



Lexington-Fayette Urban County  
Human Rights Commission

Diversity Leadership Summit Summary

Monday, March 24, 2008  
9:00 am – 3:00 p.m.  
Radisson Plaza Hotel  
Lexington, KY

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## **Summary of the Diversity Leadership Summit**

The Diversity Leadership Summit began with welcoming remarks by William Wharton, Executive Director of the Lexington-Fayette Urban County Human Rights Commission. Mr. Wharton described the purpose and goals of the Commission. He stated that when the Commission began planning the Diversity Leadership Summit, we anticipated approximately 50 people would attend. Over 120 registered. One purpose of the Summit was to look at common goals and common interests. The word “diversity” means many things to different individuals whom you may ask. For some it may mean, “being distinct”, for some, it may mean being “different” and for others it may even mean, “change”. But ask we will use the term for this conference we will talk about common interest and common goals shared by all. For those of you who want to continue the conversation after the workshop, we will multiple opportunities to do so.

Mr. Wharton then introduced the Commission’s Anti-Hate, Bias and Violence Initiative. He invited participants to join the Initiative or the Hate, Bias and Violence Response Team by completing the appropriate sign-up form included in the Summit packet.

He concluded by stating he purpose of the Summit is to engage racial, ethnic and cultural communities in a dialogue to help identify challenging barriers and existing resources towards creating a safe and welcoming community for all who live in Lexington Fayette County.

## **Justice Panel**

Moderator: Commissioner Melanie Tyner-Wilson - LFUC Human Rights Commission

### **Jack Burch - Community Action Council**

- Confront truths before talking about vision
- Very diverse community
- We isolate ourselves from each other
- The older we are the more we isolate ourselves
- The older we are the more likely we are to have links to more diverse people
- Vision is that we will learn from one another
- Latino community is having hard time integrating in the community as a whole
- Will not refer to someone as an illegal. They are still part of the Latino community
- Community Action Council first agency to recognize sexual orientation in their programming and benefits
- We are the barriers in Lexington
- We are more comfortable holding on to the stereotypes of each other
- What are the next steps
- We should not be angry at Rev. White’s comments, we should be curious
- Understanding better how people have different backgrounds will help us build a better community
- We need to begin listen more to those who have been a victim
- The journey will be difficult. Nothing worth having is easy to get

### **P.G. Peeples - Urban League**

- Race is the prevailing issue in America
- The treatment of Tubby Smith by UK & the community is one of the most decisive issues in the state right now
- The new civil rights frontier is about economic conclusion, including education
- Close education gap
- In 2001 this community was torn apart by equity issues
- We have the best Superintendent and the most unified school board
- They have a commitment to doing things first and putting the children first
- Housing - everyone should have the opportunity at home ownership
- For some African-Americans it is the only way to build wealth
- Big 3 - University of Kentucky, Lexington-Fayette Urban County Government, Fayette County Schools
- We will be looking at KCTCS
- 60% of contract work on Applebees on Tates Creek Road was done by minorities
- Urban League putting together “State of Black Lexington” for next year
- Economic and social status does matter

### **Comments/Questions from audience**

*Readiness of minority businesses?* Mr. Peeples said that has been an excuse of the community. The only thing being asked is that the barriers be removed.

*How will the Urban League go about their State of Black Lexington?* Model after National Urban League and UK will conduct the research and surveys

Melanie Tyner-Wilson: will not enjoy what we will find as a result of the study

*World Equestrian Games, How many of the contracts issued to date have been awarded to minority businesses?* Mr. Peeples stated that he has monitored the processes. Minority businesses are participating the building of the stadium, etc.

*Do you see Lexington’s recent steps as being justice based and an improvement with regards to the Hispanic community?* Mr. Burch stated that he is very close to being angry. As a society we always have “Us” and “Others”. Without racial profiling, they will not be able to determine who is illegal and who is not. Everyone should be treated fairly regardless. We are reacting emotionally and he wonders what that shows about the moral status of our community.

*If someone is a minority business owner who would they contact to find out about business opportunities?* World Equestrian Games Board contracted NDS to get minority businesses involved.

African-American community - we have conceded too much for too long.

*How to get more businesses to work with minority businesses? Get away from the notion that someone is giving us anything. We earned the right to be at the table. Work hard.*

*Older individuals isolate themselves, economics also contribute to isolating. Mr. Burch stated that a place of faith is a place where shared visions are created.*

## **Faith Panel**

Moderator: Commissioner Melanie Tyner-Wilson - LFUC Human Rights Commission

### **Rev. Cynthia Cain - Interfaith Alliance**

- This is important topic for Rabbi Marc Kline therefore she came here before going to services for his wife
- Web site: [Theinterfaithalliance.org](http://Theinterfaithalliance.org)
- Over 30 different faith organizations represented
- Only truly interfaith organization
- There are so many dimensions
- She was astounded at how the issue has not been addressed
- Purpose of the Interfaith Alliance
- Interfaith Youth Alliance - replicate with high school students the discussions that they have been doing
- Interfaith Dialogue Groups - starting in April. People will talk over 3 - 4 meetings and then spread out
- E-mail contact for dialogue groups: [Jgmorris38@aol.com](mailto:Jgmorris38@aol.com)
- Barrier - there is an official turf for Race Relations and diversity issues. The same people are always at the table and it is not because other people do not care
- Others kept outside the circle need to be brought in

## **Business Panel**

Moderator: Commissioner Faye Liebermann - LFUC Human Rights Commission

Christel Blackburn - LBAR

Kathy Hillyard - Lexmark

### **Tyrone Tyra - CommerceLexington**

- CommerceLexington is the center of activity
- People have come to him wanting to connect with minority businesses
- Questioned the Chamber how many minority business they have targeted. They had not targeted many
- Business is a tough area for one to get involved in
- You must have the outlook and outreach to get things done
- Since the conversation with the sales people, increased membership of minority businesses by 78%
- Business is all about creating relationships
- Minority businesses are the fastest growing in the nation

- When running a part-time business you may not have the opportunity to network with others. CommerceLexington helps with that
- Working 1 on 1 will give them the opportunity to show what the Chamber offers
- People know them as a place to help someone be put in touch with a minority business
- Wealth of experience available

**Kathy Hillyard, Lexmark**

- As a Fortune 500 company, Lexmark's goal is to create an environment that all employees can achieve their goals.
- Internal goal is to have more employee engagement. What areas of the business do they need to focus on? Networking helps each other learn.
- Has several diversity network groups.
- Action teams - work/life balance
- Jobs moving over seas. Need to determine how to establish a teamwork environment
- Recruit the best and the brightest to design computer equipment
- How to do this?
- Focus on families and what Lexington offers
- Students: Want to encourage young girls and minorities to get involved in engineering
- Wants to use diverse suppliers

**Christel Blackburn - Lexington-Bluegrass Assoc. of Realtors**

- LBAR: 2300 members in Central KY
- Provide education opportunities to their members: Business ethics, etc.
- Wants to create opportunity for their members to break down the barriers
- Wants to provide opportunity for members to work with everyone

**Comments/Questions from audience**

*One of the barriers is the often the minority businesses do not have the resources to be involved and what has the Chamber done?* Mr. Tyra - they hope that with the Chamber's assistance the company will be able to grow and be able to participate.

*With Lexmark's various diversity networks, how do they bring them together?* Ms. Hillyard - Getting them together is empowering. Chairs of the groups meet. Use to have a diversity day but now they are bringing in outside speakers, etc.

*Does Lexmark have a pre-college program?* Ms. Hillyard- Lexmark is always open to conversation. Scholarship opportunity for students with STEM major  
Need to allow teachers to go through professional development  
Need to focus on 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> grade students

*What can businesses do to address the low wage issue?* Ms. Blackburn - LBAR wants to make sure their professionals know what programs are available for those who need assistance. Realtor Community Housing Foundation is a resource as well.

*Most people who happen to be the working poor have skills and we need to get them in touch with the training programs that are available.*

Ms. Hillyard: Providing quality health benefits is a key concern of Lexmark.

**Lunch Activity**: Jenna Dirr requested each table facilitate a discussion centered around the handout titled *Understanding My Own Diversity*”.

## **Social Services Panel**

Moderator: Commissioner Faye Liebermann - LFUC Human Rights Commission

### **Rhonda Henry - Bluegrass Rape Crisis Center**

- Bluegrass Rape Crisis Center has received new funding for human trafficking
- Provide crisis counseling; community education, etc.

### **Annette Mayer - One World Film Festival**

- Unique. Non-profit all volunteer 501(c)(3) organization
- Truly a multi-cultural community
- All films are free of charge - shown in February and March
- Lexington awarded grant 15 years ago. From that the film festival was created. Over the past 10 years, over 80 films have been shown.
- Receives financial support from various organizations

### **Isela Arras - Migrant Network Coalition**

- In existence since 1994.
- Monthly meetings; List serv; Web site; yearly conference

### **Shayla Johnson - The Lexington Network**

- Local volunteers; mission to raise awareness and understanding of Lexington’s diverse community.
- Monthly lunch discussions cover a wide range of topics; open to the public
- Quarterly programs are evening events and discusses the “hot topics” going on.
- Enjoy providing educational programs to the community

### **Comments/Questions from audience**

*Thanked the Rape Crisis Center - it is a viable resource*

*Other dialogue groups? Ms. Mayer - One World Film Festival - invites local ethnic group (generally group featured in film) to sponsor reception/discussion after the film. Helps each other learn other customs, etc.*

*How well-prepared is the Bluegrass Rape Crisis Center to deal with the various languages of the community?* Ms. Henry - Experience with the outreach program. Has some Spanish-speaking staff. The need for translators is going to grow as the program grows.

*Will the staff be trained on diversity?* Ms. Henry - Staff and volunteers are trained. It is a learning process - learn as you go;  
Serves 17 counties.

*Hints on how to conduct dialogues?* Ms. Johnson - Set parameters. Want people to feel free to speak their minds; publicize the dialogue - you want a diverse group of individuals to come to the event.

*Persons with disabilities are included in all groups. How to be inclusive? (topic added to Parking Lot)*

*Are there ways that everyone can work together?*

*We live in a city that is big enough but not too big and everyone should be able to work together.* Ms. Henry: work with each other to determine what the common thread is. Collaboration is essential to help learn from each other. Ms. Johnson: has had partnerships in the past and is always looking for new partners. Ms. Mayer: many films on human trafficking and with the Bluegrass Rape Crisis Center's new program it is something that they can add to next year's programming.

*We should think in terms of unity. If we love and tolerate each other, we do not need to think about diversity.*

## **Justice Panel Continued**

Moderator: Commissioner Faye Liebermann - LFUC Human Rights Commission

### **Richard Mitchell - Central KY Council for Peace and Justice**

- Trying to reconstitute themselves
- Members are volunteers
- Newsletter; Website; List Serv
- Need to learn how to talk to others - not the ones we talk to on a regular basis
- Most people are not involved in community activities and that is a problem
- Americans don't have the time to do the things that we need to do
- How to reach people with the diversity message that are not people who attend these types of events?

### **Larry Johnson, Commission on Race Relations.**

- Created the LCRR to address the racial issues in Lexington
- Disparate treatment in the marketplace
- Address racial violence in the city

- Helped create racial dialogue groups
- For the last 3 years, they have struggled with what the LCRR would focus on.
- Decided to keep their focus on race
- Mediation program to help address Black & Hispanic issues like the situation at Bryan Station High School
- Biggest commitment is to look at how people of color are treated in Lexington and how they perceive they are treated

### **Susi Cavanaugh - Get On Board - United Way**

- Initiative of the United Way to help place people on Boards
- People who desire to become involved in the community
- Select people through application process. Attend training on communicating, funding, etc.
- After training they are matched with a nonprofit based on their skills and interests and the nonprofit's needs.
- In 2001, Erasing Racism Summit - a steering committee was formed as a result to help create diverse boards, etc.
- Agencies want diversity

### **Comments/Questions from audience**

*Biggest problem is young people trying to be effective. Membership fees can be expensive for young professionals. Mr. Mitchell: CKCPJ does not have a big fee to be a part of it. We need to be listening to young people. Another problem is for middle class boards that do not take others into their board--need to be articulate.*

Mr. Johnson: Non-profits that have boards that do not require a fee--PFY. Excellent opportunities for young people--youth leadership trainings--helps adults deal with adulthood. Any type of civic engagement activities have this problem. Youth have different perspectives and have to be considered equal partners/valued. Contact 258-3108 and talk to Larry Johnson. Problem--acceptance for new board members especially graduates from Get on Board Program. It may take time. Seeks grant money for graduates to participate in other trainings--Leadership Lexington. Another option is for people to fundraise for their membership fees.

*Mentoring young people that are on a board to learn from each other. Working together. Who works with the Board that the new Get On Board graduates are on to prepare them for accepting various people to their committee/board? Youth Adult partnerships prepares people to realize our way is NOT the only way. Ms. Cavanaugh: Always recruiting boards--complete application and send to United Way. Applications for boards and individuals interested in training online [www.uwbg.org](http://www.uwbg.org). Bluegrass Foundation also takes applications for Board Development. Boards one on one is another resource. Organizations are volunteer short--students are ready to work on projects but we need mentors from current members and retirees.*

## Youth Panel

Moderator: Commissioner Biby Tinajero - LFUC Human Rights Commission

### **Ulises Romero - Bryan Station High School**

- National Origin is Mexico
- Welcoming community besides the recent events at BSHS.

### **Zulena Hernandez - Senior at UK**

- Former President of the Latino American Student Association involved in middle school tutoring at Leestown.
- She is a first generation Latina student.
- Lack of support system established to help students who struggle with a means of getting to college.

### **Jenisha Watts - Senior at UK**

- Majoring in Journalism
- Concerned with Lexington's racial tensions and gaps.

### *Comments/Questions from audience*

*In high school how many opportunities are there to learn about different cultures, in literature.* The curriculum lacks diversity in lessons about foreign cultures. Students would have to take the initiative.

*Do you feel that school sub-groups would appreciate each other more if the students learned more about other cultures.* Racism stems from people who do not understand other cultures, so this would help. If there were more cultural lessons in class, the students would come together more.

*What do students at BSHS learn about racial relationships as the school composition is changing? How can the community help the students?* I'm involved with Peer-to-Peer. We try to get students in the classrooms to realize their similarities through dialogue. It's really hard because of the tension between Hispanic students and Black students. The students need to get involved with each other and understand each other then there will be a better outcome for everyone.

*If you could dream a community what would it look like?* Someplace where people of different cultures could join and come together, without discrimination and despite the language barriers. Try to fix problems as a whole (such as the education problem). A community with respect among cultures and races, not really a melting pot. People wanting to understand and accept people for who they are and understand how they do things.

I would imagine a community where each culture actually understood the history of each other. The community could come together if we understand each others histories and cultures, and have open communications.

*Is black history being taught in schools today?* I would say it's not. I agree that it's a problem. I have lived in Lexington my whole life, and I think that the history of black Americans, and people in Lexington need to know the history. I am just now in college learning black history.

Talking about different cultures knowing each *other*. *When I was growing up all the different cultures interacted with each other. But here in Lexington I see young people who choose not to get to know each other among the different racial groups. How do you think that young people could come together?* We need to address the issues between blacks and whites in Lexington. The issues surface during diversity talks, until we address the core issue then I think we will always be this divided.

*How do you get around the stereotypes to interact with youth who are different and overcome the differences.* It's about who is willing to step outside of their comfort zone. Here in Lexington I feel we are taught to stay within our groups, in the box. If young people would just open our hearts to people who are not like us, and ask other people questions, and not be offended when we are asked questions, then that would erase some of those boundaries.

I think it takes individual initiative, to say "I'm not just going to believe how you say things are, I'm going to find out for myself". Believe what you believe, not just what others tell you to believe.

As a child, you play with all the other little kids around. But while you're growing up, influences teach them to segregate themselves from each other. Kids would take up the form of thinking, that everyone is equal, if they are taught that.

*But isn't it just as easy for the child say to the parent that segregation isn't necessary.* I think that would be true if the parents listened to their kids. The parents are the role model, but the kid doesn't have to adopt that way of thinking about segregation.

*Lexington is very segregated, I would say, as far as community and diversity. It takes organization to get everybody together. What do you see that is being done at UK, because it mirrors Lexington, to solve the segregation between groups?* It's difficult to pinpoint. But for me at UK, it was a struggle to find other Hispanic people. When I was in high school, there was no source or support systems. There are many different cultures at UK that are not being targeted. The university is not required to target diverse students, so to me they don't really do that. Those staff that do try are fighting the system.

As far as African Americans on UK campus, I would say that it lacks addressing African Americans. UK first needs to take responsibility for how they have been treated in the past. I think that we are just numb, the students are not really in touch or willing to address what is going on. We don't fight for our rights, as I see in my personal experience.

**Closing Comments** were made by William Wharton. He thanked everyone for attending the Summit and stated that this was just the beginning. He encouraged everyone to sign up to join the Anti-Hate, Bias & Violence Initiative and/or the Diversity Coalition.

## **Diversity Leadership Summit Parking Lot Items**

### **Faith:**

- Relations-Cultural awareness enrichment between black/white and middle-eastern cultures/religions

### **Justice:**

- Racism in schools
- Treatment of Immigrants/Hispanics in KY
  - Identification
  - Housing
  - Effect 2010 world equestrian games
- Minority Businesses involved in World Equestrian Games—How do they get involved and funded?
- The word “illegal”

### **Social Services:**

- People with diverse types of disabilities-also within groups of different races and cultures
- Dr. Duncan’s e- mailed comments:

“Unfortunately, during a routine dental exam yesterday my dentist determined that I have what may be an oral malignancy and referred me for biopsy at the next available appointment with my oral surgeon. That will be at 10:30 AM on Monday precluding me from making the morning session and possibly the entire Diversity Leadership Summit sponsored by the LFUCG Human Rights Commission. Please offer my seat as needed for another attendee. Ms. DeVier and Ms. Gallivan will still be attending.

Since I won't be able to speak, please share a few of my thoughts on Monday, if you please. I must assume you have followed my local activities in opposition to illegal immigration within Kentucky through media reports. What you should know is that I am a Lakota Sioux Native American and Scot-American by blood heritage. I am a descendant of Ogalala Sioux Chief Sitting Bull and of the first royal family of Scotland going back to 960 A.D. I've personally promoted Human Rights and legal immigration throughout the world for 30 years.

I identify myself as an American only and only as an American no matter where I am in the world at any time and to any person. I celebrate Americanism and have literally defended personal liberty and freedom in multiple civil wars and special operations in my military career.

The Obama -Wright situation has revealed one thing in the United States. "Political Correctness" in America has created the festering wounds of racial anger to spread like

the formation of a carbuncle. Subsequently, illegal immigration has added terrific stress to the national debate.

In Kentucky, I have represented legal Americans and resident aliens of all ethnic groups in the struggle to end illegal immigration and stop the progress of the Aztlan Reconquista movement. Here in Lexington, the Cardinal Valley Americans and northside Americans are intensely resentful and bitter towards the overwhelming numbers of illegal aliens and their demands made from our city and state. Americans on the east and south sides of Lexington are feeling the pressures, too. I implore your understanding and recognition of this fact. It's gotten really serious!

We should end self-segregation by stopping the use of ethnic labels in America. I look forward to a day where we are no longer hyphenated ethnic American segregationists but simply Americans with diversity. I look forward to the end of racially segregating festivals and celebrations but denote those activities as Lexington or Kentucky or American celebrations. I look forward to the day when we no longer identify professional, student, church, school or other groups as ethnic specific, too.

That's my dream, that one day my 7 year old daughter will live in a nation where she will be judged by the content of her character and not by the color of her skin.

We now see that since the "I Have a Dream" speech in Nov. 1963 by M. L. King we have gained only symbolic ground in advancing racial harmony. I fear we have just lost two generations of work due to the Rev. Wright revelations. This conclusion comes from someone who refused to take sides in the race wars on my high school campus in the 60's and attempted to set an example for others, a significant risk I might add, to participate in our educations together for individual and American advancement of those ideals set forth by MLK.

Please, don't minimize the fears, concerns, needs, resentments, apprehensions or expectations of any legal ethnic American sector in the Bluegrass. If the summit is hijacked for the purpose of promoting, supporting, or encouraging illegal immigration then it would be considered by many to be unjust and unfair to the legal American and legal immigrant communities. It will also be contrary to federal immigration law and, as such, subject to investigation and/or prosecution by the USDOJ. I am taking this opportunity to provide a BCC of this email to the appropriate officials of the U. S. Attorney's office of the Eastern Kentucky District and specific individuals in Washington who have been following the illegal immigration debate in Lexington since the formation of the Mayor's Commission on Immigration. It is entirely their decision as to scrutinize this summit and I must leave it at that. You are free to take this advisory frankly or leave it. It's your choice.

"Can't we all get along?" In response to the words of Rodney King I must emphatically say, "Yes, we can. As long as we all live by the orderly and fair observance of the Rule of Law in our country, citizens, legal residents, and legal guests alike, we can get along. As long as we all respect each other, our families, or children, our employment, our real

property, our need to ensure our national sovereignty and security and our uniqueness as Americans we can all get along.

I wish you the very best on Monday and hope to see great things come from these LFUCG sponsored efforts. I encourage you to record the summit for future educational use.”

Sincerely,

Dr. David M. Duncan  
Lexington, KY

**Youth:**

- How can the community help with diversity in the school system?
- Learn Black History at Schools but what about other cultures?

# Appendix

## **Diversity Leadership Summit Evaluation Survey Summary**

About 100 participants including staff and commissioners attended the summit and of those 31 completed and submitted evaluation surveys.

The biggest reoccurring complaint was it was too cold in the room. Many also remarked about a need to bring this to more people in the community rather than preaching to the choir. Some found the lunch activity helpful while others talked rather than answering the questions. Education, disabilities, and sexual orientation were the most requested topics to be addressed at other workshops. Many people had a great time and felt they were more informed after having attended the summit, but would have liked more time for networking.

The scale was 1-5 with 1 being negative and 5 being positive. The average scores are:

1. This workshop was useful to me. 4.0
2. This workshop met my expectations. 3.8
3. This was an effective use of my time. 3.9
4. There is a need for additional workshops like this. 4.1
5. I plan to use some of the ideas presented. 4.0
6. The facility was comfortable and met my needs. 3.6
7. What is your overall rating of this workshop. 4.0

For more detailed responses please see below.

### **Lunch Activity--“Understanding My Own Diversity”**

- Not really needed. We just talked and there is or was no follow up.
- Was placed with two people who worked together and they talked about work.
- Very lively discussion ensued with members of the community whose perception and experiences differ from my own.
- Very useful
- Our table had great interaction but did not get past the first question
- Too complex for time provided but great idea maybe be a good partner activity
- Had working lunch outside of meeting
- Enjoyed getting to know everyone at my table
- A very diverse discussion about individual family life in our communities.
- Would like to expound on this exercise, it was a good concept but needs to be developed
- Enjoyed getting to know everyone; enjoyed our discussion
- We just talked but it was a great conversation.
- Not bad—the questions became irrelevant towards the end.
- Group members did not participate, they spent time catching up with familiar people
- Very informative; Good
- Useful dialogue starter
- We did 1-7; it was interesting
- Not necessary—just talking around the table was more relaxing and informative

- Would have been more effective with a facilitator/volunteer

### **Topics I would like addressed at other workshops**

- Education as a vehicle of maintaining the status quo
- Multiple requests for People with Disabilities
- Depression issues/ Mental Illness
- Multiple requests for Sexual Orientation/Sexuality Issues-Same sex couples
- Christian/Middle East Relations
- Specific steps to advance cross cultural understanding
- Education
- Board exchanges/agency partnering. Networking. “Making Us All Stronger” by sharing diversity.
- Youth partnerships and training for diversity
- Justice
- History in our schools
- Role of education to break divides
- HIV discrimination
- Multiple requests for Gender discrimination
- Domestic Violence
- Bi-National
- Changing the perspectives of the people that might not agree with the people that are in favor of complete racial unity or diversity.
- How to introduce the topic of diversity with our youth
- Religious discrimination
- Reaching beyond the “usual suspects”
- Political Activity as a basis for getting things done. Let’s face it that is where the real power for change is centered.
- Media- local print and electronic
- Voices of authority- Urban council, courts, police
- Other ethnicities
- How to begin conversation; how to take responsibility
- Race
- Socio-economic status
- How to educate the public on these very important issues

### **Additional comments:**

- Beautiful set up however it was deathly cold. Folks should have had a time to share with others in audience rotation.
- Addressed some surface issues, but may want to focus a little deeper.
- Multiple comments about it being “Too cold” over half of participants stated this on their survey, and many suggested coffee and several- continental breakfast
- The workshop should have fewer speakers but one large focus with lots of hands-on participation of attendees. There were too many panels and speakers and not enough networking opportunity.
- Basic provisions needed such as coffee and most participants willing to pay.
- Great information

- Note taking a big distraction should not have been on screen because it took away from the presenters.
- Opening presenters should have more time to speak. Patrice Muhammed and PG Peeples very interesting. Enjoyed hearing from Ulises and other youth, Andres Cruz, and Richard Mitchell.
- Supply informational booths for agencies represented to share resources
- Sending condolences to Rabbi Kline
- Continue your efforts to help bring all cultures together for a common cause
- It would have been more interesting if microphones were provided for one to go to, to be heard. Many persons could not hear the questions.
- The best session was the Youth Panel
- This summit was educational. Learning about organizations was great. I would have liked more dialogue on how to make steps towards influencing others and possibly moving more towards acceptance of them.
- Good job; Great-Thanks
- More targeted comments at resolving rather than opinion based. What would and should the results be?
- What impact does an “illegal” status have on paying taxes and how much does it cost to provide services to the “illegal” status population. Taxes pay for services and “illegals” don’t pay taxes.
- Trying to address the issue of getting the wider community involved along with the people that always participate.
- It’s good for us all to get to interact with a wider group of people than most of us usually do.
- Enjoyed meeting people I did not know
- Good use of time---get info out to panelist and presenters earlier
- Would appreciate a list of registered attendees/organization prior to conference
- Would appreciate more opportunity for small group discussion
- Great conference! Glad I came.
- Preaching to the choir! Need more people from different businesses and organizations. A moving microphone is necessarily because we could not hear everyone and it was not always on the monitor.
- We need to have the news channels there so the city can see that we are trying to make Lexington a more unified community.
- This seemed to stress “racial” issues only. Race is not the only diversity issue within our community. Representatives should be sought out from other minority groups to represent other parts of our community.
- My diversity organization was not represented and if someone had been approached we would have happily spoken at the summit.

## Attendees

Checked In	Table	Firstname	Lastname	Organization
X	1	Katherine	Akers	University of Kentucky
X	2	Lydia	Akin	Specialized Alternatives for Families & Youth of KY
X	3	Michael	Allen	LFUCG Dept. of Human Resources
X	4	Terry	Allen	UK Office of Institutional Equity & Equal Opportunity
X	11	Isela	Arras	Migrant Network Coalition
X	5	Lucy	Arroyo	LFUCG Family Care Center
	6	Raquel	Arroyo	
X	7	Mildred	Bailey	University of Kentucky
X		Johnathon	Barker	Lexington Fairness
X	8	Jacob	Barrett	Kentucky Equality Federation
X	11	Stanley	Beauchamp	Paducah Human Rights Commission
X	9	Joan	Beck	Citizens Advocate
X	10	Mary Edna	Berry	
X	12	Christel	Blackburn	Lexington-Bluegrass Association of Realtors
X	1	Dr. Christel	Broady	Georgetown College
X	2	Julie	Brown	LexCall
X	4	Ella	Buckner	Lexington Public Defender
		Hillary	Bullock	
X	5	Jack	Burch	Community Action Council
X	6	Seniora A.	Burdette	Governor's Office of Minority Empowerment
X	7	Cynthia	Cain	Interfaith Alliance
X	8	Faith	Calhoun	YMCA Black Achievers
X	9	Sandra Noble	Canon	Kentucky Division of Child Care
	10	Dr. Alberto	Carrillo	Centro Hispano Comunitario
X	11	Susie	Cavanaugh	Get On Board, United Way
X	12	James	Chambers	Bluegrass Community & Technical College
	1	Daniel	Chejfec	Central KY Jewish Federation
	2	Beverly	Clemons	CMI Consulting. LLC
X	3	Darrylyn	Combs	LFUCG
X	4	Barbara	Connor	Fayette County Public Schools
X	5	Melvin	Cowan	West End Community Empowerment Project

X	6	Serina	Cowan	West End Community Empowerment Project
X	7	Andres	Cruz	La Voz
X	8	Scott	Daughtridge	Partners for Youth
X	9	Debra	Dawahare	Wyatt, Tarrant & Combs, LLP
	10	Elde	Dede	LFUC Health Department
	11	Tracy	Dennis	Bluegrass Community & Technical College
X	12	Wendy	DeVier	Commonwealth Fairness Alliance
X	1	Rebecca	DiLoreto	Dept. of Public Advocacy
X	2	Delquan	Dorsey	Governor's Office of Minority Empowerment
X	3	Virginia	Dunn	Dept. of Public Advocacy
X	4	Chris	Ford	REACH
	5	Annissa	Franklin	Urban League of Lexington
X	6	Candi	Gaines	Crowne Plaza Lexington
X	7	Anita	Gallivan	Commonwealth Fairness Alliance
X	8	Juli	Gaworski	Lexmark International
	9	John	Gensheimer	LFUC Division of Police
X	10	Lillian	Gentry	
X	11	Andrea	George	Fifth Third Bank
X	12	Natalie	Gibson	KY Community & Technical College System
	1	Elyse	Good	
	2	Jerry	Hadden	Woodridge Apartments
X	3	Rhonda	Henry	Bluegrass Rape Crisis Center
X		Zulema	Hernandez	
X	4	Kathy	Hillyard	Lexmark International
X		Michael	Hollingsworth	Kentucky Equality Federation
X	5	Aaron	Hutson	KY Coalition for Immigration & Refugee Rights
X	6	Shayla	Johnson	The Lexington Network
	7	Anna	Johnson	Black Church Coalition
	8	Mark	Johnson	LFUC Health Department
X	9	Larry	Johnson	Partners for Youth
	10	Dr. Gwen	Joseph	KY Community & Technical College System
X	11	Yolonda	Kelsor	NAMI of Lexington
X	12	Jon	Larson	Attorney at Law
X	1	Michael	Lee	Bluegrass Community & Technical College

	2	John	Lindsay	Ethnic Dialogues
X	3	Diana	Maldonado	Pickway Manor Apartments
X	4	Billie	Mallory	Bluegrass Literacy
	5	Jacoby	Malone	Lexmark International
X		Vincent	Mattox	Fayette County Public Schools
X	6	Annette	Mayer	One World Films, Inc.
X	7	Dr. Gloria	McCall	KY Community & Technical College System
X	8	Richard	Mitchell	Central KY Council for Peace & Justice
X	9	Melanie	Moore	Fifth Third Bank
X	10	Manuel	Moore	Kentucky Equality Federation
	11	Elane	Moore	
	12	Marsha	Moorman	Louisville Metro Human Relations Commission
X	1	Rosie	Moosnick	Central KY Council for Peace & Justice
X	2	Patrice	Muhammad	Key NewsJournal
	3	Anne	Nash	One World Films, Inc.
X	4	Father Chuck	Niehaus	St. Paul Catholic Church
X	5	Jordan	Palmer	Kentucky Equality Federation
X	6	Jon	Parker	United Way of the Bluegrass
X	7	P.G.	Peeples	Urban League of Lexington
	8	Yoshie	Reid	Lexmark International
X	9	Brandi	Reid	West End Community Empowerment Project
X		Brian	Rich	KY Coalition for Immigration & Refugee Rights
X	10	Rachel	Ridd	Chrysalis House
X	3	Enerio	Romero	Fifth Third Bank
X	12	Ulises	Romero	Bryan Station High School
X	1	Joshua	Santana	Lexington Hispanic Association, Inc.
	2	Tony	Seay	Louisville Metro Human Relations Commission
	3	Ahlishia	Shipley	UK Coll. of Agriculture - Office of Diversity
X	4	Bernice	Smith	
X	5	April	Smith	Lexington Habitat for Humanity
X	6	Brian	Stephens	Kentucky Equality Federation
X	7	Stewart	Stone	West End Community Empowerment Project
	8	Ty	Sturdivant	Community Action Council
	9	Sherry	Thomas	

X	10	Jeanne	Tighe	Bluegrass Advertising
	11	Quentin	Tyler	UK Coll. of Agriculture - Office of Diversity
X	12	Tyrone	Tyra	CommerceLexington
	1	Laurie	Varellas	Lexington-Bluegrass Association of Realtors
X	2	LaToya	Vaughn	Chrysalis House
X	3	Debbie	Wagner	LFUC Division of Police
X	4	Charlene	Walker	Bluegrass Community & Technical College
X	5	Catherine	Warner	LexLinc
X	6	Camille	Watson	LFUC Health Department
		Jenisha	Watts	
X	9	Marietta	Watts	University of Kentucky
X	7	Santana Davis	Webb	Westminister Village Apartments
X	8	Janice	Westlund	LFUCG Div. of Planning
X		Diane	Wills	
X	10	Jill	Wilson	YMCA Black Achievers
	11	Kay	Wright	Lexington-Bluegrass Association of Realtors
<b>Commissioners</b>				
		Gwen	Godfrey	
		Faye	Liebermann	
		Mahjabeen	Rafiuddin	
		Biby	Tinajero	
		Melanie	Tyner-Wilson	