



# The Rights Perspective

A SEMIANNUAL PUBLICATION OF THE LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

## SPECIAL POINTS OF INTEREST:

- The Commission meets monthly and meetings are open to the public
- Commission Offices will be CLOSED on November 25-26 for Thanksgiving and December 23-24 for Christmas
- The Commission is co-sponsoring the KY Native American's Civil Rights and Contemporary Workshop on Nov. 23 at 6:00 p.m. at the Downtown Lexington Public Library

## INSIDE THIS ISSUE:

A message from the Commission Chair	1
Religious Discrimination in the Workplace	1
Compliance Corner	2
Thank You! A Tribute to Edward Dove	2
Meet the Commissioners	3
From the Executive Director	4



## A Message from the Commission Chair

As I look back to the beginning of my tenure as chair of the Commission, the just appointed Executive Committee was caught in a non-stop series of critical financial and leadership challenges. Oftentimes, it felt like a full time job with excruciating tremendous stress for the commissioners and especially the staff. Yet, from the very beginning our commitment to the Human Rights Commission's mission kept us and is keeping us steadfast to the goal of not just keeping it afloat, but to get it back on track and thriving.

The belief that this commission needs to be an enforcing agency, not just another referral organization was and is our major objective. As an American citizen of color and as an individual living in two languages, I understand the value and the importance of the Commission. To most people, the concept of needing protection from any type of discrimination is unthinkable. I happen to believe that as long as we are part of the human race, discrimination will exist.

There is a phrase within the Commission's internal guidelines that says: "Look to the future, we cannot change the past, but we can make a difference to-

day and tomorrow". In this city, it is well known that the Commission, during the last year and a half, has suffered major setbacks. It hasn't been easy to be part of the struggle and at times the thought of quitting or giving up was very much prevalent in my mind. It is true we cannot change the past, but knowing and personally experiencing the Commission's past helps me to understand the need to focus on ways of doing "business" to generate change so history does not repeat itself. Through the difficult times, I understand fully the importance of this agency. And yes, this agency can make a difference in an individual's life today

See **Chair** pg. 2

## Religious Discrimination in the Workplace Workshop

On May 20, 2010, the Commission hosted an employment workshop entitled: *Prophet or Profit? Addressing Religious Discrimination in the Workplace* at the Downtown Lexington Hilton. The workshop featured a panel discussion of five speakers, representing five different religious faiths, who discussed obstacles someone of their religious faith would encounter on



Kenneth Brown, Trial Attorney, EEOC Louisville Area Office

the job. Panelists included: Willard Adkins (Wiccan), Beth Hartmann (Non-Theist), Larry Johnson (Hebrew Pentecostal), Rabbi Marc Kline (Jewish), and Jenny Sutton-Amr (Muslim). The workshop also featured Kenneth Brown, Senior Trial Attorney for the EEOC Louisville Area Office who served as the main speaker. Mr. Brown enter-

See **Workshop** pg. 2

**Chair continued from pg. 1**

and tomorrow. Therefore, I cannot and we cannot give up.

Lastly, the Human Rights Commission’s staff commitment is the true cornerstone of this agency. They know what needs to be done and how it needs to be done. Our task as commissioners is to support and protect their efforts. They have taught me much about perseverance and commitment to the cause. I am grateful to them for their hard work, their incredible support and their loyalty.

We still have a long way to go, our financial woes are still present, but our commitment to exist as an enforcing agency and all that it entails is our driving force. I want to believe that our community will support our efforts because they too understand the reason of the Human Rights Commission’s existence.

**Workshop continued from pg. 1**

tained and educated the crowd with an enthusiastic presentation on recent legal decisions in the area of religious discrimination and accommodation. Approximately thirty participants attended the workshop.



Panelists Jenny Sutton-Amr, Beth Hartmann and Rabbi Marc Kline

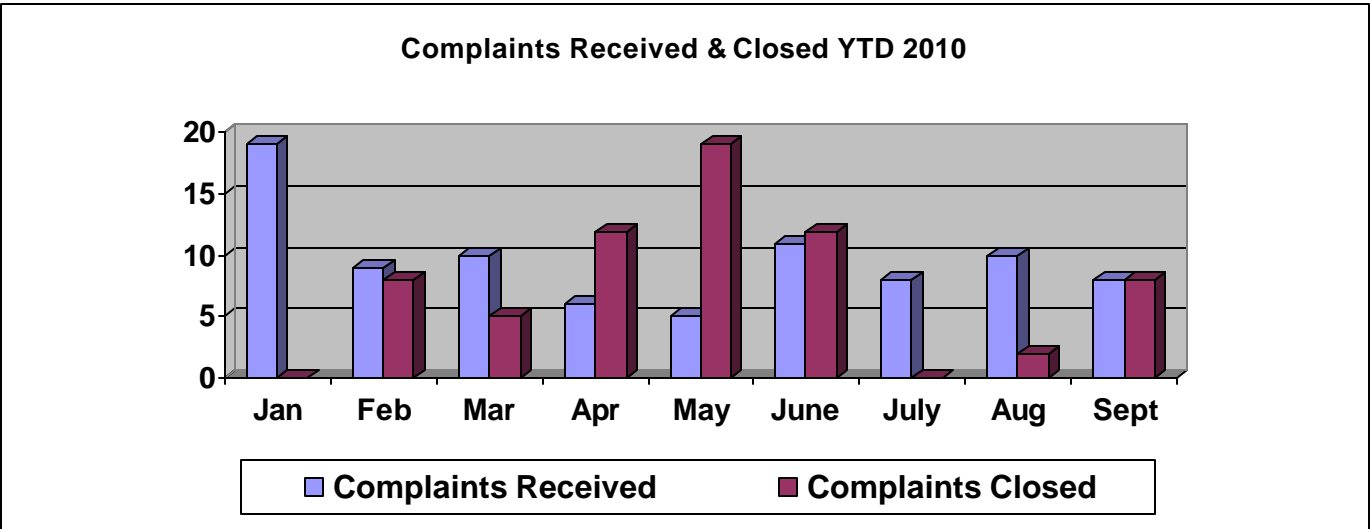
We would like to thank the Equal Employment Opportunity Commission for their contribution to the Commission to enable us to conduct this workshop.

Copies of the training CD are available for purchase at the Commission.



**Compliance Corner**

During the first three quarters of 2010 (January 1–September 30), the Commission received a total of 79 complaints. During the same period, the Commission closed 66 complaints. Of which, 16 complaints were conciliated with monetary benefits totaling \$16,703. The following graph breaks down the complaints received and closed by month.



**Thank You! A Tribute to Edward Dove**



The Lexington-Fayette Urban County Human Rights Commission and Staff would like to acknowledge twenty outstanding years of service to Commission Attorney Edward Dove. Mr. Dove’s tenure with the Human Rights Commission began on February 5, 1990 and ended with Mr. Dove’s resignation to pursue other interests effective October 5, 2010.

Thank you Ed for 20 years of tireless work with the Commission to ensure each person had access to equal rights, equal opportunity, justice and fair enforcement of federal, state and local civil rights laws. You will be greatly missed at the Commission.

# Meet The Commissioners 2010 Executive Committee



Biby Tinajero, Chair  
Appointed 10/2005



Tracy Dennis, Vice Chair  
Appointed 09/2008



Eli Mertens, Secretary  
Appointed 06/2008



Michael Ades, Treasurer  
Appointed 02/2010

## Commissioners



Natalie Barrett  
Appointed 09/2010



Sandy Canon  
Appointed 07/2010



Pam Duncan  
Appointed 02/2010



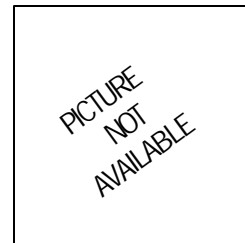
Kenneth Golphin  
Appointed 07/2010



Lindsay Mattingly  
Appointed 07/2009



Robert Murray  
Appointed 07/2010



Nadia Rasheed  
Appointed 09/2009

## Thank You for Your Service!

The following individuals resigned during the year to pursue other interests. We would like to thank them for their service to the Commission. Goodbye and good luck!



J. Scott Benton  
09/2008–10/2010



Chris Ford  
04/2008–03/2010



Beth Hartmann  
08/2008–08/2010



Rabbi Marc Kline  
05/2005–10/2010



Melanie Tyner-Wilson  
10/2005–06/2010



Douglas Vowels  
02/2010–07/2010

WE'RE ON THE WEB!  
WWW.LFUCHRC.ORG



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**Commission Staff**

Raymond A. Sexton  
*Interim Executive Director*

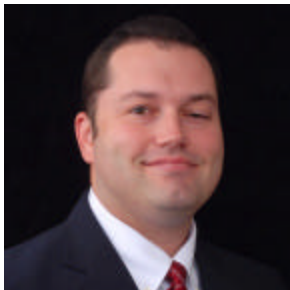
Tami J. Reed  
*Senior Office Manager*

Tiffany A. Tatum  
*Investigator II*

Emily J. Williams  
*Investigator I*

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J. Scott Benton  
*Interim Commission Attorney*



***From the Executive Director***

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***Raymond A. Sexton***

*"Don't call it a comeback, I've been here for years"* are words uttered by LL Cool J in one of his famous rap hits of the early 1990's. As I reflect on the last ten months, I can't help but think of these words. I have adopted them as the Commission mantra since taking over as Interim Executive Director. The Lexington Human Rights Commission was established in 1963 as an agency designed to further the cause of brotherhood and harmony among the races. The Commission's present mission remains the same as it was in the early to mid-1960's and we remain as vigilant as ever in the fight for equal opportunity in Lexington, Kentucky.

It is no secret that the past ten months have been a difficult period of time for us at the Human Rights Commission. We have undergone staff and Commission leadership changes, endured unflattering newspaper coverage, been the subject of a LFUCG internal audit and faced dire financial difficulties that have required tough decisions. There were times when the Commission's future was in doubt.

As we move forward, we remain committed as ever to provide the quality of service that the Commission has been known for both locally and nationally. We will not let our past difficulties hold us back, but we eagerly move forward with a new chapter of the Commission's storied history. We have been knocked down, but we have not been knocked out.