

Kentucky Commission On Human Rights

Protector of Civil Rights, Voice of Equality,
Catalyst for Positive Change

New Executive Director joins KCHR



John J. Johnson

The Kentucky Commission on Human Rights proudly announced on Aug. 23, 2007, the fifth executive director in the agency's 47-year history.

The Board of Commissioners and the staff welcomed John J. Johnson to the Louisville headquarters on September 4.

Mr. Johnson left his position with The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in Washington D.C., where he served this last year as a consultant for Voter Mobilization.

Previously, he served the National Association for the Advancement of Colored People (NAACP) at its Baltimore, Md., headquarters from 1986 to 2006, his last role there being that of Chief Executive of Operations, overseeing the executive office operations for the President and CEO.

John was born in Louisville, Ky., in 1945, and grew up in Franklin, Ky., where he experienced segregation and racism during this historically harsh era. He joined the NAACP Youth Council while in high

school, and at age 17, became the youngest president of any Kentucky chapter of the NAACP. As a result of his success as president, a street in Franklin was named John J. Johnson Avenue in his honor in 1993. He worked as state president of the NAACP for 14 years. In the mid 1980s he became the executive director of the Louisville/Jefferson County Community Action Agency.

The well known Kentucky civil rights fighter has been a dedicated leader in that arena for over 40 years. Since its inception, he has been an avid supporter of the Kentucky Commission on Human Rights and assisted with its expansion as both a volunteer and an employee with the title of Director of Community Services. He worked vigorously, helping to form many

"I am honored to have the opportunity to direct the Kentucky Commission on Human Rights. My goal is to continue to maintain the commission as one of the most respected and productive agencies of its kind in the country. Kentucky is my home. It is good to be back."

of the local human rights commissions that function as key KCHR partners throughout Kentucky.

On a personal note, Mr. Johnson can trace his family history back to a maternal great-great grandfather named John Purdue who was an ex-slave and minister. Mr. Johnson was inducted into the Kentucky Civil Rights Hall of Fame in 2005.

The selection of the new executive director

HUMAN RIGHTS REPORT

follows the resignation of former director Linda Strite Murnane last spring so that she could serve on the United Nations War Crimes Tribunal in The Hague, Netherlands. •

Recent Commissioner Appointments

FRANKFORT, Ky. – Due to expired terms of previous commission members, KCHR received seven new commissioners in September, October and December 2007. Former Gov. Ernie Fletcher also re-appointed three current commissioners.

Henry J. Curtis, of Frankfort, was reappointed as the commission's 5th Supreme Court District representative and designated as the group's chair. He is the deputy executive director of the



Commissioners William Turner, Duane Bonifer, Alma Randolph, Thurmond Coleman, Henry Curtis, Robert Asseo, Henry Blythe, and Robert Peters gather at Louisville headquarters for the September meeting.

Continued Next Page

Kentucky Office of Insurance. He received his master's degree in political science from the University of Illinois and his juris doctorate from the University of Louisville. His term expires Sept. 12, 2010.

Rev. Thurmond Coleman Sr., of Louisville, pastor emeritus of First Baptist Church of Jeffersontown for 45 years, has been reappointed as well. He has served as vice president of the Louisville branch of the NAACP, chairman of the Louisville Urban League Board, president of the Jeffersontown Association of Christian Congregations and chairman of the Joint Board of the Central District Association of Baptists in Kentucky. He represented the state at large as a commissioner for the last several years, and has been reappointed to represent the 4th Supreme Court District in Louisville. He replaces Yvonne Denise Wade. His term expires Sept. 12, 2008.

Betty J. Dobson, of Paducah, is cofounder and board member of the Upper Town Heritage Foundation, a nonprofit preservation organization. Dobson is president of the African American Preservation Association of Kentucky, a graduate of Lyon County High School, and attended Paducah Community College. She represents the 1st Supreme Court District on the commission, replacing Anita Simmons of Hopkinsville. Her term expires Sept. 12, 2008.

Dr. William H. Turner, of Lexington, is the National Endowment for the Humanities chair in Appalachian Studies at Berea College. He is a former interim president of Kentucky State University, former vice president for University Engagement and associate provost for Multicultural Affairs at the University of Kentucky. He received a bachelor's degree in sociology from UK, a master's degree in sociology, and his doctorate in sociology and anthropology from the University of Notre Dame. He previously served as dean of the College of Arts and Sciences at UK. He represents

the state at large on the commission, replacing Todd Hollenbach IV of Louisville. His term expires Sept. 12, 2008.

Henry L. Blythe, of Mayfield, is the U.S. Postmaster for Boaz, in Graves County. Blythe is a graduate of Dunbar High School in Mayfield and a retired U.S. Air Force master sergeant. He is a former chair of the Mayfield Human Rights Commission and represents the state at large on the commission, replacing Deborah Kent of Louisville. His term expires Sept. 12, 2008.

Ambassador George McDade Staples, of Pineville, is retired. He is former director general of the Foreign Service and director of human resources for the U.S. Department of State. From 1998 to 2001, he served as U.S. ambassador to Rwanda, followed by four years of service as U.S. ambassador to Cameroon and Equatorial Guinea. He held a number of assignments in the State Department, most recently serving as political advisor to the Supreme Allied Commander Europe at NATO in Belgium. He holds a bachelor's degree in political science from the University of Southern California and a master's degree in business from Central Michigan University. He replaced Bonita Black, who was appointed to the Commission Sept. 10 but was unable to serve due to a professional conflict of interest. His term expires Sept. 12, 2010.

Robert S. Peters, of Lexington, is retired. He worked for nearly 30 years for Ashland Inc. From 1995 to 1998 he served as secretary of the Kentucky Personnel Cabinet and later served as executive director of the Governmental Services Center and special assistant to Gov. Paul Patton. He has served as a member of the Big Brothers, Big Sisters of the Bluegrass board and on the steering committee of the YMCA Black Achievers program. He represents the state at large on the commission. He replaces Priscilla Johnson of Lexington, who was the outgoing chair of the commission. His term expires Sept.

12, 2009.

Alma L. Randolph, of Owensboro, is a human resources and community relations specialist for the city of Owensboro, as well as the city's EEO officer. She is founder of the Alma Randolph Charitable Foundation, which provides clothing for disadvantaged children. She has served on the Owensboro Human Relations Commission and the United Way Board. She is past president of Leadership Owensboro and is a member of the Owensboro Rotary Club. In 1981, Randolph was elected to the Beaver Dam City Council, becoming the first black person in Ohio County to be elected to public office. She is a graduate of Brescia University. She represents the 2nd Supreme Court District on the commission. She replaces Richard Brown of Owensboro. Her term expires Sept. 12, 2009.

Duane Bonifer, of Greensburg, is director of public relations for Lindsay Wilson College. Bonifer holds a bachelor's degree with a double major in journalism and political science from the University of Kentucky. He replaced Ann Darragh of Bardstown. He represents the 3rd Supreme Court District on the commission. His term expires Sept. 12, 2009.

Commissioner Robert Asseo, of Florence, a Delta Air Lines Cincinnati field service manager and the commission's first Latino board member during its 47-year history, was re-appointed in December 2007 to continue to represent the Sixth District. His term expires Sept. 12, 2010.

V. Ann Newman, of Ashland, will represent the 7th Supreme Court district, to replace Regena D. Triplett, of Pikeville. She is vice president of Compliance and Internal Controls at Ashland Credit Union. She has served as commissioner to the Ashland Planning and Zoning and the Ashland Human Rights boards. She has served as president of the Boyd and Greenup County NAACP. Her term expires Sept. 12, 2010. •

Kentucky Commission on Human Rights

John J. Johnson, Executive Director

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The 2007 Kentucky Civil Rights Hall of Fame

On Saturday, September 15th, 2007, KCHR held a special event to induct new members into the Kentucky Civil Rights Hall of Fame. Approximately 150 people attended the 2007 inductions ceremony and civil rights celebration, which was held at the Northern Kentucky University Greaves Concert Hall in Highland Heights, Ky. Judges selected the inductees from a pool of 57 candidates nominated this year by people throughout Kentucky. Twenty people were inducted.

The Inductees



The late Hal and Elizabeth "Betty" Thurmond, both from Hopkinsville. Hal founded the Hopkinsville Human Relations Commission for which Elizabeth became executive director. The couple is known for helping to integrate housing, lunch counters and public schools in Christian County.



William English Walling. This late Louisvillian was a co-founder of the National Association for the Advancement of Colored People (NAACP). He was also a founder of the National Women's Trade Union League.



Dr. William "Bill" Turner is a state human rights commissioner appointed by Gov. Ernie Fletcher in September 2007. The Lexington resident helped found the Black Students Union at University of Kentucky in 1968, and the Black Mountain Improvement Association. He is the National Endowment for the Humanities Chair in Appalachian Studies at Berea College.



Alice T. Shimfessel. The late Covington native was instrumental in breaking racial barriers in Covington from the 1940s through the time of her death in 1983. She fought against segregated movie theaters and restaurants in Covington and for integrated schools.



Rosella French Porterfield. The late resident of Elsmere and Erlanger was a teacher of black children. She worked with officials to integrate schools after segregation.



Dr. Gertrude W. Coleman. The late Louisville native was president of the Black Women for Political Action. She also fought to integrate restaurants, housing and stores. She fought for the fair treatment of black students.



Pamela Mullins. The Covington native was the first black person elected to the Covington Board of Education and the second elected to the Covington City Commission. She sponsored the ordinance that created the Covington Human Rights Commission of which she is currently a member.



Carla Wallace of Prospect. She has worked for civil rights for most of her life. She has fought for job equity for minorities and she recently helped endow the chair for Race, Gender, Class and Sexuality at the University of Louisville.



Rev. William H. Sheppard. The late Louisville native was pastor of Grace Presbyterian Church in Louisville from 1912 until his death in 1926. He traveled to the Congo as a missionary and later fought for civil rights at home. The Sheppard Square Housing project in Smoketown of Louisville is named for him.



Dr. Donald E. Sands, of Lexington, a retired professor from the University of Kentucky, was president of the Central Kentucky Civil Liberties Union where he increased membership. He has fought for the human and civil rights of Hispanic people and against racial and ethnic profiling.

Board of Commissioners

Chair Henry Curtis, Frankfort . Robert Asseo, Florence . Betty J. Dobson, Paducah . Thurmond Coleman Sr., Louisville
Dr. William H. Turner, Lexington . Henry L. Blythe, Mayfield . George McDade Staples, Pineville . Robert S. Peters, Lexington
Alma L. Randolph, Owensboro . Duane Bonifer, Greensburg . Ann Newman, Ashland

Kentucky Remembers! is a Success

With the help of grant money, KCHR launched the first Kentucky Remembers! Carter G. Woodson Human Rights Heritage Project in 2007. It was named for the legendary Kentucky human rights advocate who was the genesis of the U.S. Black History Month and who asserted as early as 1933 that to revolutionize the American education system, "truth must be dug up from the past...and then [told] through stories and dramatizations that will permeate our educational system."

The mission of the project was to preserve and teach the history of diverse human rights struggles in the state while building youth leadership. Seven camps across the state allowed youth participants to document the diverse, but intertwined regional histories of the commonwealth's struggle for civil rights through interviewing, arts, photography and technology.

The participants recorded oral histories of more than 60 human rights advocates and the camps introduced 100 youth to the importance of civil and human rights. Using grant funds, the program gave out over \$30,000 in scholarship money. Participants shared personal stories of struggle and hope in Kentucky's local communities.

Each participant experienced Kentucky Remembers in a different way. All of the camps were unique and rewarding in countless ways. KCHR thanks staff and the many volunteers and advisors it took to produce this phase of Kentucky Remembers.

During this project to create a foundation for future Kentucky leaders, it was discovered that many young men and women in Kentucky are already working to ensure equal opportunity, diversity, and a cooperative spirit in a peaceful and safe commonwealth. The next phase of this project is being developed. •



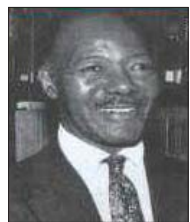
Rev. Henry Wise Jones. The late Louisville native was the pastor of two historic churches renowned for their fight for civil fights. He fought for equality in education and organized voting drives in the 1930s.



Gerry Gordon-Brown, of Louisville, is an advocate for people with disabilities and for civil rights. She helps minorities and people with disabilities register to vote. She transports people with disabilities to the voting polls.



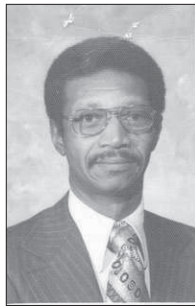
Abraham Lincoln was the 16th President and one of the country's most prominent leaders in history, demonstrating true courage during the Civil War, one of the greatest crises in American history. The Hodgenville, Kentucky native led the nation in the war that ended slavery, and he worked to piece together a fragmented union.



Isaiah Smith, of Covington, was a longtime member of the NAACP and helped found the Northern Kentucky Community Center. He helped black candidates run for political office in Northern Kentucky.



Jack Moreland of Cold Spring. He is the superintendent of Covington Independent Schools and was the superintendent of Dayton, Kentucky Schools when he helped file the lawsuit that equalized funding for poor school districts in Kentucky. He helped open the Family Resource Center, which helps students obtain clothing and other special needs.



Dr. Harry Eugene Fields. The late Danville and then Owensboro resident was the chair of the Owensboro Human Relations Commission. As an educator he fought for the hiring of minority teachers. He helped bring peace during times of racial unrest.



Tom Moffett of Louisville. He is a longtime human rights activist and member of the Kentucky Alliance against Racist and Political Oppression. He is a writer and historian who has sought to educate others about oppression and discrimination.



Ron Billings. The late Louisville native was a disability rights advocate who fought for the inclusion of disability as a protected class in the Kentucky Civil Rights Act.



Suzy Post, of Louisville, led the Metro Housing Coalition, served as president of the Kentucky chapter of the American Civil Liberties Union, chaired the Kentucky Pro-Equal Rights Amendment Alliance, and has been a member of the NAACP Education Committee.

KCHR receives Fair Housing Grant

Our partner, The U.S. Department of Housing and Urban Development (HUD), recently awarded a new Fair Housing Initiative grant to the Kentucky Commission on Human Rights for approximately \$100,000.

The grant will allow us for one year to produce advertising, brochures and Fair Housing education materials including audio tapes in other languages and a Fair Housing radio commercial in Spanish. KCHR also plans to administer "Train the Trainer" sessions for other organizations, conduct 20 Fair Housing workshops throughout the state, and hold three Fair Housing symposiums. •

KCHR Status of Minorities and Women in State Government Report

LEXINGTON – KCHR released a new research report in October 2007.

The Status of Minorities and Women in State Government analyzes state employee data that the Kentucky Personnel Cabinet shares with the KCHR. The report provides a glance at the progress of the largest employer in Kentucky with regard to Affirmative Action and equality in pay.

For the past 30 years, the commission has published research reports dealing with equality issues in order to assist officials and the public, and to raise awareness. The KCHR governing statute, The Kentucky Civil Rights Act (KRS 344), mandates the production of such reports.

"While significant progress has been made in utilizing minorities and women in the state workforce," said KCHR Executive Director John J. Johnson, "we still have a journey ahead in order to reach equality, and

this is a goal we can achieve," he said.

The report addressed three issues for full-time state employees: gender, race/ethnicity, and salary. The data presented in this report covers the period ending January 2007.

Minorities constituted 9.28 percent of the entire state government workforce, which consisted of 30,923 people as of January 2007. The Affirmative Action stage government goal for minorities is 10 percent.

The breakdown of minority employees was as follows: 8 percent were African Americans, 0.42 percent were employees who identified their race as "Other," 0.37 percent were Asian Americans, 0.35 percent were Hispanics, and 0.16 percent were American Indians.

The Environment and Public Protection Cabinet (EPPC) and the Commerce Cabinet fell below the goal and had the lowest minority employment in all cabinets. The EPPC and Commerce Cabinet had only 6.01 percent and 6.18 percent minority employment, respectively. The largest employer of minorities was the Health and Family Services Cabinet. It exceeded the 10 percent minority hiring goal with 1,057 minority employees, which was 13.79 percent of its workforce.

The state's Female Hiring Goal is 52.42 percent. Women accounted for 51.23 percent of the total state government workforce. Five cabinets out of 10 reached the female hiring goal: Health and Family Services, Personnel, Education, General Government, and Economic Development.

Women accounted for the majority of the work forces in the Health and Family Services, Personnel, and Education cabinets. Health and Family Services had 79.83 percent or 6,119 females; Personnel had 76.89 percent or 163 females; and, Education had 70.16 percent or 1,441 females.

The employer that fell shortest of its female hiring goal was the Transportation Cabinet, which employed only 19.72 percent or 932 females. Three cabinets, Environment and Public Protection, Commerce, and Justice and Public Safety had 40 percent women.

In the ten state cabinets combined, the average male salary was higher than the female by 15.75 percent.

In three cabinets, Environment and Public Protection, Economic Development, and Education, the average male salary was higher than the female salary by a gap that ranged anywhere from 20 percent to 30 percent.

In General Government, with its 35 departments/commissions/boards, the average male salary was higher than the female salary by 19.76 percent, yet, women accounted for 62 percent of its workforce.

The gap in salary was minimal in the Health and Public Services Cabinet; the average male salary was higher than the female salary by only 3.76 percent. However, women employees in the Health and Public Services Cabinet accounted for 80 percent of its total workforce.

Among racial/ethnic groups, the average White salary was the highest in each of the 10 cabinets. The average White salary in the ten cabinets averaged out to be 0.42 percent higher than employees who identified themselves as "Other;" 10.83 percent higher than the average salary of African American employees; 11.67 percent higher than Asian American employees; 15.96 percent higher than American Indian employees; and 16.86 percent higher than Hispanic employees.

The full report is available online at: <http://www.kchr.ky.gov/reports/reports.htm>

African American and Latino Relations Summit

FRANKFORT- In August 2007, KCHR held the African American and Latino Relations Summit at the Kentucky State University's Cooperative Extension Building in Frankfort. Approximately 100 people attended.

The summit was cosponsored by the Lexington-Fayette Urban County Human Rights Commission, the Governor's

Office of Minority Empowerment and the Kentucky State University's Land Grant Program.

The summit provided an opportunity for African American and Latino leaders to meet and get to know each other, discuss areas where these two populations have worked side by side, discuss strategies to diffuse prejudices and racial problems between African American and Latino students and communities in Kentucky, and develop a plan to promote mutual understanding between these two populations.

In the past six years, KCHR has worked hard by building relationships surrounding these issues, attending meetings in regard to relations among African Americans and Latinos in public schools and neighborhoods in Kentucky.

There have reportedly been a few incidents among African Americans and Latinos in public schools and neighborhoods. These are similar to incidents that have occurred in other states across the country, which have created some distrust between these two populations.

KCHR strives to be at the forefront of promoting positive social change by addressing these issues directly and working cooperatively, going a long way to help carry out the mandate in our governing state statute KRS 344, which requires the state human rights commission to safeguard the state by protecting and promoting civil rights.

Director speaks out against KKK activity in Kentucky

Western Kentucky media in September 2007 contacted KCHR Executive Director John Johnson about recent activity of the Ku Klux Klan in Morgantown, Owensboro and Bowling Green.

According to a Western Kentucky Public

Radio reporter, the KKK over a period of several weeks left business-type cards in front of residents' properties near their mailboxes saying, "I was watching over your neighborhood last night while you slept."

In October, a recipient of one of the cards called the KCHR to report that on one street block, residents believed only individuals recognized as supporting civil rights work and black families received the cards. The caller expressed feelings of fear and intimidation.

In response to these incidents, Executive Director Johnson released a statement to the media:

"The KKK has historically promoted hatred and divisiveness, and this type of organization is a dying breed. The overwhelming majority of Kentucky's people are striving for understanding, tolerance and unity, and our state's young people deserve better than the legacy a group like the Ku Klux Klan would attempt to force upon them."

The Imperial Klans of America have a 28-acre compound in Dawson Springs, another Kentucky western city. The Southern Poverty Law Center filed a suit against the branch leader seeking damages for a 2006 assault by two IKA members of a Hispanic teenager in Meade County. The University of Louisville has reportedly been subject this past year with KKK literature distribution on its campus.

Executive Director Johnson urged anyone who feels he or she is a victim of fear and intimidation to contact local law authorities immediately for protection. He further advised that if residents receive this type material inside their mailboxes or directly on their properties as opposed to near their mailboxes and property as were those referenced in this story, to contact the FBI to report possible violations of federal law.

"If you believe you may be a victim of illegal discrimination because of your race, color, gender, age, disability, national origin or religion," Mr. Johnson continued, "please contact the Kentucky Commission on Human Rights or our local human rights

commission partners in your area to file a complaint."

Monthly KCHR meeting held on UK campus

The KCHR Board of Commissioners held its monthly meeting in October 2007 on the campus of the University of Kentucky. UK President Lee Todd granted KCHR approval to locate the meeting at UK in its quest to address recent hate-related activity in Kentucky and to address student unrest after a controversial editorial cartoon was published in the student newspaper, *The Kernel*.

The depiction of a black man in chains being auctioned off to supremacist fraternities reportedly aimed to take a poke at campus fraternity recruiting agendas. But, minority and white students had a strong reaction to the cartoon. A demonstration followed, a school news reporter was slapped, and ultimately, a hate message was smeared across the dormitory door of a black student.

President Todd addressed the commission and spoke about the diversity initiatives that are part of UK's work plan. He noted progress that UK has made in its efforts to recruit, retain and graduate more minority students. The commission encouraged the hiring of a diversity director and the addition of more minorities on the faculty.

Higher Education against Hate

Resolution Passed The commission passed a resolution that called on the state's educational institutions to take the lead in fostering tolerance and working against hatred. It urged schools to vigorously investigate instances of hate on school premises; revisit and revitalize educational policies that promote inclusion; adopt curricula that support diversity; and implement recruitment plans that attract and retain minority students, faculty and administrators.

Immigrant-related Resolution Passed

The commission passed a second resolution to address statewide local government initiatives being explored as a result of the

state's population growth of people who have national origins other than the United States.

In grappling with the complex issue that has divided the national and many state and city governments, some city councils like Shelbyville and Louisville are considering measures to find and deport illegal immigrants or to punish illegal immigrants by denying them services, for example.

"Many of these residents are legally in this country and many are new Americans," the resolution says, and, "[KCHR] has received inquires from concerned members of the public regarding these proposed policies impacting people of other national origins."

KCHR is charged by state law to protect people in Kentucky from illegal discrimination. "It is our mission," the resolution continues, "to seek respect and mutual understanding among all people, regardless of their national origin or race."

The resolution asked the Kentucky General Assembly to provide legislative guidance on the proper limits of local government policies and resolutions enacted in response to the growth in the population of people with other national origins.

It urged the public and local governments that "regardless of each person's stance on current immigration law, people in Kentucky should agree to prevent an atmosphere of hate and discrimination against people from other countries, including people who are legally in Kentucky and people who are new Americans."

Appreciation for Outgoing Commissioners

In another resolution recently passed by the board of commissioners, KCHR recognized and thanked the outgoing commission members for their outstanding dedication and work in hearing and ruling on discrimination cases for the people of Kentucky. The outgoing members worked hard to act as ambassadors for the work of the commission and in seeking the appropriate funding to bring the understaffed, under-budgeted agency effectively into the 21st century. The

commission and staff thank long-time Chair Priscilla Johnson and the former members for their work and dedication.

KCHR wins civil suit on race-motivated case

Pike County Circuit Court Judge Steven Combs ruled in favor of the Kentucky Commission on Human Rights recently in a civil case against an eastern Kentucky man accused of setting fire to the apartment of three black Pikeville College students in 2005.

Judge Combs ordered Bobby Gibson Jr. to pay a total of \$130,000 in damages, including \$80,000 to the victims, Quintin Collins, 22, of Wando, SC, Michael Shepperd, 22, of Ellensboro, NC, and Kurtis Ellison, 21, of Chicago.

On February 12, 2005, Gibson set fire to the home of the students and former members of the Pikeville College football team, on Red Creek Road near Pikeville. The court ruled that Gibson was motivated by racial animus and intended to, and did, coerce, threaten, intimidate, and interfere with the students with regard to the enjoyment of their home in violation of the Kentucky Civil Rights Act and the federal Fair Housing Act. The Pike County Circuit Court also ordered Gibson to pay \$40,000 to the state and \$11,850 in legal fees.

Gibson, a resident of Shelbyville, Ky., had earlier been cleared of criminal charges in 2005 after an all white jury found him not guilty.

KCHR then pursued the case on civil charges of violating state and federal fair housing laws by intimidating the students.

Judge Combs found Mr. Gibson guilty of setting fire to a mason jar in an attempt to burn the home.

The students smelled smoke on Feb. 12, 2005 and discovered the fire before it got out of control. They put it out themselves and immediately moved back to the college campus.

Announcing HAVIN - stop hate crime initiative

The Kentucky Commission on Human Rights announced in October 2007 a new program aimed at eliminating hate crime in the state. HAVIN, the Hate Violence and Information Network, is a Kentucky Pilot Program based on the HAVIN program in North Carolina. Its purpose is to standardize the documenting of hate-related incidents through a network of organizations and individuals. The new program is the result of recommendations by a statewide hate crime advisory board KCHR formed last year. Members include law enforcement departments, human relations commissions, community action agencies, local, state and federal government departments, schools and advocacy groups.

The program includes a form designed to help people document and report hate-related activity. Information reported includes crimes such as assault, vandalism, threats, trespassing, distributing hate literature, marches and demonstrations by hate groups, and the wearing or displaying of hate symbols such as swastikas, hoods, robes or nooses.

Sign up for the KCHR hate crime advisory group email list at kchr-hcag@listserv.ky.gov

The group collects and reports on hate crime. It proposes strategies and initiatives to discourage and prevent this type of crime. It issues urgent hate crime alerts, provides trainings, events, and shares resources.

A hate crime is a crime committed against a person, property, or society which is motivated by the offender's bias against a race, religion, disability, gender or national origin.



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Steps for Homeowners to Avoid Foreclosure

Provided by HUD (The U.S. Dept. of Housing and Urban
Development)

1. Don't ignore the problem.
2. Contact your lender as soon as you realize that you have a problem.
3. Open and respond to all mail from your lender.
4. Know your mortgage rights.
5. Understand foreclosure prevention options.
6. Contact a non-profit housing counselor.
7. Prioritize your spending.
8. Use your assets.
9. Avoid foreclosure prevention companies.
10. Don't lose your house to foreclosure recovery scams.

Kentucky
UNBRIDLED SPIRIT