

LEXINGTON-FAYETTE URBAN COUNTY

**[HUMAN RIGHTS
COMMISSION]**



**FY2008
ANNUAL
REPORT**

PURPOSE

It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette Urban County from discrimination because of race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with housing, employment and public accommodations and to effect the provisions and purposes of the Kentucky Civil Rights Act (K.R.S. Chapter 344), Urban County Ordinance 199-94 and 201-99, provision 7.17 of the Lexington Fayette Merger Charter of 1974, and any other laws enacted by the Lexington-Fayette Urban County relating to the Lexington-Fayette Urban County Human Rights Commission.

The Lexington-Fayette Urban County Human Rights Commission shall act to encourage and effect the guarantee of equal rights to all citizens, which rights are assured by the Constitution and the Laws of the United States, of Kentucky, and of Lexington-Fayette Urban County and to serve as an investigative, consultative, educational, persuasive, and enforcement agency in order to guarantee equal opportunity for all people of the City of Lexington and Fayette County.

UNIQUENESS

The Lexington-Fayette Urban County Human Rights Commission is an independent chartered agency of the Lexington-Fayette Urban County Government, with three (3) specific functions: (1) to receive complaints, conduct investigations, hold hearings and have such studies made as will enable the Lexington-Fayette Urban County Human Rights Commission to carry out the purpose of the Ordinance; (2) to promote and secure a mutual understanding and respect among all ethnic groups in Fayette County; and (3) to act as conciliator in controversies involving inter-group and inter-racial relations.

VALUES

The Lexington-Fayette Urban County Human Rights Commission stands for equal rights, equal opportunity, justice and fair enforcement of the ideals. To carry out this belief, we must strive to follow through on our commitments, maintain objectivity and fairness and provide prompt, responsive and patient attention to all those who seek our assistance. We must respect differences in values and behaviors, support one another, and seek alternatives to divisive conflict. We must commit to meet and exceed contractual, service, and mission related requirements by setting clear expectations and maintaining measurable standards. In addition, we must serve all people in an impartial and fair manner. Equality for all - it's a right, not a privilege.



LEXINGTON-FAYETTE URBAN COUNTY
HUMAN RIGHTS COMMISSION

February 2, 2009

To: The Honorable Jim Newberry
Mayor, Lexington-Fayette Urban County

The Honorable Members of the Urban County Council
Lexington-Fayette Urban County

Dear Mayor Newberry and Members of the Urban County Council:

On behalf of the Lexington-Fayette Urban County Human Rights Commissioners and Staff, I am pleased to share with you our annual report. Our Commission continues to experience progress and many challenges.

We continue to protect to our community from unlawful discrimination by our compliance enforcement efforts, but we also continue to combat discrimination through community outreach and education. It is through these efforts that we not only try to remedy unlawful discrimination, but just as important, we also promote the prevention of such acts.

The challenges that we face include combating more subtle forms of discrimination with decreasing resources.

The community can look forward to our continued efforts to provide the best of services possible given our staffing and resources in our efforts to make this community safe and vibrant where all people can live, work, learn, and raise their families in a shared quality of live by promoting an appreciation of diversity and encouraging positive race relations.

We are proud of the direction the Commission and its staff is taking and we are very grateful to you and the Urban County Council for your high expectations and your continuous support.

Respectfully Submitted,

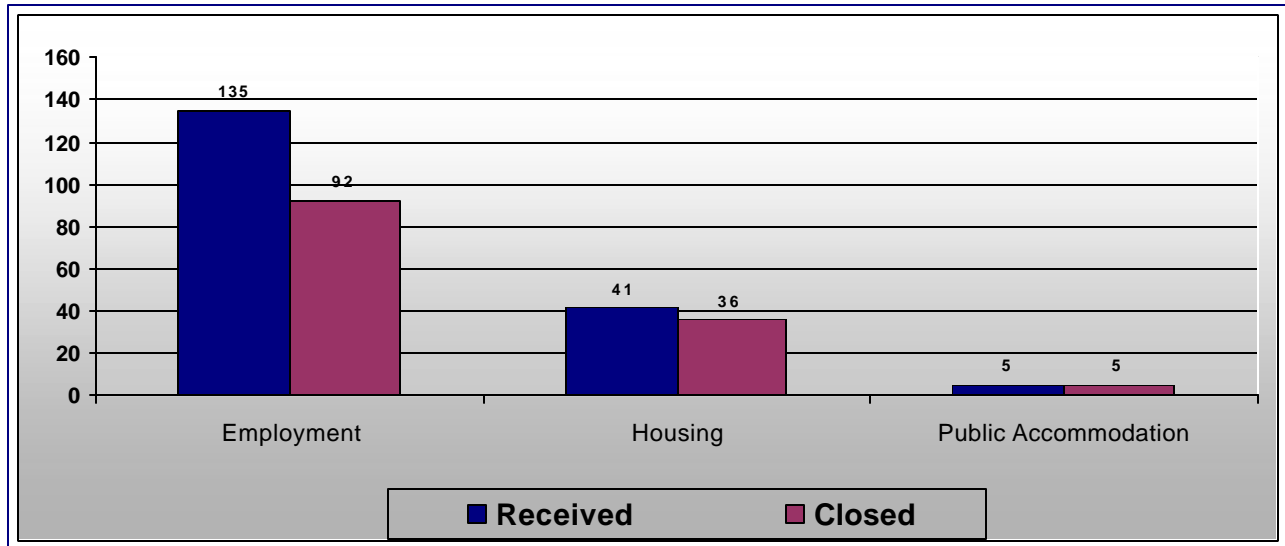
A handwritten signature in black ink that reads "William D. Wharton". The signature is written in a cursive style and is positioned to the left of a vertical line.

William D. Wharton
Executive Director

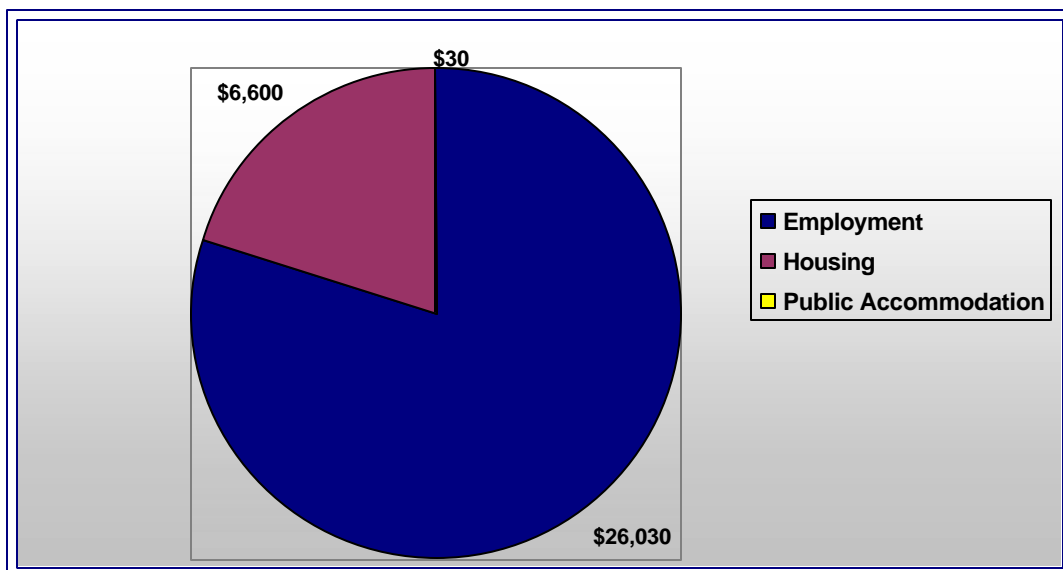
COMPLAINT ENFORCEMENT

The Lexington-Fayette Urban County Human Rights Commission enforces the local anti-discrimination ordinance in employment, housing, and public accommodations. When someone files a complaint with our office we counsel with that person and if that person elects, a formal complaint is filed. We conduct a fair and impartial investigation and issue a finding based on the evidence.

**Complaints Received and Closed
FY 2008 (July 1, 2007 to June 30, 2008)**



**Monetary Benefits Awarded
to Charging Parties**



Customer Service Improvements

The commission recognizes that the complaint process can be a challenging and sometimes daunting process for Charging Parties and Respondents. In 2007 the Commission staff undertook a series of measures to improve customer service.

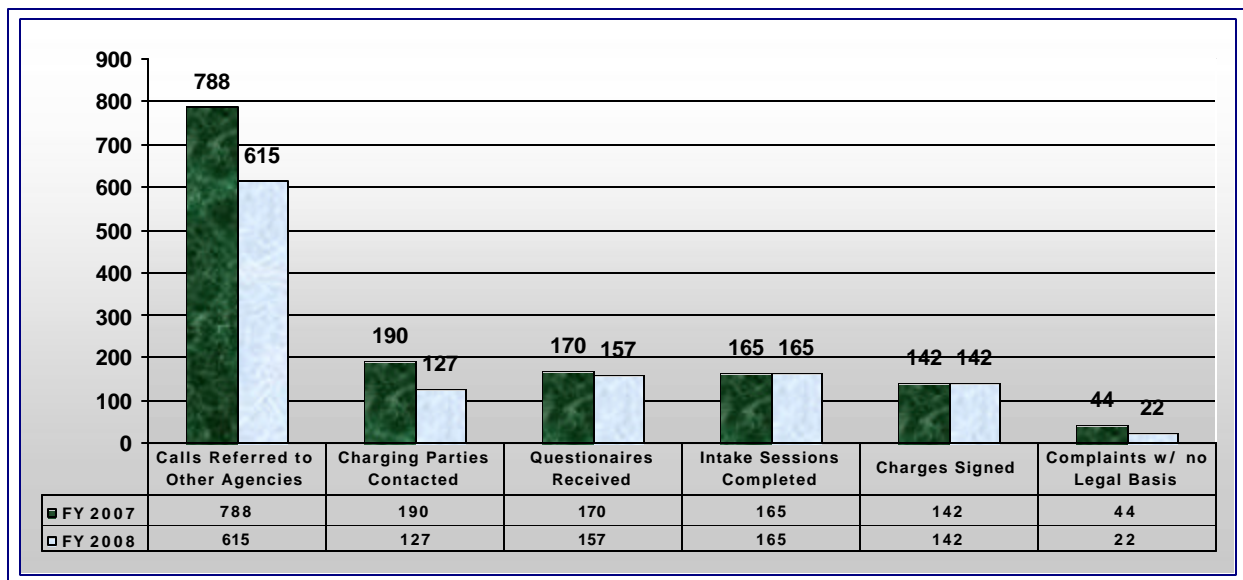
We have undertaken a review of all complaint processing policies and procedures and updated policies as appropriate. Staff has focused on shortening the days of processing complaints and instituted practices to make sure we have better communication with the parties during the investigation.

“The struggle is far from over. There is much more to be said and much more to be done.”

- Harry Belafonte

The Commission’s policies and procedures are summarized in the Customer Service Policies and can be found on the Commission’s website: www.lfuchrc.org

FY2007 v. FY2008 Intakes and Referrals



Information and Referral

Many individuals contact the Commission needing services beyond the scope of our authority. Many of the contacts involve housing issues, especially landlord-tenant. In FY2007 we updated our Rental Housing Guide and posted the changes to our website. In addition, we updated our information resources and made necessary referrals to other agencies on non-jurisdictional employment and housing, health and human services, disabilities, education, domestic violence, and public safety.

We have assigned reception and intake staff that provides callers and walk-ins with appropriate contact name and agency referrals, so that customers leave our office with the necessary information and resources that they are seeking.

EDUCATION AND OUTREACH

The Commission staff continues to provide presentations, media interviews and training sessions on a variety of topics in order to fulfill the section of the Commission's mission relating to community education. These services are tailored to meet the needs and requests of a variety of audiences throughout the community.

During this fiscal year, the staff conducted 79 presentations, trainings, site visits and media contacts. This year, the strongest demand was for information concerning housing related issues. Other areas included harassment-free work environments, diversity, demographic change, law enforcement and community relations.



Senior Office Manager Tami Reed and Commissioner Jenny Sutton-Amr work the HRC booth at the Bluegrass Community Technical College Fair.

Diversity Initiative

We have expanded our outreach activities to include a community-wide diversity initiative. Our initiative includes: Anti-Hate Bias and Violence initiative, Diversity Directory, "One Day", public service announcements, speakers bureau and a youth violence prevention program. The unique part of the proposal is the creation of a Diversity Leadership Council which will be made of at least 12 persons from all walks of life in our community who will advise the Commission on the programs and initiatives that the community needs with respect to diversity and equal opportunity.

*"Meeting hate with hate and anger with anger only poisons your own being and has no effect on your enemies."
-Medgar W. Evers*

The Commission kicked off its Diversity Initiative with the Diversity Leadership Summit on March 24, 2008. The Commission anticipated around 50 people would attend, and was extremely pleased with the approximately 100 people that attended. The Summit consisted of five (5) panels: Business, Faith, Justice, Social Service and Youth. Each panel had between one (1) and five (5) speakers that represented the various segments of the population.

The purpose of the Summit was 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.



Approximately 100 people attended the Diversity Leadership Summit on March 24th

Erase Hate Community Project

As part of a collaboration between the Commission and the Migrant Network Coalition, silhouettes were decorated as part of a community project to send a clear message that Lexington residents will not tolerate hate in our community. The six (6) wooden silhouettes were decorated on June 21, 2008 in the Winburn Community Art Garden. Each silhouettes depicts a story on how someone has been affected by hate and bias.

“What you have to do—white or black—you have to recognize that you have certain feelings about the other race, good or bad. And then get rid of ‘em. But you can’t get rid of them until you recognize them.

- Thurgood Marshall

We all must decide whether we will tolerate hate speech, bullying, and defamation or whether we will speak out against it. If we can encourage enough people to take responsibility on the individual level and stand up against hate, soon it will become a part of our community's culture.

The silhouettes were displayed at the Diversity Festival on June 28th and will be displayed in other locations throughout the city.

Fair Housing

The Commission staff continued its education and outreach efforts with regards to fair housing issues and in particular, predatory lending and disabilities issues. The Executive Director, William Wharton, serves on the state-wide Kentucky Predatory Lending Prevention Committee and Investigator Tiffany Tatum serves on the local anti-predatory lending work group. The groups are active in promoting an educational campaign to combat predatory lending and providing needed services to victims via an anti-predatory lending hotline that is maintained by the Kentucky Housing Corporation that convened the work groups.



Compliance Director Raymond Sexton worked the HRC Booth at the Greater Lexington Apartment Association's Trade Fair in August 2007.

Outstanding Achievement in Fair Housing Award



Mayor Jim Newberry and Commission Chair Rabbi Marc Kline presented Lillian Gentry with the Outstanding Achievement in Fair Housing Award—Individual

This was the second year for the Outstanding Achievement in Fair Housing Awards, which recognizes individuals and organizations that have shown exemplary performances in fair housing practices. The Commission presented awards in two (2) categories: individual and organization. This year's recipients were: Robert Jefferson – Individual, and Lexington-Bluegrass Association of Realtors – Organization.

Mrs. Gentry is a leader in her neighborhood association, her church and several other organizations such as the NAACP, the Downtown Lexington Corporation, the Lexington Fair Housing Council and others. From 1992 to 2006 Mrs. Gentry volunteered and served with Community Reinvestment Alliance as a volunteer Board member, a

volunteer counselor and later as an underpaid employee. Over the years, Mrs. Gentry has attended many community meetings and housing workshops promoting the importance of homeownership and her organization's home buying assistance programs. Mrs. Gentry has participated and supported the Commission's fair housing programs and initiatives.

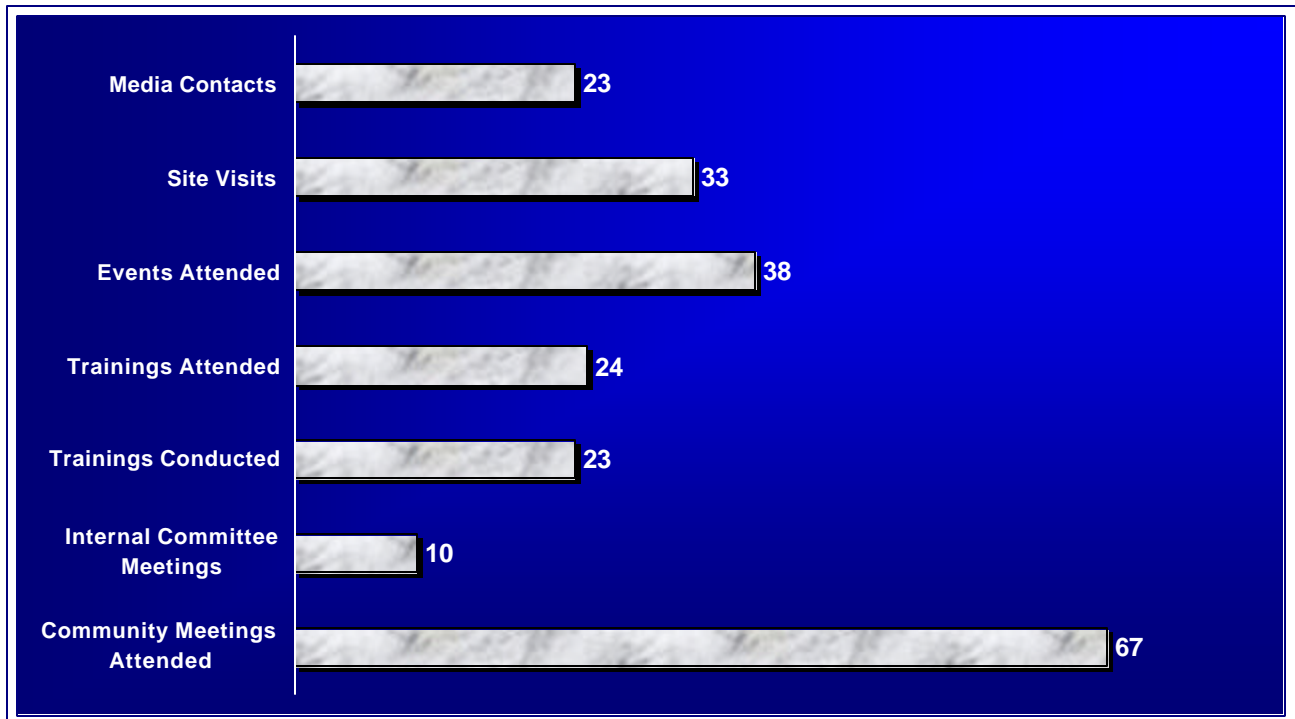
LBAR has been a valued partner with the Commission in promoting fair housing and equal opportunity in our community. LBAR created a non-profit arm, the REALTOR®-Community Housing Foundation (RCHF), whose families and strengthen homeowners in need with sary for them to stay in their home repairs for low-income cessible ramps for people with pairments and to help single-Place program become first-Foundation has grown its pro-need with effective community modelers Council of the Home-ton, the Mortgage Bankers Association of the Bluegrass, the business community such the Lowe's Stores of Lexington, faith communities including volunteers from Immanuel Baptist Church and Shiloh Baptist Church and many others in the housing industry, and community-at-large in Central Kentucky.

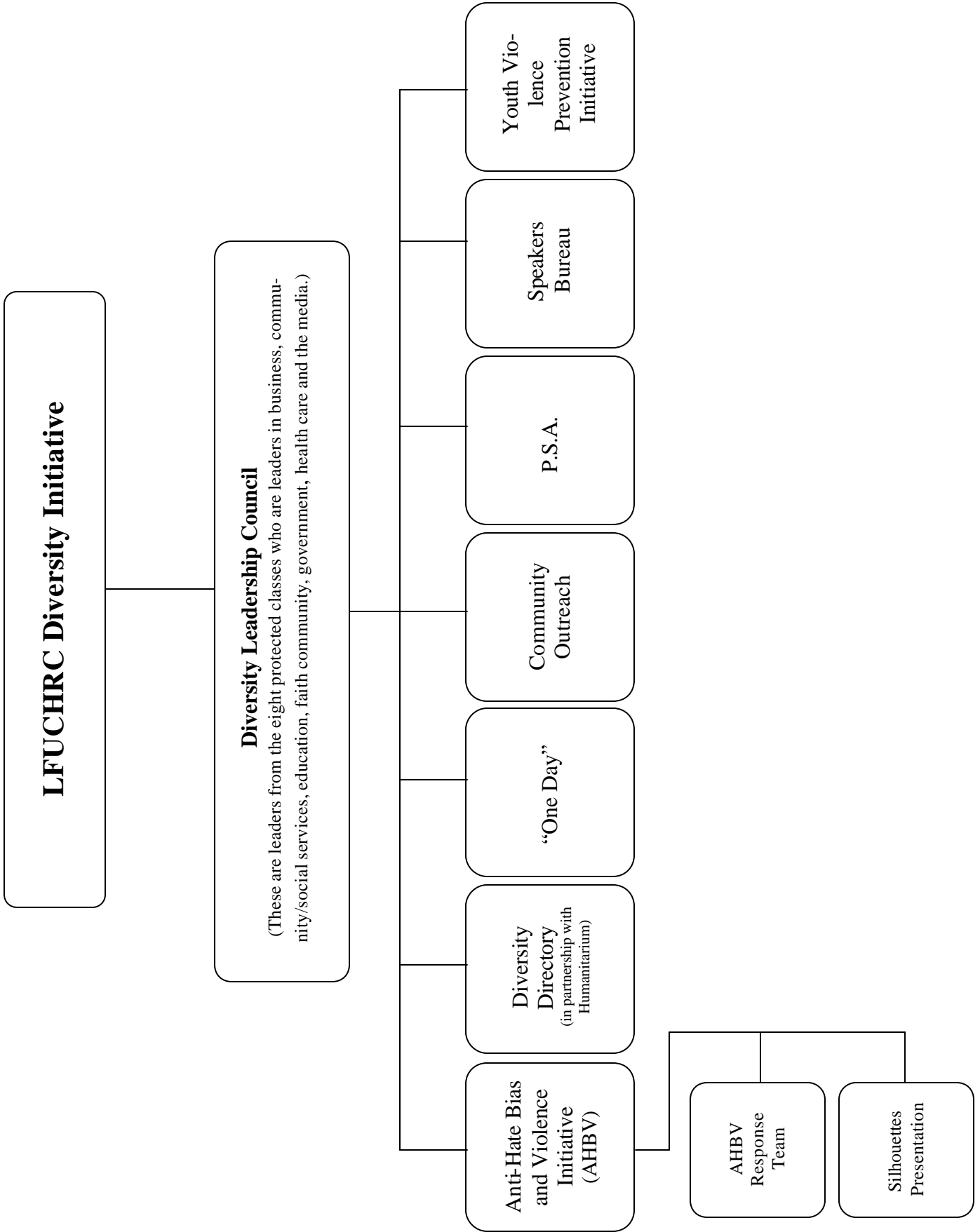


Executive Director William Wharton, Karen Mundy, RCHF President, Judy Craft, LBAR President and Rabbi Marc Kline, Commission Chair

goal is to empower low income neighborhoods by assisting modifications and repairs neces-homes. These programs provide elderly home owners, installs ac-disabilities and/or mobility im-pairment graduates of the Virginia time home owners. The Housing grams to help more people in partnerships including the Re-Builders Association of Lexing-

FY2008 Community Relations Activities





COMMISSIONERS

Lexington-Fayette Urban County Commissioners are responsible for enforcing the local anti-discrimination laws. When implementing this role, the Commissioners perform four major functions: 1) policy making; 2) oversight; 3) adjudication; and 4) public liaison.

Executive Committee



Rabbi Marc Kline
Chair



Jenny Sutton-Amr
Co-Vice Chair
Appointed 2005



Melanie Tyner-Wilson
Co-Vice Chair



Luis Wayne Sanchez
Treasurer
Appointed in 2006



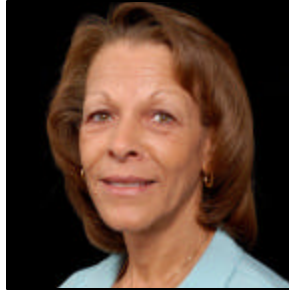
Magdalena "Biby" Tinajero
Secretary
Appointed in 2005

"We cannot stand still; we cannot permit ourselves to be victims."

- W.E.B. DuBois



Chris Ford
Appointed in 2008



Gwen Godfrey
Appointed 2005



Wardell Johnson
Appointed 2005



Eli Mertens
Appointed 2008



Gloria Rie
Appointed 2001



Alicia Vinson
Appointed 2008

GOODBYE AND GOOD LUCK!

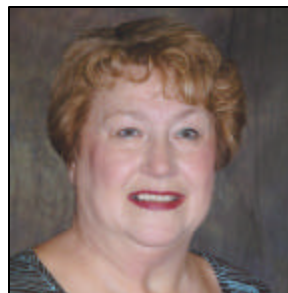
During the fiscal year, the Commission lost several Commissioners due to terms expiring and/or resignations. Commissioners Adela DeLeon, Jeff Jones and Faye Liebermann terms expired January 1, 2008. Commissioner Mahjabeen Rafiuddin resigned in June of 2008 to relocate for employment reasons. We would like to thank them for their invaluable service to the Commission. They will be greatly missed.



Adela DeLeon
Appointed 1999
Term Expired
January 2008



Jeff Jones
Appointed 1999
Term Expired
January 2008



Faye Liebermann
Appointed 2004
Term Expired
January 2008



Mahjabeen Rafiuddin
Appointed 2004
Resigned June 2008

Committees

The Commissioner's organization is made up five (5) committees. The 2008 Committees were as follows:

Executive Committee

Rabbi Marc A. Kline, Chair
Jenny Sutton-Amr, Co-Vice Chair
Melanie Tyner-Wilson, Co-Vice Chair
Luis Wayne Sanchez, Treasurer
Magdalena "Biby" Tinajero, Secretary

Housing Committee

Gwen Godfrey, Chair
Chris Ford, Co-Chair
Biby Tinajero
Alicia Vinson

Budget Committee

Wayne Sanchez, Chair
Chris Ford
Wardell Johnson
Marc Kline
Gloria Rie

Personnel & Policy Committee

Jenny Sutton-Amr, Chair
Wardell Johnson
Eli Mertens
Gloria Rie
Melanie Tyner-Wilson

Community Relations Committee

Melanie Tyner-Wilson, Chair
Eli Mertens
Gloria Rie
Jenny Sutton-Amr
Biby Tinajero
Alicia Vinson



Commissioners Gloria Rie, Jenny Sutton-Amr and Rabbi Marc Kline, accompanied by Rachel Kline worked the HRC Booth at the Bluegrass Community Technical College Fair

Commissioners at Work

Commission Meetings.....	12
Internal Committee Meetings	10
Reconsiderations	16
Community Meetings Attended ...	11
Community Events Attended	19
Trainings Attended.....	4
Site Visits.....	4

"The journey is not one generation. Each of us is an accumulated effort unfolding.,"
- **Sidney Poitier**



Former Commissioner Samye Miller Stith and Commissioner Mahjabeen Rafiuddin at the Commission Open House



Commissioners Gloria Rie and Gwen Godfrey and Clara McNeal at the Commission Open House

“Always know there is unlimited power in a developed mind and a disciplined spirit. If your mind can conceive it and your heart can believe it, you can achieve it.”

- Jesse Jackson



Investigators Emily Williams and Tiffany Tatum and Compliance Director Raymond Sexton work the registration table at the Diversity Summit.



Commissioners Wayne Sanchez, Marc Kline and Jenny Sutton-Amr worked the Commission booth at the Roots & Heritage Festival.



Rabbi Marc Kline, Commission Chair, spoke with Asst. Chief (now Chief) Ronne Bastin at the Commission Open House

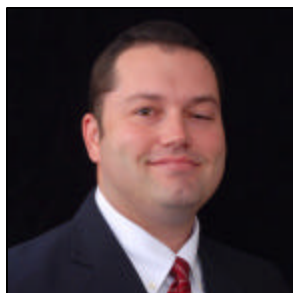


William Wharton, Executive Director, addressed the crowd at the Diversity Leadership Summit

STAFF



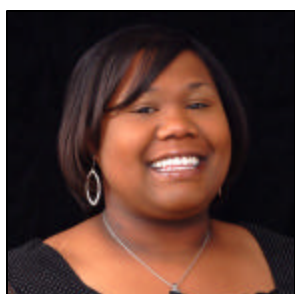
William D. Wharton
Executive Director



Raymond A. Sexton
Compliance Director



Tami J. Reed
Senior Office Manager



Tiffany A. Tatum
Investigator II



Emily J. Williams
Investigator I



Edward E. Dove
Commission Attorney

INTERNS



Daynah Mansour



Jenna Dirr



Tiana Fisher

LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

Chair

Rabbi Marc A. Kline

Co-Vice Chairs

Jenny Sutton-Amr
Melanie Tyner-Wilson

Secretary

Magdalena "Biby" Tinajero

Treasurer

Luis Wayne Sanchez

Commissioners

Adela DeLeon
Chris Ford
Gwen Godfrey
Wardell Johnson
Jeff Jones
Faye Liebermann
Eli Mertens
Mahjabeen Rafiuddin
Gloria Rie
Alicia Vinson

Executive Director

William D. Wharton

Commission Attorney

Edward E. Dove

Staff

Tami J. Reed
Raymond A. Sexton
Tiffany A. Tatum
Emily J. Williams



Contact

162 East Main Street, Suite 226
Lexington, KY 40507
Ph: 859-252-4931
Fax/TDD: 859-252-7057
E-mail: lfuchrc@qx.net
Web Site: www.lfuchrc.org