (D)	State Treasurer	1952-1955
Sara W. Mahon (D)	Secretary of State	1934-1937
Emma Guy Cromwell (D)	State Treasurer	1930-1933
Ella Lewis (D)	Secretary of State	1930-1933
Emma Guy Cromwell (D)	Secretary of State	1926-1929

The following table shows the women members of the state legislature since 1975. There has been steady, yet minimal, increase since 1995, from 8% to 15.2% in 2009. However, given that women represent 51% of Kentucky's total population, they are immensely underrepresented in elected offices.

State Legislature										
Year	State Rank	Senate		Total Women/ Total Senate	House		Total Women/ Total House	Total Women/ Total Legis.	% Total Women	
		D	R		D	R				
2009	45	2	4	6/38	12	3	15/100	21/138	15.2	
2008	47	1	4	5/38	10	3	13/100	18/138	13	
2007	49	1	4	5/38	9	2	11/100	16/138	11.6	
2006	48	1	4	5/38	8	3	11/100	16/138	11.6	
2005	48	1	5	6/38	8	3	11/100	17/138	12.3	
2004	48	0	4	4/38	9	2	11/100	15/138	10.9	
2003	48	0	4	4/38	9	2	11/100	15/138	10.9	
2002	47	0	4	4/38	9	2	11/100	15/138	10.9	
2001	47	0	4	4/38	9	2	11/100	15/138	10.9	
2000	47	0	4	4/38	10	2	12/100	16/138	11.6	
1999	47	0	4	4/38	10	2	12/100	16/138	11.6	
1998	49	0	2	2/38	7	4	11/100	13/138	9.4	
1997	49	0	2	2/38	7	4	11/100	13/138	9.4	
1996	49	0	2	2/38	5	4	9/100	11/138	8	
1995	49	0	2	2/38	5	4	9/100	11/138	8	
1994	49	1	0	1/38	5	2	7/100	8/138	5.8	
1993	50	1	0	1/38	4	2	6/100	7/138	5.1	
1992	49	1	0	1/38	3	4	7/100	8/138	5.8	
1991	49	1	0	1/38	2	4	6/100	7/138	5.1	
1990	47	2	0	2/38	3	3	6/100	8/138	5.8	
1989	49	1	0	1/38	3	3	6/100	7/138	5.1	
1988	47	2	0	2/38	3	3	6/100	8/138	5.8	
1987	48	2	0	2/38	3	2	5/100	7/138	5.1	
1986	45	2	0	2/38	5	2	7/100	9/138	6.5	
1985	45	2	0	2/38	5	2	7/100	9/138	6.5	
1984	42	2	0	2/38	7	1	8/100	10/138	7.2	
1983	42	2	0	2/38	7	1	8/100	10/138	7.2	
1981	38	2	0	2/38	7	1	8/100	10/138	7.2	
1979	36	-	-	1/38	-	-	8/100	9/138	6.5	
1977	-	-	-	1/NA	-	-	7/NA	8/NA	-	
1975	-	-	-	2/NA	-	-	3/NA	5/NA	-	

## Conclusion

Despite the advances and achievements of women in Kentucky, their progress has been limited. As various statistics in this report show, women still lack access to political, economic, and social equality with men. Furthermore, women lack many of the legal guarantees that would ensure fairness and equality with men, especially in equal pay, managerial positions, and access to political representation. Therefore, strong enforcement of all equal opportunity laws and continuous advocacy of women's issues will improve their status.

The Kentucky Commission on Human Rights has collected the data in this report from a variety of census statistics, research data and articles in order to highlight areas where the state needs to move forward regarding the progress of over half its population.

We cannot move Kentucky forward without moving forward Kentucky women, the state's largest segment. Eliminating discriminatory barriers for women will result in moving the state, as a whole, forward. Comparable pay, access to equal business opportunities, improved healthcare and childcare, and better opportunities for a post-secondary education are all necessary in order to accomplish concrete results. We believe that collaboration between leaders, professionals, advocacy groups and citizens can help the women of Kentucky achieve the equal opportunity that is their right and that is essential to the successful future of Kentucky.

The Kentucky Commission on Human Rights continues to fight discrimination leads and supports all efforts that increase fairness and equality to women and all citizens of Kentucky.

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

## Appendix I: Women in Elective office 2010

### CAWP

### Fact Sheet

Center for American Women and Politics· Eagleton Institute of Politics· Rutgers, The State University of New Jersey 191 Ryder, Lane.  
New Brunswick, NJ 08901-8557. (732) 932-9384. Fax (732) 932-6778. [www.cawp.rutger.edu](http://www.cawp.rutger.edu)

#### WOMEN IN ELECTIVE OFFICE 2010

In 2010, 90 women serve in the U.S. Congress. Seventeen women serve in the Senate and 73 women serve in the House. The number of women in statewide elective executive posts is 73, while the proportion of women in state legislatures is 24.4 percent.

**CONGRESS** In 2010, women hold 90, or 16.8%, of the 535 seats in the 111<sup>th</sup> U.S. Congress— 17, or 17.0%, of the 100 seats in the Senate and 73, or 16.8%, of the 435 seats in the House of Representatives. Congresswoman Nancy Pelosi (D-CA) is Speaker of the House and second in the presidential line of succession. She is the first woman to hold the top House post.

Seventeen women serve in the Senate: Barbara Boxer (D-CA); Maria Cantwell (D-WA); Susan Collins (R-ME); Dianne Feinstein (D-CA); Kirsten Gillibrand (D-NY); Kay Hagan (D-NC); Kay Bailey Hutchison (R-TX); Amy Klobuchar (D-MN); Mary Landrieu (D-LA); Blanche Lincoln (D-AR); Claire McCaskill (D-MD); Barbara Mikulski (D-MD); Lisa Murkowski (R-AK); Patty Murray (D-WA); Jeanne Shaheen (D-NH); Olympia Snowe (R-ME); and Debbie Stabenow (D-MI).

Seventy-three women from 31 states serve in the House of Representatives; 58 are Democrats and 17 are Republicans. In addition, three Democratic women serve as the Delegates to the House from Guam, the Virgin Islands and Washington, DC.

**STATEWIDE ELECTIVE EXECUTIVE OFFICES** In 2010, 72 women hold statewide elective executive offices across the country; women hold 22.9% of the 315 available positions. Among these women, 50 are Democrats, 21 are Republicans, and 1 was elected in a nonpartisan race.

<b>GOVERNORS – 6 (3D, 3R)</b>		Attorney General -4 (4D)
AZ	Jan Brewer (R)	Secretary of State -12 (10D, 2R)
CT	M. Jodi Rell (R)	State Treasurer/Chief Financial Officer - 10 (8D, 2R)
HI	Linda Lingle (R)	State Comptroller -4 (2D, 2R)
MI	Jennifer Granholm (D)	State Auditor -8 (5D, 3R)
NC	Beverly M. Perdue (D)	Chief State Education Official 5 (3D, 1R, 1NP*)
WA	Christine Gregoire (D)	<i>(title varies from state to state)</i>
<b>LIEUTENANT GOVERNORS -9 (6D, 3R)</b>		
CO	Barbara O'Brien (D)	
IA	Patty Judge (D)	Commissioner of Insurance -3 (2D, 1R)
IN	Becky Skillman (R)	Commissioner of Labor -1 R
MN	Carol L. Molnau (R)	Corporation Commissioner -3(1 D, 2R)
NJ	Kim Guadagno (R)	Public Service Commissioner -5 (50)
NM	Diane D. Denish (D)	Public Regulation Commissioner -1 D
OK	Jari Askins (D)	Railroad Commissioner -1 R
RI	Elizabeth Roberts (D)	
WI	Barbara Lawton (D)	

\* NP = election was nonpartisan.

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**WOMEN IN ELECTIVE OFFICE 2010 (continued)****STATE  
LEGISLATURES**

In 2010, 1,799, or 24.4%, of the 7,382 state legislators in the United States are women. Women hold 435, or 22.1 %, of the 1,971 state senate seats and 1,364, or 25.2%, of the 5,411 state house seats. Since 1971, the number of women serving in state legislatures has more than quintupled.

The states with the highest percentages of women state legislators are:

<u>State</u>	<u>% Women</u>	<u>State</u>	<u>% Women</u>
New Hampshire	37.5	Washington	32.7
Vermont	37.2	Nevada	31.7
Colorado	37.0	Connecticut	31.6
Minnesota	34.8	Arizona	31.1
Hawaii	32.9	Maryland	30.9

**MUNICIPAL  
OFFICIALS**

As of February 2010, among the 100 largest cities in the U.S., 7 had women mayors. One is African American (Stephanie Rawlings-Blake, Baltimore). In order of city population\*1, the mayors are:

<u>City</u>	<u>Mayor</u>	<u>Rank</u>
Houston, TX	Annis D. Parker	5
Baltimore, MD	Stephanie Rawlings-Blake	21
Fresno, CA	Ashley Swearengen	42
Tampa, FL	Pam Iorio	61
Stockton, CA	Ann Johnston	72
Glendale, AZ	Elaine M. Scruggs	84
Chula Vista, CA	Cheryl Cox	94

As of January 2010, of the 249 mayors of U.S. cities with populations over 100,000, 36, or 14.5%, were women, including four African Americans, one Latina and one Asian/Pacific Islander. Of the 1,158 mayors of U.S. cities with populations over 30,000, **204**, or **17.6%**, were women\*2.

**PERCENTAGES OF WOMEN IN ELECTIVE OFFICES**

	U.S. Congress	Statewide Electives	State Legislatures	Year	U.S. Congress	Statewide Elective	State Legislatures
1979	3%	11 %	10%	1999	12.1%	27.6%	22.4%
1981	4%	11 %	12%	2001	13.6%	27.6%	22.4%
1983	4%	11 %	13%	2003	13.6%	26.0%	22.4%
1985	5%	14%	15%	2004	13.8%	26.0%	22.5%
1987	5%	14%	16%	2005	15.0%	25.7%	22.7%
1989	5%	14%	17%	2006	15.0%	25.1 %	22.8%
1991	6%	18%	18%	2007	16.1%	24.1%	23.5%
1993	10.1 %	22.2%	20.5%	2008	16.5%	23.2%	23.7%
1995	10.3%	25.9%	20.6%	2009	16.8%	22.6%	24.3%
1997	11.0%	25.4%	21.6%	2010	16.8%	22.9%	24.4%

\* 1 According to data from the U.S. Bureau of the Census.

\*2 Information was compiled using the United States Conference of Mayors' 2010 website directory, [www.usmayors.org/uscm/meet\\_mayors](http://www.usmayors.org/uscm/meet_mayors), as the primary reference.

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**CAWP****Fact Sheet**

Center for American Women and Politics · Eagleton Institute of Politics · Rutgers, The State University of New Jersey 191 Ryder, Lane.  
New Brunswick, NJ 08901-8557. (732) 932-9384. Fax (732) 932-6778. [www.cawp.rutger.edu](http://www.cawp.rutger.edu)

**WOMEN OF COLOR IN ELECTIVE OFFICE 2010****CONGRESS, STATEWIDE, STATE LEGISLATURE****CONGRESSWOMEN – 21 (20D, 1R)**

Of the 90 women serving in the 111th U.S. Congress, 21, or 23.3%, are women of color, all serving in the House; in addition, an African American woman and a Caribbean American woman serve as Delegates to the House from Washington, DC and the Virgin Islands, respectively. Women of color constitute 3.9% of the total 535 members of Congress. No women of color serve in the U.S. Senate.

**African American - 12 (12D)**

Representative Corrine Brown (D-FL)  
Representative Yvette Clarke (D-NY)  
Representative Donna Edwards (O-MO)  
Representative Marcia Fudge (D-OH)  
Representative Eddie Bernice Johnson (D-TX)  
Representative Carolyn Cheeks Kilpatrick (D-MI)  
Representative Barbara Lee (D-CA)  
Representative Sheila Jackson Lee (D-TX)  
Representative Gwen Moore (D-WI)  
Representative Laura Richardson (D-CA)  
Representative Maxine Waters (D-CA)  
Representative Diane E. Watson (D-CA)

**Asian Pacific Islander -3D**

Representative Judy Chu (D-CA)  
Representative Mazie Hirono (D-HI)  
Representative Doris Matsui (D-CA)

**Latina - 6 (5D, 1R)**

Representative Grace Napolitano (D-CA)  
Representative Ileana Ros-Lehtinen (R-FL)  
Representative Lucille Roybal-Allard (D-CA)  
Representative Linda Sanchez (D-CA)  
Representative Loretta Sanchez (D-CA)  
Representative Nydia Velazquez (D-NY)

**DELEGATES****African American -1 D**

Delegate Eleanor Holmes Norton (D-DC)

**Caribbean American -1 D**

Delegate Donna Christensen (D-VI)

**STATEWIDE ELECTIVE EXECUTIVES – 7 (60D, 1NP\*\*)**

Of the 72 women serving in statewide elective executive offices, 7, or 9.7%, are women of color. Women of color constitute 2.2% of the total 315 statewide elective executives.

**African American -3D**

Denise Nappier (D-CT), State Treasurer  
Sandra Kennedy (D-AZ), Corp. Commissioner  
Velda Jones-Potter (D-DE), State Treasurer

**Native American -1 D**

Denise Juneau (D-MT), Superintendent of Public Instruction

**Latina -3 (2D, 1 NP)**

Susan Castillo (NP\*\*-OR), Superintendent, Public Instruction  
Mary Herrera (D-NM), Secretary of State  
Catherine Cortez Masto (D-NV), Attorney General

**STATE LEGISLATORS -350 (330D, 18R, 2NP)**

Of the 1,799 women state legislators serving nationwide, 350 or 19.5% are women of color. They include 101 senators and 249 representatives; 330 are Democrats, 18 are Republicans, and two are non-partisan. Women of color constitute 4.7% of the total 7,382 state legislators. The first woman of color to serve as speaker of a state house or assembly was Karen Bass (D), speaker of the California assembly, who is African American. In 2010, an African American woman, Sheila Y. Oliver (D), was selected as speaker of the New Jersey state assembly, the second African American woman to serve as a speaker of a lower house.

- **African American** women hold 230 (224D, 4R, 2NP) seats in state legislatures. They include 62 senators and 168 representatives in 38 states.
- **Asian American/Pacific Islander** women hold 33 (27D, 6R) seats in state legislatures. They include 9 senators and 24 representatives in 11 states (CA, HI, IA, ID, MD, MN, NY, SC, TX, VT, WA).

## Kentucky Commission on Human Rights

- **Latinas** hold 74 (1670, 7R) seats in state legislatures. They include 23 senators and 51 representatives in 22 states (AZ, CA, CO, CT, FL, ID, IL, IN, KS, MA, MO, MN, NC, NH, NJ, NM, NY, OH, RI, TX, UT, WA).
- **Native American** women hold 13 (12D, 1R) seats in state legislatures. They include 7 senators and 6 representatives in 7 states (CO, MT, NM, OK, PA, SO, WA).

### MAYORS

In the nation's 100 largest cities, one woman of color currently serves as mayor:

#### **African American**

Stephanie Rawlings-Blake      Baltimore, MD      2010 -present

## HISTORY OF WOMEN OF COLOR IN U.S. POLITICS

### U.S. SENATE

The only woman of color to serve in the U.S. Senate to date is Carol Moseley Braun (D-IL), an African American who was elected in 1992 and served from 1993-1999.

### U.S. HOUSE OF REPRESENTATIVES

A total of 37 women of color have served in the U.S. House of Representatives. In addition to the women currently serving, they are:

#### **African American -13 (13D)**

Shirley Chisholm ID-NY) 1969-83

Yvonne Brathwaite Burke IO-CAI 1973-79

Barbara Jordan (O-TX) 1973-79

Cardiss Collins ID-ILI 1973-97

Katie Hall ID-IN) 1982-85

Barbara-Rose Collins ID-MII 1991-97

Eva M. Clayton (D-NC) 1992-2003

Carrie Meek (D-FLI 1993-2003

Denise Majette CD-GA) 2003-2005

Cynthia McKinney CD-GAI 1993-2003; 2005-2007

Juanita Millender-McDonald CD-CAI 1996-2007

Julia Carson CD-IN) 1996-2007

Stephanie Tubbs Jones CD-OHI 1999-2008

#### **Latina -I (10)**

Hilda Solis ID-CA) 2001-2009

#### **Asian Pacific Islander -2 11 0, 1R)**

Patsy Takemoto Mink ID-HI) 1965-77, 1990-2002

Patricia Fukuda Saiki (R-HI) 1987-91

### STATEWIDE ELECTIVE EXECUTIVE OFFICES

No woman of color has served as governor of any state, and only three as lieutenant governors. In addition to the women listed above, women who have served in statewide elective executive offices include:

#### **African American -5 (2D, 3R)**

Pamela Carter (D-IN)	Attorney General	1993-1999
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Vikki Buckley (R-COI	Secretary of State	1995-1999
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Karen Freeman-Wilson CD-IN)	Attorney General	2000-2001
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Jennette Bradley CR-OHI	Lieutenant Governor	2003-2005
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Jennette Bradley CR-OHI	State Treasurer	2005-2007
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#### **Asian Pacific Islander -4 (4D)**

March Fong Eu CD-CAI	Secretary of State	1975-1993
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Jean Sadako King CD-HI)	Lieutenant Governor	1979-1982
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Cheryl Lau ID-NV)	Secretary of State	1991-1995
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Mazie Hirono CD-HI)	Lieutenant Governor	1995-2003
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#### **Latina -4 (40)**

Soledad Chacon CD-NM)	Secretary of State	1923-1926
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Margaret Baca CD-NMI	Secretary of State	1931-1934
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Patricia Madrid CD-NM)	Attorney General	1999-2007
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Rebecca Vigil-Giron CD-NM)	Secretary of State	1999-2007
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STATE LEGISLATURES\*

The first women of color to serve in state legislatures, listed in chronological order, were:

<b>Native American</b>	Cora Belle Reynolds Anderson (R-MI House) elected 1924
<b>African American</b>	Minnie Buckingham Harper (R-WV House) appointed 1929 Crystal Dreda Bird Fauset (D-PA House) elected 1938
<b>Latina</b>	Fedelina Lucero Gallegos (R-NM House) and Porfirria Saiz (D-NM House) elected 1930
<b>Asian Pacific Islander</b>	Patsy Takemoto Mink CD-HI Senate) elected 1962

MAYORS

In the nation's 100 largest cities, in addition to the four women currently serving, women of color who have served as mayors are:

<b>African American</b>		
Lottie Shackleford	Little Rock, AR	1987-1991
Carrie Saxon Perry	Hartford, CT	1987-1993
Sharon Pratt Kelly	Washington, DC	1991-1995
Sharon Sayles	Belton Minneapolis, MN	1994-2001
Shirley Franklin	Atlanta, GA	2001-2009
Yvonne J. Johnson	Greensboro, NC	2008-2010
Sheila Dixon	Baltimore, MD	2007-2010
<b>Latina</b>		
Heather Fargo	Sacramento, CA	2001-2009

\* State legislative information from Elizabeth M. Cox, Women State and Territorial Legislators, 1895-1995, McFarland & Company, Inc., 1996.  
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## Civil Rights Directory 2010

### General

#### ➤ AGENCIES

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

General e-mail: [pau@usccr.sprint.com](mailto:pau@usccr.sprint.com)

Web, [www.usccr.gov](http://www.usccr.gov)

The Commission is an independent, bipartisan agency first established by Congress in 1957 and reestablished in 1983. It is directed to: Investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, or national origin, or by reason of fraudulent practices; study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice; appraise Federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin or in the administration of justice; serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin; submit reports, findings, and recommendations to the President and Congress; and issue public service announcements to discourage discrimination or denial of equal protection of the laws. Geographic area(s) served: United States Type(s) of publications: Newsletter, quarterly magazine, reports, and other informational material.

**Education Dept.**, Civil Rights, 550 12th St. 5, W 20202-1100; (202) 245-6700. Fax, (202) 245-6840. Stephanie Monroe, Assistant Secretary. Information, (800) 421-3481. TTY, (877) 521-2172.

General e-mail, [ocr@ed.gov](mailto:ocr@ed.gov). Web, [www.ed.gov/ocr](http://www.ed.gov/ocr)

Enforces laws prohibiting use of federal funds for education programs or activities that discriminate on the basis of race, color, sex, national origin, age, or disability; authorized to discontinue funding.

**Equal Employment Opportunity Commission (EEOC)**, 1801 L St. N. W., #1000620507; (202) 663-4001. Fax, (202) 663-4110. Naomi C. Earp, Chair. Information, (202) 663-4900. Library, (202) 663-4630, TTY, (202) 663-4141. Web, [www.eeoc.gov](http://www.eeoc.gov)

Works to end job discrimination by private and government employers based on race, color, religion, sex, national origin, disability, or age. Works to protect employees against reprisal for protest of employment practices alleged to be unlawful in hiring, promotion, firing, wages, and other terms and conditions of employment. Works for increased employment of persons with disabilities, affirmative action by the federal government, and an equitable work environment for employees with mental and physical disabilities: Enforces Title VII of the Civil Rights Act of 1964, as amended, which includes the Pregnancy Discrimination Act; Americans with Disabilities Act; Age Discrimination in Employment Act; Equal Pay Act; and, in the federal sector, rehabilitation laws.

Receives charges of discrimination; attempts conciliation or settlement; can bring court action to force compliance; has review and appeals responsibility in the federal sector. Library open to the public by appointment only.

**Health and Human Services Dept. (HHS)**, Civil Rights, 200 Independence Ave. 5, W, #515F 20201; (202) 619-0403. Fax, (202) 619-3437, Winston Wilkinson, Director. TTY, (800) 537-7697, Toll-free hotline, (800) 368-1019.

Web, [www.hhs.gov/ocr](http://www.hhs.gov/ocr)

Administers and enforces laws prohibiting discrimination on the basis of race, color, sex, national origin, religion, age, or disability in programs receiving federal funds from the department; authorized to discontinue funding. Responsible for health information privacy under the Health Insurance Portability and Accountability Act.

**Justice Dept. (DOJ)**, Civil Rights Division, 950 Pennsylvania Ave. N. W. 20530; (202) 514-2151. Fax, (202) 514-0293. Grace C. Becker, Assistant Attorney General (Acting). Press, (202) 514-2007. TTY, (202) 514-0716.

Web, [www.usdoj.gov/crt](http://www.usdoj.gov/crt)

Enforces federal civil rights laws prohibiting discrimination on the basis of race, color, religion, sex, disability, age, or national origin in voting, education, employment, credit, housing, public accommodations and facilities, and federally assisted programs.

**Labor Dept. (DOL)**, Civil Rights Center, 200 Constitution Ave. N. W., #N4123 20210; (202) 693-6500. Fax, (202) 693-6505. Willie M. Alexander, Director (Acting). Library, (202) 693-6613. TTY, (877) 889-5627.

Web, [www.dol.gov/oasam/programs/crc/crcwelcome.htm](http://www.dol.gov/oasam/programs/crc/crcwelcome.htm)

Resolves complaints of discrimination on the basis of race, color, religion, sex, national origin, age, or disability in programs funded by the department. Library open to the public.

#### ➤ CONGRESS

#### ➤ NONGOVERNMENTAL

**American Assn. for Affirmative Action**, 888 16th St. N. W., #800 20006; (202) 349-9855, ext. 1857. Fax, (202) 355-1399. Shirley J. Wilcher, Executive Director.

General e-mail, [execdir@affirmativeaction.org](mailto:execdir@affirmativeaction.org)

Web, [www.affirmativeaction.org](http://www.affirmativeaction.org)

Membership: professional managers in the areas of affirmative action, equal opportunity, diversity, and human resources. Sponsors education, research, and training programs. Acts as a liaison with government agencies involved in equal opportunity compliance. Maintains ethical standards for the profession.

**Appleseed: A Network of Public Interest Justice Centers**, 1111 14th St. N. W., #510 20005; (202) 289-8007.

Fax, (202) 289-8009. Betsy Cavendish, Director.

General e-mail, [info@appleseeds.net](mailto:info@appleseeds.net)

Web, [www.appleseeds.net](http://www.appleseeds.net)

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

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

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

General e-mail, [info@ncne.com](mailto:info@ncne.com)

Web, [www.ncne.com](http://www.ncne.com)

Provides community and faith-based organizations with training, technical assistance, and additional sources of support. Addresses issues such as youth violence, substance abuse, teen pregnancy, homelessness, joblessness, poor education, and deterioration

neighborhoods. (Formerly known as the National Center for Neighborhood Enterprise.)

**Citizens' Commission on Civil Rights**, 2000 M St. N. W., #400 20036-3307; (202) 659-5565. Fax, (202) 223-5302. William L. Taylor, Chair; Dianne M. Piche, Executive Director.

General e-mail, [citizens@cccr.org](mailto:citizens@cccr.org)

Web, [www.cccr.org](http://www.cccr.org)

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

**Leadership Conference on Civil Rights**, 1629 K St. N. W., 10th Floor 20006; (202) 466-3311. Fax, (202) 319-0924. Wade Henderson, President.

General e-mail, [info@civilrights.org](mailto:info@civilrights.org)

Web, [www.civilrights.org](http://www.civilrights.org)

Coalition of national organizations representing minorities, women, labor, older Americans, people with disabilities, and religious groups. Works for enactment and enforcement of civil rights, human rights, and social welfare legislation; acts as clearinghouse for information on civil rights legislation and regulations.

**NAACP Legal Defense and Educational Fund**, Washington Office, 1444 Eye St. N. W., 10th Floor 20005; (202) 682-1300. Fax, (202) 682-1312. Leslie M. Proll, Director.

Web, [www.naacpldf.org](http://www.naacpldf.org)

Civil rights litigation group that provides legal information on civil rights issues, including employment, housing, and educational discrimination; monitors federal enforcement of civil rights laws. Not affiliated with the National Assn. for the Advancement of Colored People (NAACP). (Headquarters in New York.)

**National Black Justice Coalition**, 700 12th St. N. W., #700 20006; (202) 349-3755. Fax, (202) 319-0924. H. Alexander Robinson, Chief Executive Officer.

General e-mail, [info@nbjcoalition.org](mailto:info@nbjcoalition.org)

Web, [www.nbjcoalition.org](http://www.nbjcoalition.org)

Seeks equality for black, lesbian, gay, bisexual, and transgender people by fighting racism and homophobia through education initiatives.

**Poverty and Race Research Action Council**, 1015 15th St. N. W., #400 20005; (202) 906-8023. Fax, (202) 842-2885. Philip Tegeler, Executive Director.

General e-mail, [info@prrac.org](mailto:info@prrac.org)

Facilitates cooperative links between researchers and activists who work on race and poverty issues. Publishes bimonthly *Poverty and Race* and a civil rights history curriculum guide. Policy research areas include housing, education, and health disparities.

## African Americans

### ➤ NONGOVERNMENTAL

**Blacks in Government**, 3005 Georgia Ave. N. W. 20001-3807; (202) 667-3280. Fax, (202) 667-3705. Darlene Young, President.

General e-mail, [big@biglet.org](mailto:big@biglet.org)

Web, [www.bignet.org](http://www.bignet.org)

Advocacy organization for public employees. Promotes equal opportunity and career advancement for African American government employees; provides career development information; seeks to eliminate racism in the federal workforce; sponsors programs, business meetings, and social gatherings; represents interests of African American government workers to Congress and the executive branch; promotes voter education and registration.

**Congressional Black Caucus Foundation**, 1720 Massachusetts Ave. N. W., 20036-1903; (202) 263-2800. Fax, (202) 775-0773. Elsie Scott, President.

General e-mail, [info@cbcfllc.org](mailto:info@cbcfllc.org)

Web, [www.cbcfllc.org](http://www.cbcfllc.org)

Conducts research and programs on public policy issues of concern to African Americans. Sponsors fellowship programs in which professionals and academic candidates work on congressional committees and subcommittees. Holds issue forums and leadership seminars. Provides elected officials, organizations, and researchers with statistical, demographic, public policy, and political information. Sponsors internship, scholarship, and fellowship programs.

**Joint Center for Political and Economic Studies**, 1090 Vermont Ave. N. W., #1100 20005-4928; (202) 789-3500. Fax, (202) 789-6385. Ralph B. Everett, President.

Web, [www.jointcenter.org](http://www.jointcenter.org)

Documents and analyzes the political and economic status of African Americans and other minority populations, focusing on economic advancement, social policy, and political participation. Publishes an annual profile of African American elected officials in federal, state, and local government; disseminates information through forums, conferences, publications, and the Internet.

**Lincoln Institute for Research and Education**, P.O. Box 254, Great Falls, VA 22066; (703) 759-4278. Fax, (703) 759-5494. J. A. Parker, President.

Web, [www.lincolnreview.com](http://www.lincolnreview.com)

Public policy research group that studies issues of interest to middle-class African Americans, including business, economics, employment, education, national defense, health, and culture. Sponsors seminars.

**National Assn. for the Advancement of Colored People (NAACP)**, Washington Bureau, 1156 15th St. N. W., #915 20005-1750; (202) 463-2940. Fax, (202) 463-2953.

Hilary O. Shelton, Director.

General e-mail, [washingtonbureau@naacpnet.org](mailto:washingtonbureau@naacpnet.org)

Web, [www.naacp.org](http://www.naacp.org)

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

**National Assn. of Colored Women's Clubs Inc. (NACWC)**, 1601 R St. N. W. 20009-6420; (202) 667-4080. Fax, (202) 667-2574. Marie Wright-Tolliver, President.

Web, [www.nacwc.org](http://www.nacwc.org)

Seeks to promote education; protect and enforce civil rights; raise the standard of family living; promote interracial understanding; and enhance leadership development. Awards scholarships; conducts programs in education, social service, and philanthropy.

**National Black Caucus of Local Elected Officials**, c/o National League of Cities, 1301 Pennsylvania Ave. N. W., #55020004-1763; (202) 626-3168. Fax, (202) 626-3043.

James Mitchell Jr., President. Press, (202) 626-3003.

Web, [www.nbc-leo.org](http://www.nbc-leo.org)

Membership: elected officials at the local level and other interested individuals. Concerned with issues affecting African Americans, including housing, economics, the family, and human rights.

**National Black Caucus of State Legislators**, 444 N. Capitol St. N. W., #622 20001; (202) 624-5457. Fax, (202) 508-3826. *Lakimba D. Desadier-Walker, Executive Director.* Web, [www.nbcsl.com](http://www.nbcsl.com)

Membership: African American state legislators. Promotes effective leadership among African American state legislators; serves as an information network and clearinghouse for members.

**National Council of Negro Women**, 633 Pennsylvania Ave. N. W. 20004-2605; (202) 737-0120. Fax, (202) 737-0476. *Alfreda V. Davis, Executive Director (Interim).* Web, [www.ncnw.org](http://www.ncnw.org)

Seeks to advance opportunities for African American women, their families, and communities through research, advocacy, and national and community-based programs in the United States and Africa.

**National Urban League**, Washington Office, 290114th Street N. W. 20009; (202) 265-8200. Fax, (202) 265-6122. *Maudille R. Cooper, President.* Web, [www.gwul.org](http://www.gwul.org)

Social service organization concerned with the social welfare of African Americans and other minorities. Seeks elimination of racial segregation and discrimination; monitors legislation, policies, and regulations to determine impact on minorities; interests include employment, health, welfare, education, housing, and community development. (Headquarters in New York.)

**Project 21, National Center for Public Policy**, 501 Capitol Ct. N.E., #20020002; (202) 543-4110. Fax, (202) 543-5975. *Myehal Massie, Chair; David W. Almasi, Executive Director.*

General e-mail, [project21@lationalcenter.org](mailto:project21@lationalcenter.org)

Web, [www.nationalcenter.org](http://www.nationalcenter.org)

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

**Washington Government Relations Group**, 1001 Pennsylvania Ave. N.W., 6th Floor 20004; (202) 742-6630. Fax, (202) 742-6501. *Yvonne McIntyre, President.* General e-mail, [info@wgrginc.org](mailto:info@wgrginc.org)

Web, [www.wgrginc.org](http://www.wgrginc.org)

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

## Hispanic

### ➤ NONGOVERNMENTAL

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

General e-mail, [chci@chci.org](mailto:chci@chci.org)

Web, [www.chci.org](http://www.chci.org)

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

**League of United Latin American Citizens**, 2000 L St. N. W., #610 20036; (202) 833-6130. Fax, (202) 833-6135. *Brent Wilkes, Executive Director. Toll-free, (877) LULAC-01.* Seeks full social, political, economic, and educational rights for Hispanics in the United States. Programs include housing projects for

the poor, employment and training for youth and women, and political advocacy on issues affecting Hispanics, including immigration. Operates National Educational Service Centers (LNECs) and awards scholarships. Holds exposition open to the public.

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

Web, [www.maldef.org](http://www.maldef.org)

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

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

General e-mail, [comments@nclr.org](mailto:comments@nclr.org)

Web, [www.nclr.org](http://www.nclr.org)

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

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

General e-mail, [nprc@nprcinc.org](mailto:nprc@nprcinc.org)

Web, [www.batevlink.org](http://www.batevlink.org)

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

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

General e-mail, [hispanicassirs@usccb.org](mailto:hispanicassirs@usccb.org)

Web, [www.usccb.org](http://www.usccb.org)

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

## Lesbian, Gay, Bisexual, and Transgender People

### ➤ NONGOVERNMENTAL

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

General e-mail, [info@dignityusa.org](mailto:info@dignityusa.org)

Web, [www.dignityusa.org](http://www.dignityusa.org)

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

**Gay and Lesbian Activists Alliance of Washington**



(GLMI, P.O. Box 75265 20013; (202) 667-5139. Barrett L. Brick, President.

General e-mail, [equal@glaa.org](mailto:equal@glaa.org)

Web, [www.glaa.org](http://www.glaa.org)

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

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

General e-mail, [victory@victoryfund.org](mailto:victory@victoryfund.org)

Web, [www.victoryfund.org](http://www.victoryfund.org)

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

**Human Rights Campaign (HRC), 1640 Rhode Island Ave. N. W 20036; (202) 628-4160. Fax, (202) 347-5323. Joe Sollilone, Executive Director. TTY, (202) 216-1572. Tal/free, (800) 777-4723.**

General e-mail, [hrc@hrc.org](mailto:hrc@hrc.org)

Web, [www.hrc.org](http://www.hrc.org)

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

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

General e-mail, [info@logcabin.org](mailto:info@logcabin.org)

Web, [www.logcabin.org](http://www.logcabin.org)

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

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

General e-mail, [ncte@nctequality.org](mailto:ncte@nctequality.org)

Web, [www.nctequality.org](http://www.nctequality.org)

Works to advance the equality of transgender people through advocacy, collaboration, and empowerment, and to make them safe from discrimination and violence. Provides resources to local efforts nationwide.

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

General e-mail, [tiletaskforce@thetaskforce.org](mailto:tiletaskforce@thetaskforce.org)

Web, [www.thetaskforce.org](http://www.thetaskforce.org)

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

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

General e-mail, [info@nlgia.org](mailto:info@nlgia.org)

Web, [www.nlgia.org](http://www.nlgia.org)

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

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

Web, [www.now.org](http://www.now.org)

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

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

General e-mail, [info@pflag.org](mailto:info@pflag.org)

Web, [www.pflag.org](http://www.pflag.org)

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

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

General e-mail, [sldn@sldn.org](mailto:sldn@sldn.org)

Web, [www.sldn.org](http://www.sldn.org)

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

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

Web, [www.smyal.org](http://www.smyal.org)

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

## Native Americans

### ➤ AGENCIES

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

General e-mail, [ana@acf.hhs.gov](mailto:ana@acf.hhs.gov)

Web, [www.acf.hhs.gov/programs/ana](http://www.acf.hhs.gov/programs/ana)

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

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

Web, [www.doi.gov/bureau-indian-affairs.html](http://www.doi.gov/bureau-indian-affairs.html)

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

development efforts, and special assistance to develop governmental and administrative skills.

➤ JUDICIARY

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

Web, [www.uscjc.uscourts.gov](http://www.uscjc.uscourts.gov)

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

➤ NONGOVERNMENTAL

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

General e-mail, [ncai@ncai.org](mailto:ncai@ncai.org)

Web, [www.ncai.org](http://www.ncai.org)

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

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

Web, [www.narf.org](http://www.narf.org)

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

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

General e-mail, [dpete@nmwo.org](mailto:dpete@nmwo.org)

Web, [www.nmwo.org](http://www.nmwo.org)

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

## Older Adults

➤ AGENCIES

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

General e-mail, [AoAInfo@aoa.gov](mailto:AoAInfo@aoa.gov)

Web, [www.aoa.gov](http://www.aoa.gov)

Advocacy agency for older Americans and their concerns. Collaborates with tribal organizations, community and national organizations, and state and area agencies to implement grant programs and services designed to improve the quality of life for older Americans, such as information and referral, adult day care, elder abuse prevention, home-delivered meals, in-home care, transportation, and services for caregivers.

➤ NONGOVERNMENTAL

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

Center, (202) 434-6240.

Web, [www.aarp.org](http://www.aarp.org)

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

**Alliance for Retired Americans**, 815 16th St. N. w., 4<sup>th</sup> Floor North 200Q6-4104; (202) 637-5399. Fax, (202) 637-5398.

George J. Kourpias, President. Information, (888) 373-6497.

Web, [www.retirednmericans.org](http://www.retirednmericans.org)

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

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

General e-mail, [info@graypanthers.org](mailto:info@graypanthers.org)

Web, [www.graypanthers.org](http://www.graypanthers.org)

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

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

General e-mail, [info@ncba-aged.org](mailto:info@ncba-aged.org)

Web, [www.ncba-aged.org](http://www.ncba-aged.org)

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

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

General e-mail, [info@ncoa.org](mailto:info@ncoa.org)

Web, [www.ncoa.org](http://www.ncoa.org)

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

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

General e-mail, [nhcoa@nhcoa.org](mailto:nhcoa@nhcoa.org)

Web, [www.nhcoa.org](http://www.nhcoa.org)

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

**National Senior Citizens Law Center**, 1101 14th St. N. W., #400 20005; (202) 289-6976. Fax, (202) 289-7224. Paul Nathanson, Executive Director (Interim).

General e-mail, [nsclc@nsclc.org](mailto:nsclc@nsclc.org)

Web, [www.nsclc.org](http://www.nsclc.org)



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

**Seniors Coalition**, 4401 Fair Lakes Ct., #210, Fairfax, VA 22033; (703) 934-6193. Fax, (866) 728-5450. Tom B. Moore, Executive Director. Toll-free, (800) 325-9891. General e-mail, [tsc@senior.org](mailto:tsc@senior.org) Web, [www.senior.org](http://www.senior.org)

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

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

General e-mail, [info@60plus.org](mailto:info@60plus.org) Web, [www.60plus.org](http://www.60plus.org)

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

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

General e-mail, [info@usanext.org](mailto:info@usanext.org) Web, [www.usanext.org](http://www.usanext.org)

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

## Women

### ➤ NONGOVERNMENTAL

**Assn. for Women in Science**, 1200 New York Ave. N. W. #650 20005; (202) 326-8940. Fax, (202) 326-8960. Janet Bandows Koster, Executive Director. General e-mail, [awis@awis.org](mailto:awis@awis.org) Web, [www.awis.org](http://www.awis.org)

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

**Church Women United**, Washington Office, 100 Maryland Ave. N.E., #100 20002; (202) 544-8747. Fax, (202) 544-9133. Patricia Burkhardt, Legislative Coordinator. Toll-free, (800) 298-5551. General e-mail, [cwu-dc@churchwomen.org](mailto:cwu-dc@churchwomen.org) Web, [www.churchwomen.org](http://www.churchwomen.org)

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

**Independent Women's Forum (IWF)**, 1726 M St. N.W., Floor 20036-4502; (202) 419-1820. Fax, (202) 419-1821. Michelle D. Bernard, President. Toll-free (800) 224-6000 General e-mail, [info@iwf.org](mailto:info@iwf.org) Membership: women and men interested in advancing limited government, equality under the law, property, rights, free markets,

strong families, and a powerful and effective national defense and foreign policy. Publishes 'policy papers; makes appearances on radio and television broadcasts; maintains speakers bureau. Interests include school choice, Social Security and health care reform, the war in Iraq, and democracy promotion and women's human rights in the Middle East.

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

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

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

General e-mail, [ncwo@ncwo-online.org](mailto:ncwo@ncwo-online.org) Web, [www.womensorganizations.org](http://www.womensorganizations.org)

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

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

Web, [www.now.org](http://www.now.org)

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

**National Partnership for Women and Families**, 1875 Connecticut Ave. N.W., #65020009-5731; (202) 986-2600. Fax, (202) 986-2539. Debra L. Ness, President.

General e-mail, [info@nationalpartnership.org](mailto:info@nationalpartnership.org) Web, [www.nationalpartnership.org](http://www.nationalpartnership.org)

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

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

General e-mail, [info@nwlc.org](mailto:info@nwlc.org) Web, [www.nwlc.org](http://www.nwlc.org)

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

**OWL: The Voice of Midlife and Older Women**, 3300 N. Fairfax Dr., #218, Arlington, VA 22201; (703) 812-7990. Fax, (703) 812-0687. Ashley B. Carson, Executive Director. Information, (800) 825-3695.

General e-mail, [owlinfo@owl-national.org](mailto:owlinfo@owl-national.org) Web, [www.owl-national.org](http://www.owl-national.org)

Grassroots organization concerned with the social and economic problems of middle-aged and older women. Interests include health care, Social Security, pension rights, housing, employment, women

as caregivers, effects of budget cuts, and issues relating to death and dying.

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

General e-mail, [staff@quota.org](mailto:staff@quota.org)

Web, [www.quota.org](http://www.quota.org)

International service organization that links members in fourteen countries in a worldwide network of service and friendship. Interests include deaf, hard-of-hearing, and speech-impaired individuals and disadvantaged women and children. Maintains the We Share Foundation, a charitable organization.

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

General e-mail, [walld@walld.org](mailto:walld@walld.org)

Web, [www.wand.org](http://www.wand.org)

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

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

General e-mail, [mediademocracy@wifp.org](mailto:mediademocracy@wifp.org)

Web, [www.wifp.org](http://www.wifp.org)

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

**Women's Research and Education Institute**, 3300 N. Fairfax Dr., #218, Arlington, VA 22201; (703) 812-7990. Fax, (703) 812-0687. Susan Scanlan, President.

General e-mail, [wrei@wrei.org](mailto:wrei@wrei.org)

Web, [www.wrei.org](http://www.wrei.org)

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

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

General e-mail, [info@ywca.org](mailto:info@ywca.org)

Web, [www.ywca.org](http://www.ywca.org)

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

## Other Minority Groups

### ➤ NONGOVERNMENTAL

**American-Arab Anti-Discrimination Committee (ADC)**, 1732 Wisconsin Ave. N. W. 20007; (202) 244-2990. Fax, (202) 244-7968. Kareem W. Shora, Executive Director.

General e-mail, [adc@adc.org](mailto:adc@adc.org)

Web, [www.adc.org](http://www.adc.org)

Nonpartisan and nonsectarian organization that seeks to protect the rights and heritage of Americans of Arab descent. Works to combat

discrimination against Arab Americans in employment, education, and political life and to prevent stereotyping of Arabs in the media. Monitors legislation and regulations. Library open to the public.

**Anti-Defamation League**, Washington Office, 1100 Connecticut Ave. N. W., #1020 20036 (mailing address: P.O. Box 96226, Washington, DC 20090-6226); (202) 452-8310. Fax, (202) 296-2371. David Friedman, Regional Director.

General e-mail, [WASHINGTON-DC@adl.org](mailto:WASHINGTON-DC@adl.org)

Web, [www.adl.org](http://www.adl.org)

Seeks to combat anti-Semitism and other forms of bigotry. Interests include discrimination in employment, housing, voting, and education; U.S. foreign policy in the Middle East; and the treatment of Jews worldwide. Monitor legislation and regulations affecting Jewish interests and the civil rights of all Americans. (Headquarters in New York.)

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

General e-mail, [admin@advancingequality.org](mailto:admin@advancingequality.org)

Web, [www.advancingequality.org](http://www.advancingequality.org)

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

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

General e-mail, [dc@jacl.org](mailto:dc@jacl.org)

Web, [www.jacl.org](http://www.jacl.org)

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

**National Federation of Filipino American Assns.**, 2607, 24th St. N. W., #4 20008-2600; (202) 986-1153. Fax, (202) 478-5109. Armando "Doy" Heredia, Executive Director.

General e-mail, [admin@naaffaa.org](mailto:admin@naaffaa.org)

Web, [www.naffaa.org](http://www.naffaa.org)

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

**OCA (Organization of Asian Pacific Americans)**, National Center, 1322 18th St. N. W. 20036-1803; (202) 223-5500. Fax, (202) 296-0540. Michael C. Lin, Executive Director.

General e-mail, [oca@ocanatl.org](mailto:oca@ocanatl.org)

Web, [www.ocanatl.org](http://www.ocanatl.org)

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

## KENTUCKY AGENCIES

### HUMAN RIGHTS COMMISSIONS

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

General e-mail, [kchr.mail@ky.gov](mailto:kchr.mail@ky.gov)

Web, [www.kchr.ky.gov](http://www.kchr.ky.gov)

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

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

General e-mail, [bghrc1@aol.com](mailto:bghrc1@aol.com)

Web, [www.bgky.org/humanrights/index.php](http://www.bgky.org/humanrights/index.php)

#### **Louisville/Jefferson County Metro Human Relations**

**Commission** 410 W. Chestnut Street, Ste. 300A

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

General e-mail, [hrc@louisvilleky.gov](mailto:hrc@louisvilleky.gov)

Web, [www.louisvilleky.gov/HumanRelations](http://www.louisvilleky.gov/HumanRelations)

#### **Henderson-Henderson County Human Rights**

**Commission** P.O. Box 716 Henderson, KY 42420, Jeffrey

Gregory, Executive Director. Information, (270) 831-1200, ext 273. Fax, (270) 831-1206

General e-mail, [hendersonhrc@yahoo.com](mailto:hendersonhrc@yahoo.com)

#### **Mayfield Human Rights Commission** 112 Arbor Ridge

Drive Mayfield, KY 42067 Chris Kendrick, Director

Information, (270) 247-9845.

General e-mail, [chris701129@cs.com](mailto:chris701129@cs.com)

#### **Hopkinsville Human Relations Commission** P.O. Box 707

Hopkinsville, KY 42241-0707, Bernard Standard, Executive

Director. Information, (270) 887-4010. Fax, (270) 885-0018

General e-mail, [bstandard@hopkinsvilleky.us](mailto:bstandard@hopkinsvilleky.us)

#### **Owensboro Human Relations Commission** 1650 West

Second Street P.O. Box 10003 Owensboro, KY 42302-0003,

David L. Kelly, Executive Director. Information, (270) 687-8670. Fax, (270) 687-8672

General e-mail, [Dkelly.ohrc@owens.twcbc.com](mailto:Dkelly.ohrc@owens.twcbc.com)

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

#### **Lexington-Fayette Urban County Human Rights**

**Commission** 162 East Main Street, Ste. 226 Lexington, KY

40507, William Wharton, Executive Director. Information, (859)

252-0071, Fax, (859) 252-7057.

General e-mail, [wwharton@lfuchrc.org](mailto:wwharton@lfuchrc.org)

Web, [www.lfuchrc.org](http://www.lfuchrc.org)

#### **Paducah Human Rights Commission** P.O. Box 247

Paducah, KY 42001, Stanley Beauchamp, Executive Director

Information, (270) 444-8644. Fax, (270) 444-8680

General e-mail, [sbeauchamp@ci.paducah.ky.us](mailto:sbeauchamp@ci.paducah.ky.us)

Web, [http://paducahky.gov/city/human\\_rights/human\\_rights.php](http://paducahky.gov/city/human_rights/human_rights.php)

#### **Shelby County Human Rights Commission** 501 Main Street

Shelbyville, Kentucky 40065, Gary L. Walls, Chair. Information,

(502) 655-0424

General e-mail, [Shelbyhrc@aol.com](mailto:Shelbyhrc@aol.com)

#### **Ashland Human Rights Commission** P.O. Box 64

Ashland, KY 41105, Carol Jackson, Chair. Information, (606)

329-8845. Cell, (606) 923-95441

General e-mail, [ashlandhumanrights@windstream.net](mailto:ashlandhumanrights@windstream.net)

#### **Maysville Human Rights Commission** 216 Bridge Street

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

759-7632

General e-mail, [jhussey@maysvilleky.net](mailto:jhussey@maysvilleky.net)

#### **Bardstown Human Rights Commission** 316 ½ Cathedral

Manor Bardstown, KY 40004, Kathy Reed, Chair. Information,

(502) 348-5310. Fax, (502) 349-6450

General e-mail [m\\_reed@bellsouth.net](mailto:m_reed@bellsouth.net)

#### **Midway, Versailles & Woodford County Human Rights**

**Commission** P.O. Box 101 Versailles, KY 40383, Rod

Hatt, Chair. Information, (859) 873-2159

General e-mail [rodhatt@coalcombustion.com](mailto:rodhatt@coalcombustion.com)

Web, [www.woodfordhrc.org](http://www.woodfordhrc.org)

#### **Covington Human Rights Commission** 9 East 26th Street

Covington, KY 41011, Rev. Charles Fann, Chair. Information,

(513) 706-8275. Fax, (859) 360-6691

General e-mail, [fann@zoomtown.com](mailto:fann@zoomtown.com)

#### **Murray Human Rights Commission** 413 N. 17th Street

Murray, KY 42071, S. G. Carthell, Chair. Information,

(270)809-6836

General e-mail, [sg.carthell@murraystate.edu](mailto:sg.carthell@murraystate.edu)

#### **Danville-Boyle County Human Rights Commission** 214

Duncan Hill Street Danville, KY 40422, Georgia Tompkins,

Chair. Information, (859) 238-5377

General e-mail, [tompkins@centre.edu](mailto:tompkins@centre.edu)

#### **Paris Human Rights Commission** 525 High Street

Paris, KY 40361, Debra Pate, Chair

Information, (859) 987-6430

General e-mail : [pate\\_d@bellsouth.net](mailto:pate_d@bellsouth.net)

#### **Franklin-Simpson County Human Rights Commission**

P.O. Box 699 Franklin, KY 42135, Wanda Tuck, Chair.

Information, (270) 598-9189

General e-mail, [tuckw@bellsouth.net](mailto:tuckw@bellsouth.net)

## Kentucky Commission on Human Rights

**Richmond Human Rights Commission** 114 North Second Street, First Floor Richmond KY, 40475, Mailing Address: P.O. Box 487 Richmond, KY 40476-0487 Sandra Añez Powell, Chair. Information, (859) 623-3574  
General e-mail, [HumanRights@richmond.ky.us](mailto:HumanRights@richmond.ky.us)  
Web, [SandraPowell@foothillscap.org](mailto:SandraPowell@foothillscap.org)

**Hazard Human Rights Board** 517 Cedar St. Hazard, KY 41701, Paul Olinger, Chair. Information, (606) 436-5728  
General e-mail, [POlinger@windstream.net](mailto:POlinger@windstream.net)

**Russellville-Logan County Human Rights Commission** P.O. Box 291 Russellville, KY 42276, Richard Estes, Chair. Information, (270) 755-6000  
General e-mail, [rlestes@logantele.com](mailto:rlestes@logantele.com)

**Lebanon Human Rights Commission**, P.O. Box 1028 Lebanon, KY 40033, David Holliday, Chair. Information, (270) 769-2393  
General e-mail, [blindbat4647@yahoo.com](mailto:blindbat4647@yahoo.com)

**Urban League Of Lexington-Fayette County** 148 DeWeese Street, Lexington, KY 40507  
Information, (859) 233-1561. Fax, (859) 233-7260  
Web, [www.ullexfay.org](http://www.ullexfay.org)

**Louisville Urban League**, 1535 West Broadway Louisville, KY 40203-2083, Information, (502) 585-4622  
Web, [www.lul.org](http://www.lul.org)

**Kentucky Rainbow Coalition** 600 Cooper Drive Lexington, KY 405021. Information, (859) 258-7000. Toll free, (800) 432-0951

**State of Kentucky: Real Estate Commission** 10200 Linn Station Road Louisville, KY 40223-3841. Information, (502) 429-7250

**Kentucky Youth Advocates** 11001 Bluegrass Parkway Jeffersontown, KY 40299. Information, (502) 895-8167  
Web, [www.kyvouth.org](http://www.kyvouth.org)

**A. Phillip Randolph Institute** P. O. BOX 11506 Louisville, KY 40251-0506

**ACLU of Kentucky** 315 Guthrie Street, Suite 300 Louisville, KY 40202-3820. Information, (502) 581-1181. Fax, (502) 589-9687  
General e-mail, [info@aclu-ky.org](mailto:info@aclu-ky.org)

**Louisville and Jefferson County Community Action Agency**  
810 Barret Avenue, Louisville - Information, (502) 574-1157  
4810 Exeter Avenue, Louisville - Information, (502) 574-1274  
7219 Dixie Highway, Louisville - Information, (502) 574-1272

**Council on Postsecondary Education** 1024 Capital Center Drive, Suite 320 Frankfort KY 40601. Information, (502) 573-1555. Fax, (502) 573-1535

**Governor's Minority Management** The Personnel Cabinet

Office of the Secretary State Office Building 501 High Street Frankfort, KY 40601 . Information, (502) 564-8000

**Kentuckiana Interfaith Community** P.O. Box 7128. Louisville, Kentucky. Information, (502) 468-0438

**Kentucky Housing Corporation** 1231 Louisville Road Frankfort, Kentucky 40601. Toll free, (800) 633-8896. Information, (502) 564-7630

**Kentucky Alliance against RPR** 3208 W Broadway Louisville, KY 40211 Information, (502) 778-8130. Fax, (502) 778-8173

**Fair Housing Council** 207 East Reynolds Road Lexington, KY 40517-1276. Information, (859) 971-8067  
Web, [www.lexingtonfairhousing.com](http://www.lexingtonfairhousing.com)

**Lincoln Foundation Inc** 200 West Broadway Louisville, KY 40202-2125. Information, (502) 585-4733  
Web, [www.lincolnfdn.org](http://www.lincolnfdn.org)

**Justice Resource Center** 1601 Maple St. Louisville, KY 40210 632 N. 15th St., Mayfield, KY 42066

### ➤ NAACP BRANCH OFFICES

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

**Ashland/Boyd County Branch**  
Address: P.O. Box 1778, Ashland, KY 41105  
Information, (606) 325-9923

**Bowling Green/Warren County Branch**  
Address: P.O. Box 1357, Bowling Green, KY 42102  
Information, (270) 842-1168

**Danville/Boyle County Branch**  
Address: P.O. Box 432, Danville, KY 40423  
Information, (859) 236-2947

**Frankfort Branch**  
Address: P.O. Box 306, Frankfort, KY 40601  
Information, (502) 875-3383

**Georgetown/Scott County Branch**  
Address: 1199 West Main Street, Georgetown, KY 40324  
Information, (502) 863-0769

**Hardin County Branch**  
Address: P.O. Box 813, Radcliff, KY 40159  
Information, (270) 877-2772

**Henderson County Branch**  
Address: 400 South Ingram, Henderson, KY 42420



Information, (270)827-2798

**Hopkinsville Branch**

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

Information, (270)866-8158

**Irvington Branch**

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

Information, (270)756-5780

**Lexington/Fayette County Branch**

Address: 479 Erin Road, Lexington, KY 40511

Information, (859)252-7336

**Louisville/Jefferson County Branch**

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

Information, (502)776-7608

**Madison/Richmond County Branch**

Address: 300 Francis Street, Richmond, KY 40475

Information, (859)624-2045

**Madisonville/Hopkins County Branch**

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

Information, (270)821-4673

**Mayfield/Graves County Branch**

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

Information, (270)247-5198

**Maysville/Mason County Branch**

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

Information, (606)584-8929

**Muhlenberg County Branch**

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

Information, (270)754-4260

**Murray/Calloway County Branch**

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

Information, (270)761-1509

**Northern Branch**

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

Information, (859)442-7476

**Owensboro Branch**

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

Information, (270)302-6814

**Paducah Branch**

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

Information, (574)289-2123

**Russellville/Logan Branch**

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

Information, (270)725-8508

**Shelbyville/Shelby Branch**

Address: 316 North Side Drive, Shelbyville, KY 40065

**Webster/Providence County Branch**

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

Information, (270) 667-2424

**Kentucky State Branch**

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

Information, (574)289-2123

➤ WOMEN

**KY Commission on Women** 700 Capitol Avenue, Suite 146

Frankfort, KY 40601. Information, 502-564-2611. Fax, (502)

564-2853

**National Council of Negro Women, Inc., Lexington**

**Central Kentucky Section**, P. O. Box 1256, Lexington, KY

40588-1256

Web, [www.lexncnw.ning.com](http://www.lexncnw.ning.com)

**National Council of Negro Women, Inc., Louisville**

**Section**, P. O. Box 22283 Louisville, KY 40222

**Fund for Women Inc** 239 S. 5th St. #1017 Louisville,

Kentucky 40202

➤ DISABILITY

**Disability/ADA Office of the Kentucky ADA Coordinator**

500 Mero Street, Capital Plaza Tower, 2nd Floor Frankfort, KY

40601 Information, (502) 564-3850. Toll free, (877) 423-2933

**Learning Disabilities Association of Kentucky, Inc.** 2210

Goldsmith Lane #118, Louisville, KY 40218. Information, (502)

473-1256. Fax: (502) 473-4695. Toll free, 877-587-1256.

Web, [www.ldaofky.org](http://www.ldaofky.org)

General e-mail: [info@LDAofKY.org](mailto:info@LDAofKY.org)

**Kentucky Council on Developmental Disabilities**, 100 Fair

Oaks Lane, 4E-F, Frankfort, KY 40601. Information, toll free,

(877) 367-5332. Fax, (502) 564-9826.

Web, <http://chfs.ky.gov/kcdd/>

General e-mail: Shelley Runkle, [Shelley.Runkle@ky.gov](mailto:Shelley.Runkle@ky.gov)

**Metro Disability Coalition** P. O. Box 8086 Louisville, KY

40257 Information, (502) 894-0197

➤ IMMIGRANT/HISPANIC

**Lexington Hispanic Association (AHU)** 1450 North

Broadway suite 301 Lexington KY, 40505, Information, (859)

685-2178. Fax, (859) 685-0399

General e-mail, [info@ahuky.org](mailto:info@ahuky.org)

**Hispanic Latino Coalition of Louisville** 4801 Southside Dr.,

Louisville KY 40214

General e-mail, [gabrielaalcalde@hotmail.com](mailto:gabrielaalcalde@hotmail.com)

**Kentucky Institute for International Studies** 1906 College

heights Blvd. #11030 Bowling Green, KY 42101

**Hispanic Resource Center** 104 E. 7th St. Information, (859)  
803-5334 Covington KY 41011

**Hispanic Ministries Catholic Diocese of Lexington** 131 0  
West Main Street Lexington, Kentucky 40508

**Latino Coalition Kentucky** 85 Holy Cross Church,  
Burkesville, KY



## **Kentucky Commission on Human Rights**

332 W. Broadway, Suite 700, Louisville, Kentucky 40202

Phone: 502-595-4024 Toll-Free: 800-292-5566

TDD: 502-595-4084 Fax: 502-595-4801

Email: [kchr.mail@ky.gov](mailto:kchr.mail@ky.gov)

Website: [www.kchr.ky.gov](http://www.kchr.ky.gov)

