



2001 Annual Report

Ensuring Equality In Kentucky

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Kentucky Revised Statute 344.020 Kentucky Commission on Human Rights Mandate

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

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To Our Governor, Allies and Friends

We are pleased to present the Kentucky Commission on Human Rights annual report for the fiscal year of 2001, which covers the period of July 1, 2000 through June 30, 2001. The theme of this year's report –Ensuring Equality In Kentucky –embodies our mission and our task as we carry out the day-to-day business of this state agency. The Commission has been charged to eradicate discrimination in Kentucky through civil rights enforcement, education, partnerships and promotion.

The proud history of our agency was complemented by the events of this year. For four decades, KCHR has opened the doors of opportunity for thousands of people by enforcing and highlighting the Kentucky Civil Rights Act. The 40-year anniversary celebration was the culmination of much work and dedication on the part of the commissioners, staff and the advising committee led by Governor Paul E. Patton.

It was an honor to establish the Kentucky Civil Rights Hall of Fame, a tool that will work to educate and to promote the mandate of equality to people in Kentucky for all time. The Commission will continue to induct new Hall of Fame members whose valiant strides have made Kentucky a pioneer in civil rights.

Through commitment and dedication, we will continue to have a strong hand in the war against discrimination. With our determination and the diligence of our allies, step by step, the victory against bigotry and prejudice of every kind will be ours.

We appreciate your leadership and support, and look forward to working with all of you in continuing to ensure equality in the great Commonwealth of Kentucky.



Priscilla Johnson
Chair

A handwritten signature in cursive script that reads "Priscilla Johnson".



Beverly Watts
Executive Director

A handwritten signature in cursive script that reads "Beverly Watts".

ENSURING EQUALITY

Discrimination is against the law

“Injustice
anywhere is a
threat to justice
everywhere.”

Martin Luther King, Jr.

The Kentucky Commission on Human Rights (KCHR) is the branch of state government created to ensure equality in Kentucky.

The Commission's primary purpose is to act as the guardian of peoples' civil rights by enforcing the Kentucky Civil Rights Act.

Another responsibility of KCHR is to ensure that people in Kentucky are aware of their equal rights under the law.

KCHR works diligently through education, partnerships and the promotion of civil rights to accomplish this important goal.

With headquarters in Louisville and the Northern Kentucky office in Covington, KCHR investigates and litigates complaints of unlawful discrimination.

The Kentucky Civil Rights Act makes it illegal to discriminate against anyone

because of:

Race
Sex
Age 40 and over
Disability
Color
Religion
National Origin
Familial Status
Retaliation

People in Kentucky are protected from these types of discrimination in the following environments:

Employment
Public
Accommodations
Financial
Transactions
Housing

The Commission body rules on complaints, determines damages and enforces the Civil Rights Act with all the authority of a court of law.

Commitment In Action = Success

“Since 1960, the Kentucky Commission on Human Rights has been a leader and a powerful advocate for tolerance, justice and civil rights. You have long recognized that we must always remain vigilant to the forces of ignorance and prejudice that would seek to use our differences to divide us. I commend you for your efforts to advance the ideals of unity and justice in our country.”

Letter from President Bill Clinton, June 29, 2000

2001 was marked by the celebration of achievements by the Kentucky Commission on Human Rights.

On July 18, 2000, we commemorated our 40th anniversary with a public outreach gala at the Louisville Gardens. Over 600 people attended.

Designed to raise awareness of civil and human rights, the occasion highlighted the contributions of KCHR, the first state agency in the south to have enforcement powers over civil rights violations.

The event garnered television, radio and newspaper coverage in Louisville, Lexington and throughout the state as officials talked about Kentucky civil and human rights progress in the last 40 years. The celebration was video-streamed live via the Internet and was broadcast on the Insight Cable Community Access Channel.

KCHR premiered the historic public awareness and education project – The Kentucky Civil Rights Hall of Fame. This special recognition will serve as an ongoing monument to brave men and women from the past and present who have led Kentucky in the struggle for equality and justice in many civil rights arenas. It is the first and only such medium in the state.

Twenty-two inaugural

40

inductees were announced at a special ceremony –the highlight of the anniversary festivities. Citizens throughout Kentucky nominated 80 civil and human rights leaders.

The Commission will induct new members at public events on a periodic basis.

KCHR unveiled the Kentucky Civil Rights Hall of Fame sculpture by artist Garry Bibb. The giant steel, bridge-shaped work displays photographs of the inductees, and acts as a beacon for the promotion of civil rights in the Commonwealth.

KCHR premiered its new 10-minute documentary of the civil rights movement in Kentucky and the historical progress of the agency. The video features Governor Edward Breathitt who signed the Kentucky Civil Rights Act; Galen Martin, the first executive director of KCHR; and Senator Georgia Powers who originated Kentucky

civil rights legislation. The history of KCHR and Kentucky civil rights is told through their stories.



Kentucky Civil Rights Hall of Fame Sculpture created by artist Garry Bibb

ENSURING EQUALITY

KCHR administers the Kentucky Civil Rights Act and ensures that the principles of equal opportunity are followed in the Commonwealth.

Our responsibility is to safeguard all individuals within the state from discrimination because of familial status, race, color, religion, national origin, sex, age 40 and over, or because of the person's status as a qualified individual with a disability.

KCHR aggressively enforces the law. The num-

ber of discrimination cases processed has almost doubled in the last 10 years. Case closures have more than tripled.

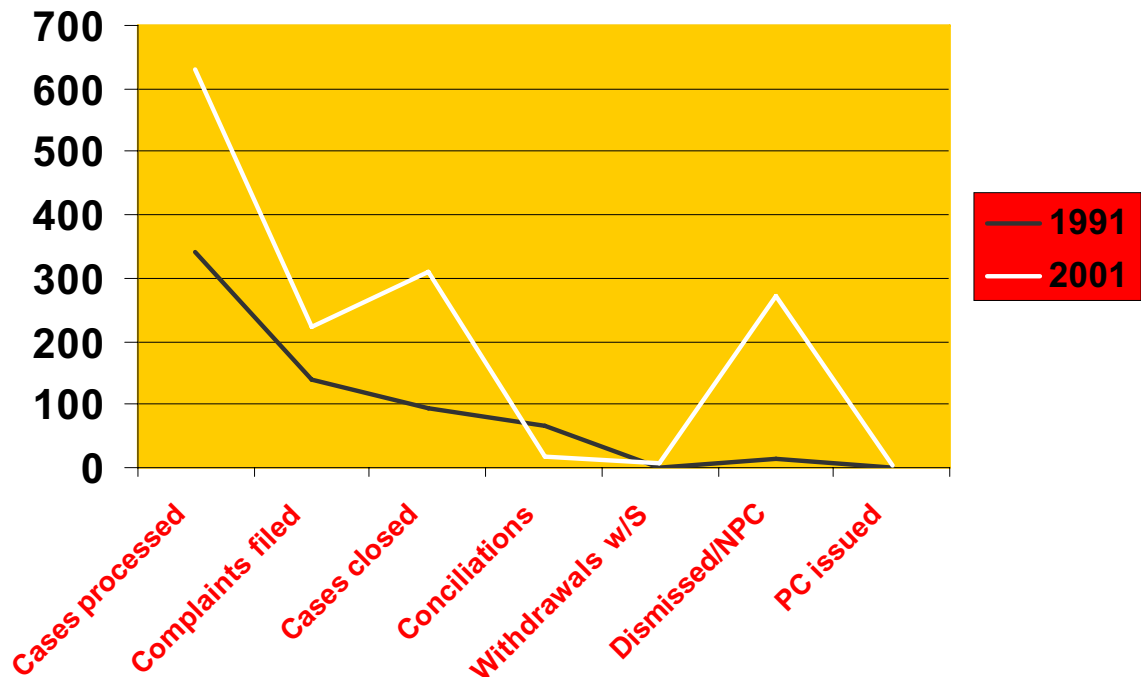
This year, staff processed 5,000 intakes. Enforcement and litigation staff processed 629 cases, closing 310. KCHR negotiated \$115,000 in conciliations for Kentucky complainants, and reached \$25,003 in settlements. Probable cause cases resulted in awards of \$20,000.

We are proud of our excellent process structure. It takes less than one year,

on average, for KCHR to close a case. The average employment case age was 248 days, and the average public accommodations case age was 148 days. Housing cases actually dropped in average age from an already low 125 days in 2000, to 119 days in 2001.

The agency maintains a successful federal government affiliation through partnerships with the U.S. Equal Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD).

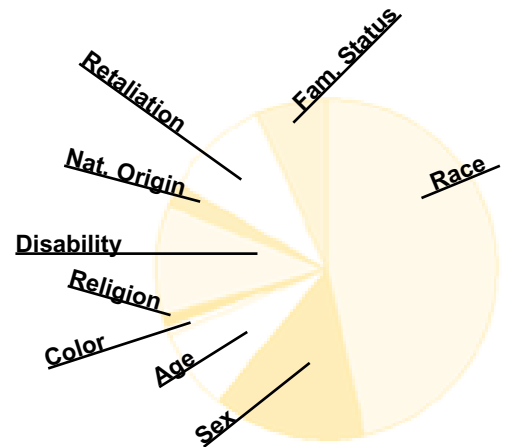
"The mind of a bigot is like the pupil of the eye; the more light you pour on it, the more it will contract."
Oliver Wendell Holmes



THROUGH CIVIL RIGHTS ENFORCEMENT

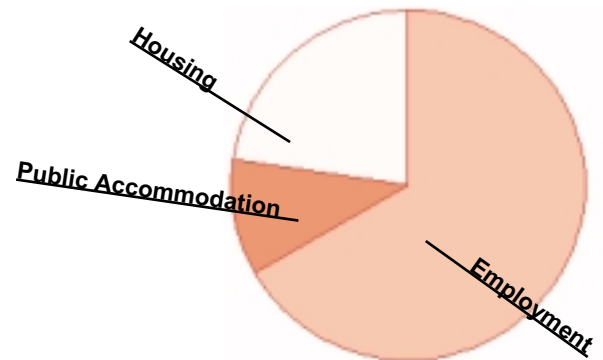
Why Complaints Filed (Basis)

Basis	No.	Percentage
Race	130	46.3%
Sex	41	14.6%
Disability	30	10.7%
Retaliation	28	10.0%
Age	22	7.8%
Familial Status	19	6.8%
National Origin	6	2.1%
Religion	3	1.0%
Color	2	0.7%
Smoking	0	0.0%
	<u>281</u>	



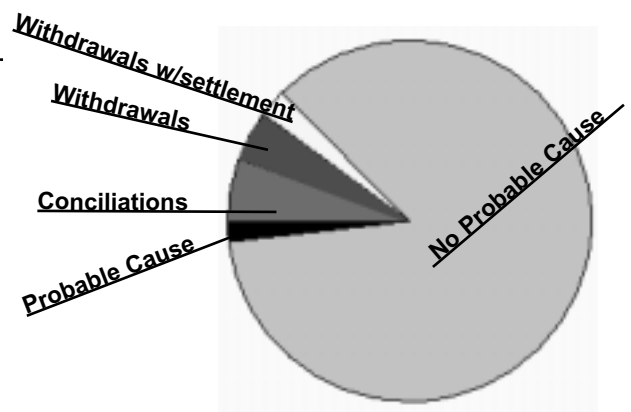
Distribution of Complaints

Complaint Area	No.	Percentage
Employment	165	66.27%
Housing	57	22.89%
Public Accommodation	27	10.84%
Financial Transaction	0	0%
	<u>249</u>	



Outcomes of Complaints Closed

Complaint Area	No.	Percentage
No Probable Cause	270	85.71%
Conciliations	18	5.71%
Withdrawals	14	4.44%
Withdrawals with Settlement	8	2.54%
Probable Cause	5	1.59%
	<u>315</u>	



Discrimination Complaint Process

KCHR's duty is to receive, initiate, investigate, seek to conciliate, hold hearings on, and rule upon complaints alleging violations of the Kentucky Civil Rights Act.

Filing a Complaint

A person who believes he/she has been illegally discriminated against may contact KCHR by phone or in person. This begins the complaint process. An enforcement officer will listen to the complaint and ask questions.

Complaints must be filed on a timely basis. Complaints in public accommodations, employment, financial transactions and retaliation must be filed within 180 days of the incident. Housing complaints must be filed within one year of the incident. All complaints must be signed and notarized.

Conciliation

KCHR staff will work to conciliate the complaint. Conciliation involves negotiating between the parties who have been charged with discrimination and the person(s) who made the complaint. Conciliation talks can lead to a settlement, which can include a monetary award.

Investigation

Once the complaint is filed, KCHR staff will undertake a thorough, impartial and objective investigation. An enforcement officer will conduct interviews and gather facts from the person making the complaint and those who have been charged with discrimination.

Findings

If after investigating the complaint, KCHR does not find evidence to support the complaint, the person who filed the complaint and those who have been charged with discrimination will be notified. The complaint will then be dismissed. Complaints can only be dismissed by the Commissioners.

When the evidence is strong enough to believe that illegal discrimination has probably occurred, a finding of "probable cause" will be determined. Only a small percentage of complaints lead to a finding of probable cause.

Litigation and Administrative Hearing

After investigation leads to a probable cause finding, the complaint moves from the investigation phase to the litigation phase.

KCHR staff attorneys work on

behalf of the complainant to conciliate, persuade or litigate in matters concerning the discrimination complaint.

In the event that no conciliation settlement can be reached, KCHR Commissioners will conduct a hearing. KCHR attorneys represent the person who is making the discrimination complaint at the hearing. Hearings are similar to civil trials.

The evidence is presented at the hearing. Then the Commission will either dismiss the case or issue a final order.

Enforcement

When the Commission determines that illegal discrimination has occurred, the parties charged with discrimination may be ordered to cease and desist from any further discrimination and to remedy past discrimination. A remedy can include a monetary award, policy change, employment reinstatement or accommodation in housing.

Commission final orders have the effect of those by a court of law. The Commission may ask a circuit court to enforce the order. A Commission decision may be appealed to a circuit court within 30 days of the order.

**"As long as you keep a person down,
some part of you has to be down there to hold him down,
so it means you cannot soar as you otherwise might."**

Marian Anderson

Complaints by County

PUBLIC ACCOMMODATION

Boone	1
Bourbon	1
Campbell	1
Jefferson	19
Simpson	1
Trigg	1
Warren	1
Woodford	2
TOTAL	27

HOUSING

Boone	4
Campbell	2
Christian	5
Franklin	8
Hardin	8
Kenton	6
Logan	2
Madison	4
McCracken	2
Mercer	2
Monroe	1
Ohio	1
Scott	7
Warren	4
Woodford	1
TOTAL	57



EMPLOYMENT

Carroll	1	Jefferson	59	Pike	1
Christian	3	Kenton	6	Pulaski	2
Clark	1	Knox	2	Rowan	1
Clinton	1	Larue	1	Russell	1
Daviess	9	Lewis	1	Scott	2
Fayette	8	Lincoln	1	Shelby	1
Franklin	8	Madison	1	Union	3
Grayson	3	Marion	1	Warren	5
Hardin	4	McCracken	5	Washington	2
Harrison	1	Nelson	3	Woodford	1
Henderson	3	Ohio	1	TOTAL	165
Henry	1	Oldham	4		

Note: Housing complaints in Jefferson and Fayette Counties are filed with those local commissions and are not reflected above.

Case Studies

Restaurant owner found guilty of discrimination

On March 30, 2001, the Commission conducted a quasi-judicial review in the case of McClure v. Jones dba D's Place Restaurant.

The Commission found Mr. Jones guilty of unlawful discrimination against Mr. McClure on the basis of disability, which is in violation of the Kentucky Civil Rights Act public accommodation provisions.

According to Mr. McClure's complaint:

On Feb. 16, 1998, he suffered an epileptic seizure while having dinner at D's Place Restaurant in Hickman, Ky.

When he regained consciousness, Mr. McClure discovered he had been moved from the dining room to the kitchen floor.

Mr. Jones told Mr. McClure to get out and stay out and never come back.

When Mr. McClure returned on the following day, Mr. Jones made him leave a second time.

Mr. Jones was found in default for failing to defend himself or participate in the proceeding.

He was ordered to pay Mr. McClure \$5,000 for embarrassment and humiliation.

Conciliation brings back local commission

The Gentlemen's Unlimited, a non-profit civic organization, and Kenneth Holt, president of the organization in Franklin, alleged that Gentlemen's was discriminated against in a public accommodation when denied the full and equal enjoyment of the city's facilities due to race. The complainants alleged they were forced to cancel the second day of the annual fund-raising basketball tournament because their mem-

bers were predominantly African American.

The parties agreed to conciliate the matter. On Nov. 30, 2000, the Commission approved the conciliation and its stipulations that the City of Franklin compensate the complainants in the amount of \$25,000, issue a letter of apology to Gentlemen's Unlimited, and reactivate the local Human Rights Commission.

'We've chosen the path to equality, don't let them turn us around.'

Geraldine Ferraro

THROUGH CIVIL RIGHTS EDUCATION

ENSURING EQUALITY

Civil rights education is key to ending discrimination in Kentucky. Our comprehensive programs share tools needed to prevent illegal discrimination and utilize the strengths found in diversity.

The Commission practices a proactive approach to civil rights education, underscoring the responsibility and legal obligation of every individual to treat others with equality, fairness and respect.

This year, KCHR conducted 24 training sessions for the communities we serve, with approximately 1,000 people attending.

Over 28,000 information brochures and posters were distributed to industries, businesses, educators, students and the citizens of the Commonwealth.

Navigating Kentucky Civil Rights, a special seminar held during the commission's 40th year anniversary celebration on July 19, 2000, was attended by over 200 people who learned about segments of the Kentucky Civil Rights Act equal employment provisions, how to respond to complaints, how complaints are investigated, and best practices businesses can undertake to uphold human rights.

National Fair Housing Month programs were held throughout

April in conjunction with agencies like HUD and Metropolitan Housing Coalition. This year was the 33rd anniversary of the Kentucky Civil Rights Act and the U.S. Fair Housing Act. Events included Lexington-Fayette Urban County Human Rights Commission Seventh Annual Fair Housing Program, KCHR Fair Housing Proclamation Signing with Governor Paul E. Patton, and the Metropolitan Housing Coalition Predatory Lending Seminar.

Fair Housing Training

Seminars were presented to the Governor's Housing Conference; Lake Cumberland Board of Realtors; A Pass Weikel Realtors, Inc.; Bowling Green, Ky. Assoc. of Realtors; Edgeland, Ky., Assoc. of Realtors; Henderson, Ky. Assoc. of Realtors, the Kentucky Housing Authority; and the Louisville Apartment Assoc.

Fair Employment Training

Seminars were held for employers and human resource professionals throughout the Commonwealth. Participants learned Equal Employment Opportunity Commission (EEOC) and Fair Employment Practice Agencies (FEPA) compliance standards. This also included sexual harassment and diversity training. Among the participants were the Kentucky Housing Corporation, Governor's Equal Employment Opportunity Conference, Kentucky Commission on Women, Women's Coalition of Richmond, and the National Council of Negro Women Louisville Leadership Conference.

**'O, let my land be
a land where
Liberty Is crowned
with no false patri-
otic wreath,
But opportunity is
real, and life is
free,
Equality is in the
air we breathe...'**

Langston Hughes, from
the poem,
'Let America Be America
Again'



This year, KCHR created a giant educational display panel for use at public events. Through a photo-enhanced timeline, it tells the story of state civil rights development and enforcement. In front of the display, above, are (left to right) civil rights leader Anne Braden of Louisville, former KCHR Chair Howard Mann and KCHR Chair Priscilla Johnson.

THROUGH CIVIL RIGHTS PARTNERSHIP

Successful enforcement and promotion of civil rights is strengthened by local human rights commissions and organization partnerships with KCHR.

Kentucky is fortunate in having dedicated local commissions to help carry out the mandate of civil rights.

Organizations that team with KCHR provide services and pro-

grams to highlight diversity and raise awareness for many people.

In 2001, KCHR participated in 30 local commission meetings, providing instructions on processing complaints, operational expertise, and distributing educational materials. We regularly participated in local commission events and visited commission offices.

Staff worked with the Danville Human Rights Commission,

assisting with the appointment of new commissioners.

We helped the cities of Franklin and Murray to reactivate those local commissions.

We assisted in bringing Southern Poverty Law Center Executive Director Morris Dees to speak for the Ashland Commission.

2001 Local Human Rights Partners

Ashland Human Rights Commission

Richard Munn, Chair

Bardstown Human Rights Commission

Kathy Reed, Chair

Bowling Green Human Rights Commission

Gwen Downs, Executive Director

Covington Human Rights Commission

Rev. Donald Smith, Chair

Danville-Boyle County Human Rights Commission

Bennie Phillips-Chair

Franklin Human Rights Commission

Deb Thompson, Chair

Henderson-Henderson County Human Rights Commission

Jeffrey Gregory, Executive Director

Hopkinsville Human Relations Commission

Bernard Standard, Executive Director

Lexington-Fayette Urban County Human Rights Commission

William Wharton, Executive Director

Louisville-Jefferson County Human Relations Commission

Phyllis Atiba Brown, Executive Director

Mayfield Human Rights Commission

Teresa Cantrell, Director

Midway, Versailles and Woodford County Human Rights Commission

Larry Blackford, Chair

Owensboro Human Relations Commission

William Dixon, Executive Director

Paducah Human Rights Commission

Stanley Beauchamp, Executive Director

Russellville-Logan County Human Rights Commission

William B. Elliott, Chair

2001 Organization Partners

-100 Black Men of Louisville

-A. Philip Randolph Institute

-ACLU of Kentucky

-African American Catholic

Ministries

-AFSCME of Kentucky

-Business and Professional

Women River City

-Cathedral Heritage

Foundation

-Center for Women and

Families

-Children's Law Center

-Church Women United of the

Louisville area

-Coalition for the Homeless

-Covington Police Department

-Education Equity Task Force

-Fair Housing Council

-Fairness Campaign

-Federal Bureau of

Investigation

-Fellowship of Reconciliation

-Fund for Women

-Intergovernmental Black

History Committee

-International Association of

Official Human Rights

Agencies

-Jane Roberta Summers

Foundation

-Jefferson Board of Education

-Jefferson County Clerk

-Jefferson County Community

Action Committee

-Jefferson County Police

Department

-Jewish Community

Federation of Louisville

-Kentuckiana Interfaith

Community

-Kentuckiana Metroversity

-Kentucky County School

Board

-Kentucky Rainbow Coalition

-Legal Aid Society of

Louisville

-Lincoln Foundation

-Louisville NAACP

-Louisville Tenants

Association

-Louisville Urban League

-Martin Luther King, Jr. State

Commission

-Metropolitan Housing

Coalition

-National Association of

Human Rights Workers

-National Coalition Building

Institute - Louisville Chapter

-National Conference for

Community and Justice

-National Council of Jewish

Women - Louisville chapter

-National Council of Negro

Women - Louisville chapter

-NETWORK

-Northern Kentucky African

American Heritage Task

Force

-Northern Kentucky NAACP

-Peace Education Program

-Planned Parenthood of

Kentucky, Inc.

-Subcommittee for Equity and

Justice for All Youth

-Tri County and Kentucky

Alliance Against Racists and

Political Repression

ENSURING EQUALITY

2002 Calendar

Kentucky Commission on Human Rights

July 18, 2001

2001 Kentucky Civil Rights Hall of Fame at Actors Theatre, Louisville.

July 21 - 26, 2001

International Association of Human Rights Agencies 53rd Annual Conference, Cincinnati, Ohio.

November 10, 2001

KCHR Town Forum: *Bridging the Digital Divide*, Seelbach Hotel, Louisville.

January 14, 2002

KCHR Martin Luther King, Jr. Legacy Celebration, Catherine Spalding University, Louisville.

February 11, 2002

KCHR presents proclamation at Kentucky Center for the Arts during HIV Awareness Week.

February 20, 2002

Great Black Kentuckians poster unveiling of Carl Brashear, real-life hero of the film, *Men of Honor*.

April 2002

National Fair Housing Month. KCHR multi-event sponsorship and training presentations.

Led by Executive Director

Beverly Watts, who also serves as key spokesperson, KCHR vigorously carries out its mandate to help people in Kentucky understand the importance of civil rights and their right to equality.

Strategy includes producing and participating in a large number of programs.

This year, our 40th anniversary and the introduction of the Kentucky Civil Rights Hall of Fame created a remarkable opportunity to raise public aware-

ness, and share information and history.

Other programs also captured newspaper, television and radio coverage.

Through special events, Kentucky families, students, educators and business professionals had several opportunities to gain information and understanding.

Staff members utilized events to gather public comments and concerns, then report back to policy-makers.

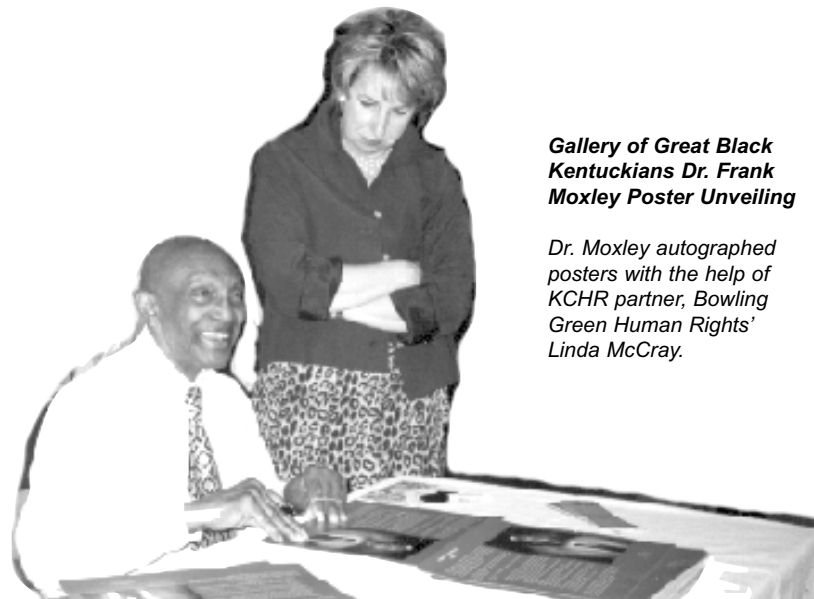
Discrimination complaint news was reported by media throughout the year, drawing attention to

ongoing issues.

Our website carries up-to-date information about civil rights news, KCHR procedures, special events, and links to human and civil rights websites.

KCHR publishes a brochure and literature line that explains civil rights and how to file discrimination complaints. This year, brochures in Spanish were introduced.

The quarterly *Human Rights Report* newsletter, which shares civil rights news and information, is sent to a mailing list of over 3,000.



Gallery of Great Black Kentuckians Dr. Frank Moxley Poster Unveiling

Dr. Moxley autographed posters with the help of KCHR partner, Bowling Green Human Rights' Linda McCray.

THROUGH CIVIL RIGHTS PROMOTION

The Gallery of Great Black Kentuckians

Four new posters were introduced into this series and announced through public unveiling events.

KCHR created the Gallery in 1970, to recognize the achievements of African Americans who were neglected in traditional histories, and to introduce them into classrooms.

The new posters are of Dr. Frank Moxley of Bowling Green, pioneer in education; Ed Hamilton of Louisville, sculptor; the late Jane Summers of Covington, campaigner for social justice; and Jimmy Ellis of Louisville, World Boxing Hall of Fame member. This year, the series introduced matching gallery bookmarks.

Annual Martin Luther King, Jr. Celebration

Over 100 people attended the 15th Annual Martin Luther King, Jr. Legacy Celebration on Jan. 16, 2001, at the Cathedral of the Assumption in Louisville. Among the four speakers was former Kentucky Governor (1963 - 1967) Edward Breathitt, Jr., who in 1966, signed the Kentucky Civil Rights Act into law.

Other speakers were Raoul Cunningham, NAACP National Voter Fund (Kentucky State) Director; John Johnson, NAACP National Programs Department Director; and James Clyburn, U.S. Congressman of South Carolina and Congressional Black Caucus Chair.

KCHR announced the winners

of its Martin Luther King, Jr. Leadership Youth and Adult Awards, and the Executive Director's Community Service Award. Area media covered the event on television and in newspapers.

Annual Town Forum

Achieving equal education for Jefferson County Public School students was the focus of the KCHR Sixth Annual Town Forum. Over 100 people attended the free event on Nov. 9, 2000, in the Seelbach Hotel in Louisville.

A panel of experts briefed the public on concerns and programs. Washington D.C. civil rights attorney William Taylor talked about his experience during desegregation.

The event was taped and aired five times by Insight Communications cable television.

Town forums are held in conjunction with the Louisville Defender Minority Exposition each year. KCHR staff participate in the exhibition, sharing information, answering questions and gathering feedback.

Exhibitions and Public Affairs Participation

KCHR participated in conferences, exhibitions and partnership events to publicize Kentucky's commitment to civil rights:

Northern Kentucky University Speak Out

17th Annual Outstanding Women of Northern Kentucky Addressing Law Enforcement Injustice Public Forum

Kentucky NAACP Annual Conference

Northern Kentucky University Leadership for Changing Times

Kentucky Attorney General's Health Summit on Empowering the Black Community in the 21st Century

Kentucky Annual State Fair

Lexington Roots and Heritage Festival

National Center for African American Leadership Conference

Governor's Conference on Latin America

Louisville/Jefferson County Race Relations Conference

Kentucky State University, 'Meet Eleanor Roosevelt' documentary event

Owensboro/Henderson NAACP Health Fair and Services

Racial Healing Institute



Executive Director Beverly Watts (above) represents the agency as an international spokesperson. This year, she finished her first term as International Association of Official Human Rights Agencies president, leading human rights agencies in civil rights advocacy all over the world. Ms. Watts was asked to talk about civil rights and the work of KCHR throughout the year in U.S. speaking engagements and conferences.

ENSURING EQUALITY

2001 Kentucky Commission on Human Rights Commissioners

The Kentucky Commission on Human Rights convened 12 times in 2001, and processed 315 discrimination complaints to closure. KCHR hosted a mandatory Kentucky Revised

Statutes Chapter 13B training to help commissioners better serve the public. Through this training, commissioners are also able to earn status as hearing officers.



Priscilla Johnson
Chair



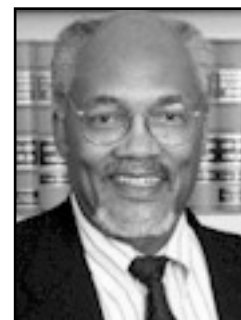
Robert Bowling
Middlesboro



William Cleves
Covington



Thurmond Coleman, Sr.
Louisville



Henry Curtis
Frankfort



Sue G. Dowdy
Russell



Annazette Fields
Murray



Deborah Kent
Louisville



Lawrence Smith
Radcliff



Mary Ann Stewart
Crestview Hills



Y. Denise Payne Wade
Louisville

“Each of you has greatness in you. Each of you is able to serve and to speak up for the truth in which you believe.”
Beverly Watts, KCHR Executive Director, NAACP Youth workshop, 2001

Kentucky Commission on Human Rights 2001 Staff

Beverly L. Watts
Executive Director

Linda Thompson
Executive Secretary

ADMINISTRATION

Anna Adams
*Finance and Personnel
Manager*

DeOndrea Bowdre
Administrative Specialist

Shirley Pasley
Administrative Specialist

ENFORCEMENT

Leslie Jones
*Staff Assistant
& Branch Manager*

Dianne London
Administrative Secretary

Joseph T. Brown
*Employment and Public
Accommodations Supervisor*

Ann Stivers
Administrative Specialist

David Alexander
Enforcement Officer

Anne Hardy
Enforcement Officer

Adrienne Henderson
Enforcement Officer

Jerry Johnson
Enforcement Officer

Joseph Lally
Enforcement Officer

Douglas Lanier
Enforcement Officer

Leslie Marlin
Enforcement Officer

Wanda Melvin
Enforcement Officer

Troy Roberts
Enforcement Officer

John Willis
Enforcement Officer

Cynthia Thornburg
Housing Supervisor

Michael Foree
Enforcement Officer

LEGAL

Alteata McWilliams
Attorney

Morgan Ransdell
Attorney

RESEARCH AND INFORMATION

Cynthia Fox
*Western Kentucky Field
Supervisor*

Kumaran Muthusami
Research Projects Supervisor

Victoria Dempsey
Information Officer

Floyd Buckner
*Webmaster and Graphic
Designer*

Glenda Green
Human Rights Representative

Jackie Ford
Field Representative

NORTHERN KENTUCKY OFFICE

Pamela Taylor
*Northern Kentucky Field Office
Supervisor*

Darla Simpson
Administrative Secretary

During the 2001 reporting year, the Kentucky Commission on Human Rights operated with a budget of \$2,228,600, and with an average 38 full-time employees, and 11 commissioners.

