



Rights Perspective

A Semiannual Newsletter of the Lexington-Fayette Urban County Human Rights Commission

Volume 8, Issue 2

Winter 2004

CONGRATULATIONS TO THE NEW EXECUTIVE COMMITTEE!



(L to R) Dr. Jeff Jones, Chair; Gloria Rie, Vice Chair; Andrea Coleman, Secretary; and Brian Berthiaume, Treasurer.

Dr. Jeff Jones

Dr. Jeff Jones was appointed in 1999. Dr. Jones was born in Memphis, TN, and grew up in North Carolina. He moved to Lexington thirteen years ago where he currently lives with his partner, Chris. He is an assistant research professor in the UK College of Medicine's School of Public Health where his research focuses on youth health, first-time mothers, local social histories, and HIV/AIDS care systems. Dr. Jones holds degrees in Psychology and Geography from Appalachian State University and the University of Kentucky. As well as working as a researcher, Dr. Jones regularly teaches evening geography courses where he incorporates his work experiences in China and Sweden.

Gloria B. Rie

Commissioner Gloria B. Rie was appointed in June 2001. Commissioner Rie is a thirteen-year resident of Lexington who has devoted herself to community advocacy. She is the founder of The Humanitarian: Center for Culture & Diversity, Co-Chair of the Lexington Commission on Race Relations and serves on the boards of the National Conference of Community and Justice, the Lexington Hearing and Speech Center and the Central Kentucky Jewish Federation. Commissioner Rie was a founding board member of Transformation House and is a proud graduate of the Citizen's Police Academy of Lexington.

Andrea R. Coleman

Commissioner Andrea R. Coleman was appointed to the Commission in January 2002. Commissioner Coleman, a Lexington native, grew up on the North end and graduated from Bryan Station Senior High School. She received a Bachelor of Arts Degree in Political Science from Berea College and is a Master's Candidate in Political Science with a concentration in Judicial Studies at the University of Kentucky. Commissioner Coleman has worked and volunteered for several youth serving agencies and organizations, which includes her current position as Juvenile

LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

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WEB SITE: WWW.LFUHRC.ORG

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Justice Specialist for Partners for Youth (as the designated Fayette County Juvenile Delinquency Prevention Council). Her hobbies include reading, writing, listening to music, and serving the community.

Brian J. Berthiaume

Commissioner Brian J. Berthiaume was appointed to the Commission in June 2001. Brian and his wife, Kristen, are natives of Memphis, TN. After college in Jackson, Mississippi, Commissioner Berthiaume moved to Lexington in 2000 for a position with Lexington Habitat for Humanity. Commissioner Berthiaume is particularly interested in fair housing issues and being a strong voice for the under-30 population of Lexington-Fayette County.

**QUAD STATE FAIR HOUSING AND EQUAL OPPORTUNITY
CONFERENCE**



*BROWN V. THE BOARD OF
EDUCATION*

“WITH ALL DELIBERATE SPEED”

MARCH 3-5, 2004

HYATT REGENCY HOTEL

LEXINGTON, KY

**FEATURING: CIVIL RIGHTS LUNCHEON ON MARCH 4
COMMEMORATING 50 YEARS OF CIVIL RIGHTS ENFORCEMENT**

SESSIONS INCLUDE:

Housing: Emerging Issues (National Origin and Familial Status)

Employment: Multiculturalism and Diversity in the Workplace

Housing: Mediation

Education: “Achievement Gap” for Minority and Disabled Students

Housing: What is the Difference? Discrimination or Landlord/Tenant Issues?

Faith and Ethics: Balancing Religion in Diverse Cultures

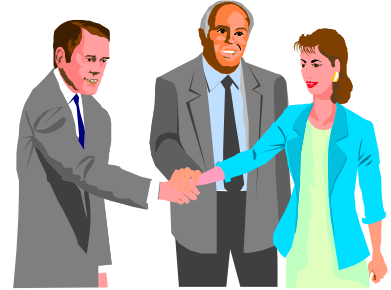
REGISTRATION DEADLINE IS FEBRUARY 4, 2004! CONTACT JULIE A. LASSLO AT 859-252-4931, EXT 17, OR FAX/TDD 859-252-7057, OR E-MAIL jlasslo@lfuchrc.org, OR LOG ON THE COMMISSION WEB SITE TO REGISTER ONLINE AT WWW.LFUCHRC.ORG

Mediation Program

In accordance with our statutory duties, the Lexington-Fayette Urban County Human Rights Commission is offering parties involved in disputes the option of resolving their disagreements through voluntary mediation instead of initially going through the Commission's complaint investigation process. The mediators are trained and certified and are independent of the Commission.

What is mediation?

Mediation is an informal, voluntary process, which provides a forum for a discussion of the complaint and the opportunity to enter into an agreement that satisfies the interests of all parties.



Some advantages of mediation?

- Charging Party and Respondent do not have to respond to interrogatories or data requests.
- Mediation will be scheduled whenever possible within thirty (30) days from the date the complaint is filed.
- “Fact finding” is not the objective of mediation. Mediators do not weigh evidence, interview witnesses or determine if discrimination has occurred.
- The sole purpose of mediation is to discuss the complaint and resolve it to the mutual satisfaction, and in the best interest, of all parties.
- Mediation is an informal process. No lengthy and time-consuming preparation is involved.

What are the roles of the parties?

Mediation is voluntary. Mediation is most successful when the parties:

- Approach mediation in good faith and with an open mind
- Be willing to listen and to consider all aspects of the issues
- Be active participants in mediation and
- Develop the terms of the settlement agreement with the assistance of the mediator

Your case will be assigned to a certified mediator who has completed specialized training mediation and conflict resolution. The mediator will maintain your confidentiality and objectivity. The mediator will have excellent communication skills and will be fully knowledgeable of Commission procedures.

How can I learn more?

If you have filed a complaint, if a complaint has been filed against you or your business, or if you have a dispute that you wish to consider for mediation, our Mediation Coordinator can may assist you. For additional information contact:

Lexington-Fayette Urban County Human Rights Commission
162 East Main Street, Suite 226
Lexington, Kentucky 40507
Phone: 859-252-4931
Fax/TDD: 859-252-7057
Web Site: www.lfuchrc.org
E-mail: lfuchrc@qx.net

COMPLIANCE REPORT – 2nd Quarter FY 2004

October 2003 – December 2003

Cases Received: 36

Employment-29
Housing-5
Public Accommodations-2

Cases Resolved: 18

Employment-11
Housing-6
Public Accommodations-1

Log on to www.lfuchrc.org for updates on all activities
and information on commission!

Lexington-Fayette Urban County Human Rights Commission

Chair

Jeff Jones

Vice Chair

Gloria Rie

Secretary

Andrea Coleman

Treasurer

Brian Berthiaume

Commissioners

Adela DeLeon-Figueras
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Executive Director

William D. Wharton

Commission Attorney

Edward E. Dove

Staff

Kathy Riley Hughes
Julie A. Lasslo
Tami J. Reed
Raymond A. Sexton

CALENDAR OF EVENTS

Thursday, January 29, 2004

Eighth Annual Race and Relations Conference. Louisville Metro Human Relations Commission. Hyatt. Louisville, KY. For more information call 502-574-3631

Saturday, January 31, 2004

Premiere of Civil Rights Film “February One”. Announcing a special free screening of the award-winning documentary, FEBRUARY ONE at the 11:30 a.m. Kentucky Theatre. Lexington, KY. Written and co-produced by UK history professor Dan Smith, FEBRUARY ONE tells the remarkable story of one volatile winter in Greensboro, N.C. in 1960, when four courageous young African-American students sat down for service at a lunch counter and by doing so helped ignite a wave of non-violent civil rights protests that swept across the South and the nation throughout the 1960s. For more information, contact Dan Smith, 859-257-1515 (or dbsmit01@uky.edu) or visit the film’s website at www.februaryonedocumentary.com

**Wednesday, March 3, 2004-
Friday, March 5, 2004**

Quad-State Fair Housing and Equal Opportunity Conference. Lexington. Hyatt Regency. Lexington, KY. For more information log on to the Commission web site at www.lfuchrc.org or contact Julie A. Lasslo at 859-252-4931, ext. 17.

Thursday, March 4, 2004

Civil Rights Luncheon. (part of the Quad-State FH and EO Conference). Hyatt Regency. For more information contact the LFUC Human Rights Commission at 859-252-4931 or log on to the web site at www.lfuchrc.org.

Thursday, March 4, 2004

2004 Police Community Relations Award Reception. Hyatt Regency, Lexington, KY. For more information contact Raymond A. Sexton at 859-252-4931, ext. 18 or log on to the web site at www.lfuchrc.org

Saturday, March 27, 2004

Political Skills Academy, Bluegrass Women's Political Caucus. 8:00 a.m.-4:00 p.m. EST, Marriott Griffin Gate (Newtown Pike), Lexington. Topics include challenges faced by elected women, targeting precincts, message development, the endorsement process, campaign financing, and a media panel. Registration is \$40 before March 18 (\$75 to add membership in the Caucus), and \$45 after March 18 (\$80 for membership). Students and low-income registration is \$25; scholarships are available upon request and approval. Contact Betsy Nowland-Curry at bcurry@qx.net for information.

Friday, March 26, 2004

Isaac Scott Hathaway Museum, Inc. Luncheon. Speaker: Attorney Fred Gray, Sr. of Montgomery, Alabama, and attorney for Rosa Parks and Rev. Martin Luther King, Jr. during the Montgomery Bus Boycott in 1955. For more information contact Yvone Giles at 859-367-0525. Lexington, KY.

Tuesday, April 20, 2004

National Conference for Community and Justice – Bluegrass Region Annual Dinner. Marriott Griffin Gate. Lexington, KY. For more information contact NCCJ at 859-255-6999.