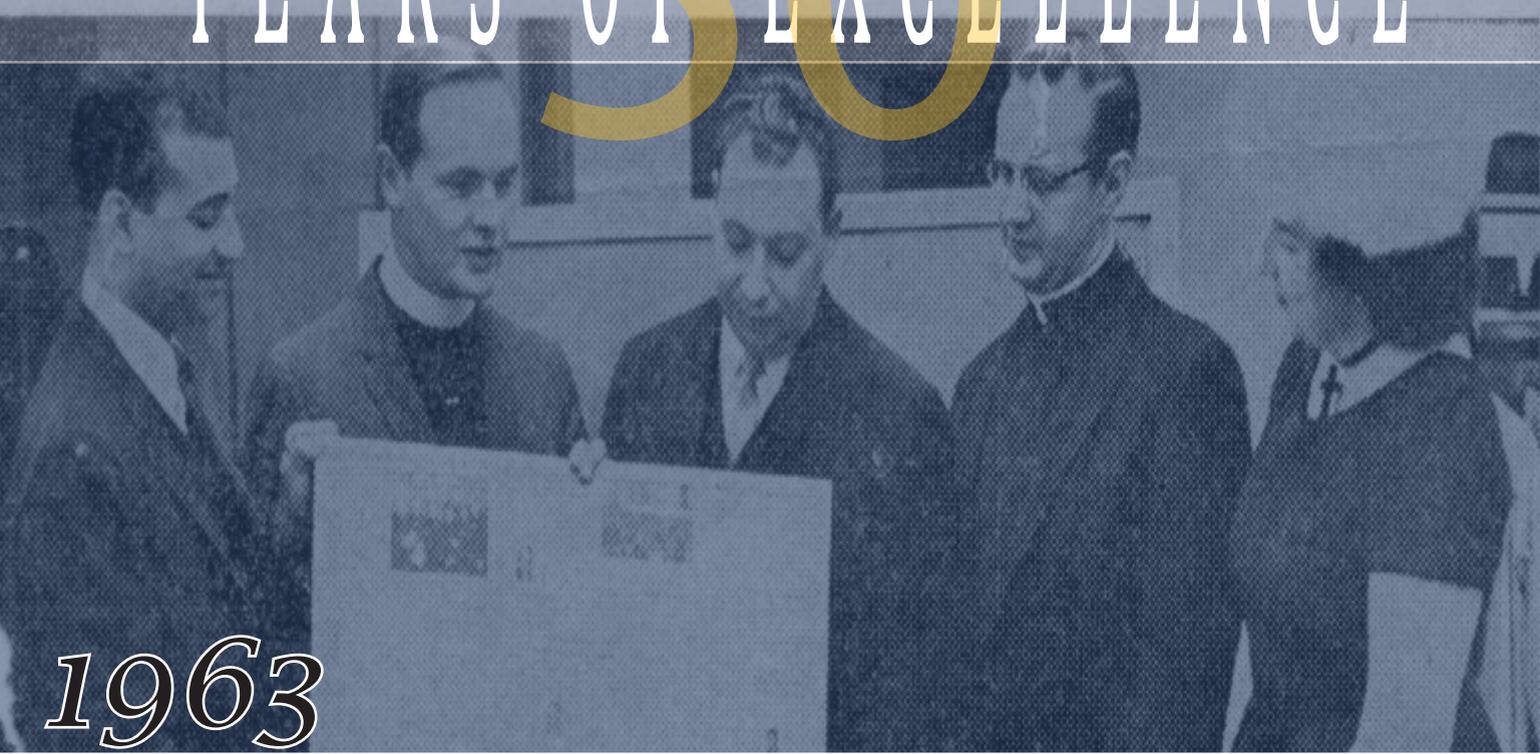


# *Lexington - Fayette Urban County Human Rights Commission*

## *Annual Report 2012-2013*

YEARS OF EXCELLENCE



1963



1998



2013

# Letter from the Director



## LEXINGTON-FAYETTE URBAN COUNTY HUMAN RIGHTS COMMISSION

Raymond A. Sexton, Executive Director  
rsexton@lfuchrc.org



Honorable Jim Gray, Mayor  
Lexington-Fayette Urban County Government  
200 East Main Street  
Lexington, KY 40507

RE: FY2012-FY2013 Annual Report

Dear Mayor Gray:

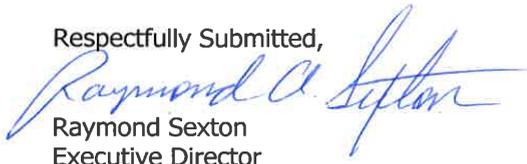
We are pleased to submit to you and the Urban County Council the annual report of the Lexington-Fayette Urban County Human Rights Commission. This report highlights our activities of the last year and commemorates the fiftieth anniversary of the creation of the Joint Commission by the City of Lexington and the Fiscal Court of Fayette County.

In establishing the Human Rights Commission in 1963, the Board of City Commissioners found "the practice of discrimination against any individual because of race, creed or color is detrimental to the peace, progress and welfare of the city." After fifty years, this statement remains true today.

The Commission and its staff remain dedicated to achieving our mandated mission to prevent and eliminate unlawful discrimination and to promote harmonious relationships among all people of this community. The information in this annual report demonstrates the Commission's achievements in carrying out this mandate.

The support of this Mayor and Council is unprecedented and is greatly appreciated. I earnestly solicit your continued support of our ongoing efforts and activities to carry out the provisions of our statutory duties.

Respectfully Submitted,



Raymond Sexton  
Executive Director

# *Commission Overview*

The Lexington-Fayette County Human Rights Commission was created by an inter-local agreement the City of Lexington and the Fiscal Court of Fayette County in January of 1967. The predecessor of the joint Commission, the Lexington Commission on Human Rights was created in June of 1963. The charter created by the merger of the Lexington and Fayette County into a united urban county government reconstituted the Commission. The present Lexington-Fayette Urban County Human Rights Commission was created in 1974.

The Commission is made up of fourteen (14) members who as nearly as possible make-up the social, economic, cultural, ethnic, and racial groups which compose the population of Fayette County. The Commissioners serve four (4) year terms and serve without compensation. The Commission has several committees to carry out its purposes. The current committees are: Executive Committee, Budget Committee, Community Relations Committee, Housing Committee, and Personnel and Policy Committee.

The Commission has three (3) statutory functions:

1. To promote and secure mutual understanding and respect among all ethnic groups in Fayette County and act as conciliator in controversies involving inter-group and inter-racial relations;
2. Cooperate with Federal, State, and other local agencies in the efforts to develop harmonious inter-group and inter-racial relations and shall endeavor to enlist support of civic, religious, laborer, and commercial groups and leaders dedicated the improvement of human relations and the elimination of discriminatory practices; and
3. Receive complaints, conduct investigations, hold hearings and make studies as will enable the Commission to carry out the purposes of the Kentucky Civil Rights Act.

The Commission is most noted for its investigation function. The Commission's staff conducts about one hundred and fifty (150) individual investigations of complaints of unlawful discrimination a year in the areas of employment, housing and public accommodations. About 65% of our investigations are employment related with race being the largest single basis of allegations. The Commission has contracts (workshare agreement) to conduct Title VII, ADEA, and ADA investigations in Fayette County with EEOC and (cooperative agreement) to conduct Title VIII housing investigations for HUD.

# *Letter from the Chair*

Greetings to one and all!

One of the primary goals most people have in community service is to ensure that the community in which we all live and work is endearing and empowering to all of us. This is no less true of the men and women who have over the last fifty years made up the Lexington/Fayette County Human Rights Commission. It has been our goal to promote unity, peace, justice and fairness among all citizens, regardless of heritage, religion (or refusal of the same), sexuality, or national origin. This has not always been without struggle, but the efforts have been worth it. Thanks to those who struggled through the birth pangs of the Commission to honor the dream of Mim Hunt in establishing a group who over the years has made the effort to oversee equality in the small piece of the Bluegrass in which we reside! Thanks to those who have given of their time and expertise to make sure there were no temporary fixes, but long term oversight protecting the rights of more than just a few! Thanks to those Commissioners who currently serve in what is a sometimes underappreciated capacity keeping the surface waters calm so that our community can exist comfortably unaware of negative undercurrents; and when it becomes necessary to expose those raging waters, do so with a dignity and strength to yet promote peace and community wellness. Thanks to those who have in the past and are today providing leadership to the HRC, lending respect and dignity to the responsibility! Thanks to those who have in the past served in staff and voluntary positions that supported the dreams and efforts of the appointed Commission!



A very special thanks to Ray Sexton and his dedicated staff persons who currently keep the ship afloat! It has been your daily devotion to the goals and responsibilities of the Commission that has seen us through to this day and on behalf of the current Commission allows me to let you know that our sincere appreciation knows no limits!

Lastly allow me on behalf of the Commission to thank Mayor Gray for your confidence in us by giving us the opportunity to serve.

It is our sincere desire that the need for a Human Rights Commission in Lexington and Fayette County will one day run its course. But rest assured that as long as there exists in our community those who do not understand that "liberty and justice for all" is not a limiting but an enriching concept we will continue our diligence on the wall. In the meantime celebrate!! Celebrate with us that fairness, equality, and dignity for all Fayette Countians is yet being protected, making this a great community for all!!

Kenneth J Golphin, Commission Chair

# *Commission Mission*

## **PURPOSE**

It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette 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 accommodation to effect the provisions and purposes of the Kentucky Civil Rights Act (K.R.S. Chapter 344), Urban County Ordinance 201-99, provision 7.17 of the Lexington-Fayette Merger Charter of 1974, and any other laws enacted by Lexington-Fayette 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, whose rights are assured by the Constitution and the laws of the United States, 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 independently chartered agency of the Lexington-Fayette Urban County Government with three 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 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 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.

# Past Commissioners

Cathy Akins  
 Richard Allison  
 Gene Arnett  
 William Asbury  
 Napoleon Avery  
 \***Robert A. Babbage**  
 \***George Barker**  
 Natalie Barrett  
 J. Scott Benton  
 Mary Edna Berry  
 Brian Berthiaume  
 William Bingham  
 Richard Blanchard  
 David Bolotin  
 Edward R. Bresnahan  
 Emma Brown  
 Walter Brown  
 Carol Carey  
 John Carroll  
 \***William Caulder**  
 Mae Laine Cleveland  
 Andrea Coleman  
**Mrs. A. Lee Coleman**

Jesse Crenshaw  
 \*Dr. Phillip Crossen  
 Shirley Cunningham,  
 Jr.  
 Lori Davis  
 Adela DeLeon  
 Jamison Denny  
 Betty Dowd  
 David Duncan  
 Kathleen Duncan  
 Pam Duncan  
 Carolyn Edwards  
 Susan Ehrman  
 Dr. Sudiata M. El-  
 Amin  
 James Elliot  
 Paul Engel  
 James Fender  
 Ruth L. Fitzpatrick  
 Chris Ford  
 Berryman Foster  
 Frankie Geddes  
 Jean Givens  
 Wayne A. Gnatuk

Gwen Godfrey  
 Jane Graham  
 \*Murray Grevious  
 Lora Griffin  
 Ted Grizzard  
 Charles Grundy, Jr.  
 Webber Hamilton, III  
 Beth Hartmann  
**Ovan Haskins**  
 Ryce Hatchett  
 Frank C. Henry  
 Dr. George Hill  
 Rev. Edward Hopper  
 Pamela Huffstutter  
**Julian Hutchinson**  
**Maurice H. Hymson**  
 Moses James, III  
 Katie Jefferson  
 \*Robert J. Jefferson  
 Katye Jenkins  
 \*Joseph Johnikin  
 Lori Johnson  
 \*Priscilla Johnson

Wardell Johnson  
 \*Jeff Jones  
 Sam Jones  
 Sylvester Kiger, Jr.  
 \*Rabbi Marc Kline  
 Steven Kocen  
 \*Jon Larson  
**Dr. J.C. Lee**  
 Faye Liebermann  
 Laleah Logan  
 Rozell Mack  
 Benny Mabson  
 Jon Mapp  
 Lindsay Mattingly  
**William McCann**  
**Justin McCarthy**  
 John Merchant  
 Charles Metcalf  
 Robert S. Miller  
 \*Samye Miller-Stith  
 \*Dr. Sherman Miller  
 Bryan Mitchell  
**Patrick Molloy**

\* Commission Chairs      Bold - Commissioners of very 1st Commission

Connie Morton  
 Robert Murray  
 Paul Nickell  
**Garland O'Neill**  
 James O'Rourke  
 \***Zirl A. Palmer**  
 Pam Papka  
 Trime Persinger  
 Loris Points  
 Robert Pope, Sr.  
 \*Charles Powell  
 Rev. William Powels  
 Cleo Price  
 Salvador Rangel  
 Mahjabeen Rafiuddin  
 Nadia Rasheed  
 Mary Ellen Reed

\*Gloria Rie  
**Sanford T. Roach**  
 R. Bingham Robinson  
 Simone Salomon  
 Luis Wayne Sanchez  
 Tay Seals  
 Carey Shelton  
 Harry Shields  
 Paula Shives  
 Angela Slaton  
 \*Denise Slaughter  
 \*Bernice A. Smith  
 Carolyn Snyder  
 Rita Story  
 Barbara Straus  
 Carol Straus  
 Rev. Tom Steiner

Nathan Sullivan  
 Jenny Sutton-Amr  
 Hershel Tipton  
 \*Magdalena "Biby"  
 Tinajero  
 O.M. Travis, Jr.  
 Melanie Tyner-Wilson  
 Alicia Vinson  
 Robert Voll  
 Anna Brown Walker  
 Mrs. Robert Warfield  
 Vivian Weil  
 Ralph Wenzel  
 Susie West  
 Rebecca Westerfield  
 William D. Wharton  
 Beverly White

Russ Williams  
 Lionel Williamson  
 George Wilson, III  
 John Withrow  
 Robert Wimsatt  
 Robert Wooley  
 Hank Zeitlin

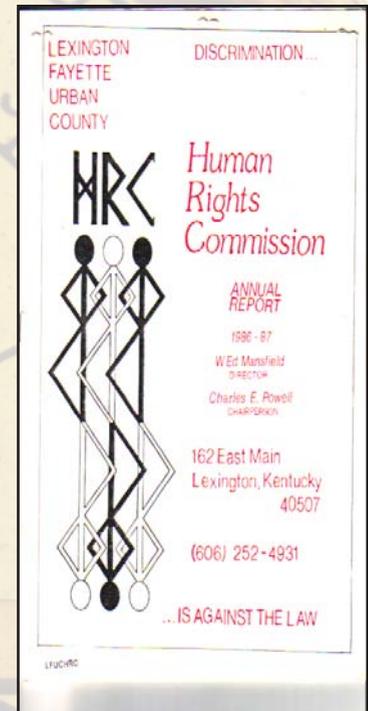
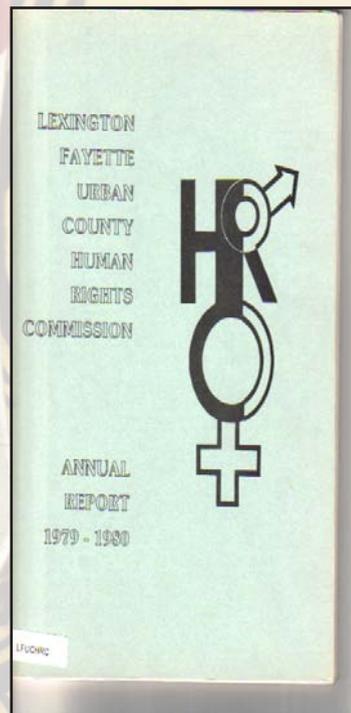
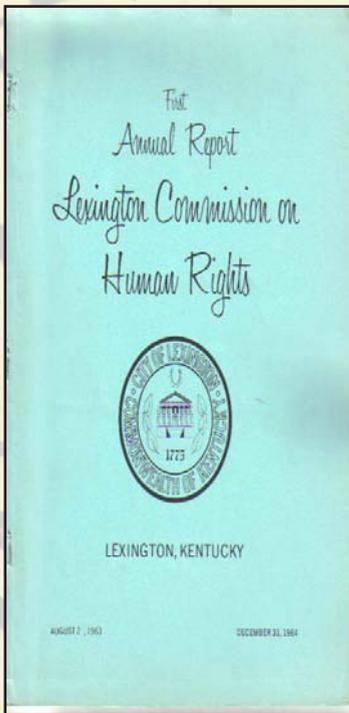
# Past Directors and Attorneys

## Past Directors

Gregory E. Shinert  
Harry Wiersema, Jr.  
Glen D. Pritchett  
Robert Jefferson  
Anthea Boarman  
W. Ed Mansfield  
Charles Powell  
William D. Wharton

## Past Attorneys

Bill Shelton  
Shirley A. Cunningham  
Edward E. Dove  
J. Scott Benton



# Human Rights Commissioners

\* - Past Commission Chairs

## Executive Committee



Commission Chair  
Rev. Kenneth Golphin



Vice Chair  
Craig Cammack



Treasurer  
Mike Aides



Secretary  
Rev. Anthony Everett

# Human Rights Commissioners

\* -Past Commission Chairs



Commissioner  
Nancy Jo Kemper



Commissioner  
Gaston Ngandu-Sankayi



\*Commissioner  
Tracy Dennis



Commissioner  
Eli Mertens



Commissioner  
Roy Woods



Commissioner  
Vibert Forsythe



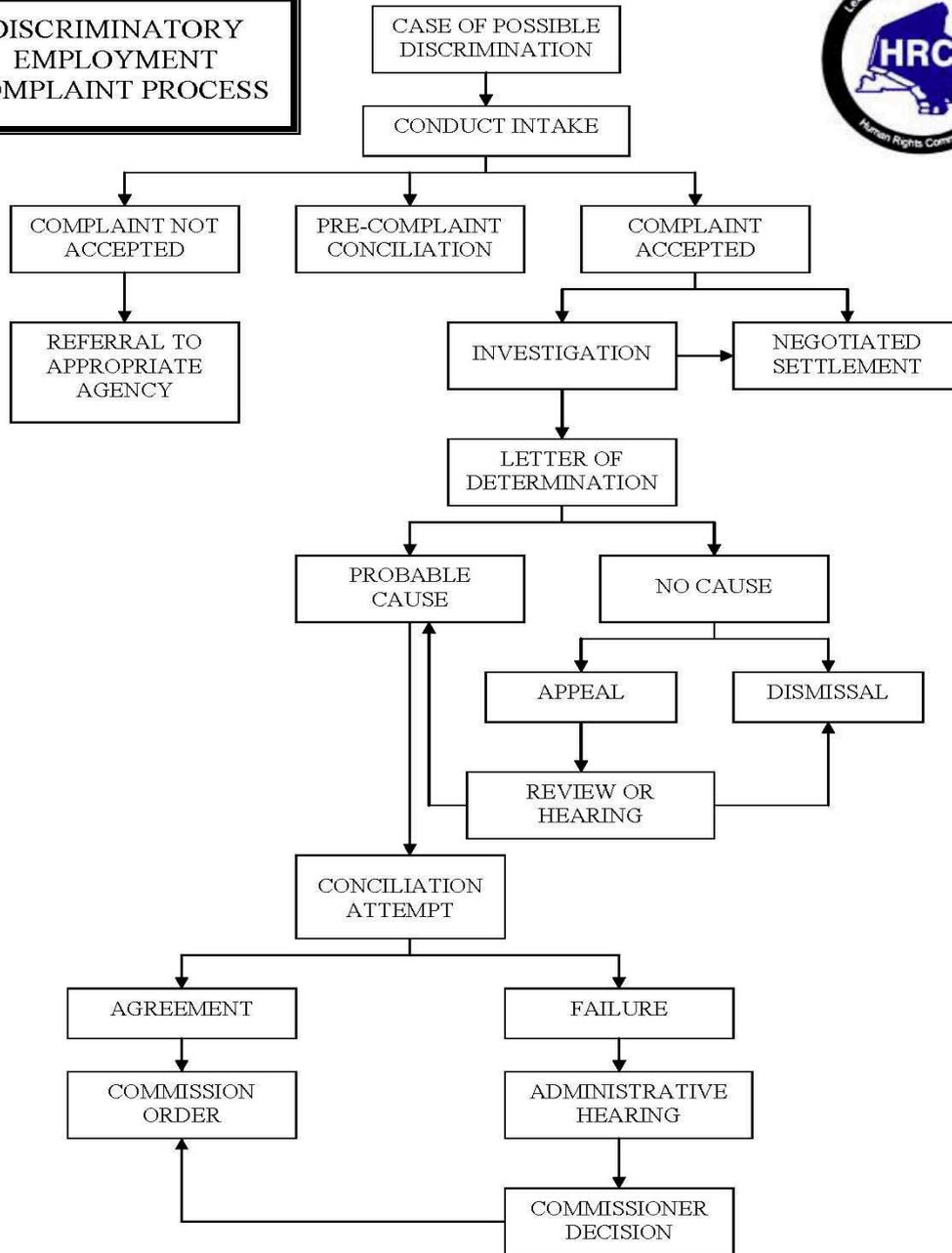
Commissioner  
Bob Orbach



\* Commissioner  
Sandra Noble Canon

# Commission Process

## DISCRIMINATORY EMPLOYMENT COMPLAINT PROCESS



# Compliance



## **Aaron Slatten Investigator II**

Aaron Slatten has been employed with the Lexington Human Rights Commission since January

of 2011. Aaron began his employment with the Commission as an Investigator I, and recently received a bump to Investigator II, having celebrated two years of service to this community. In his two years tenure and capacity as Investigator, Aaron has heard and investigated over one hundred complaints in employment, housing, and public accommodation, filed by a wide variety of protected classes for race, color, sex, age, disability, national origin, religion, and sexual orientation. Aaron has received numerous trainings on fairness issues, and prides himself on staying up to date with emerging legal precedents. By continuing to learn and grow, he considers himself to be an active deterrent in the community for discrimination, both at his desk and in the field. Aaron Slatten graduated from Francis Marion University in 2005, with a BS in Psychology, and a minor in Biology.

**The compliance section** is made up of two investigators, the office manager, commission attorney and the executive director. The primary function of this section is to investigate discrimination complaints in employment, housing, and public accommodations based on race, color, age, sex, national origin, disability, religion, familial status and sexual orientation/gender identity. In addition to the enforcement of anti-discrimination laws, team members also participate in community outreach and education.

**Our anti-discrimination process** begins when you come through the door, submit an online questionnaire, or call and speak with one of our Investigators. An Investigator then receives your preliminary information, and makes a decision as to whether or not your case is one for our agency, or better appropriated to another. Every case we investigate must fall in to one of seven protected categories, or classes. Once we determine ourselves to have jurisdiction of your complaint, we begin a structured interview process with the Charging Party. After interview, Charging Party signs a form that is then mailed out to the appropriate Respondent agency, at which point the investigation is made active. The named Respondent then answers this complaint with a “position statement,” and Charging Party is then called on, and returns to our office to “rebut” the arguments of the Respondent under possibility of pretext. This generally leads to a final request for information from the Respondent based upon the additional facts presented by Charging Party at their time of rebuttal. Upon receiving this final information requested, the Investigator then makes an informed decision as to whether or not discriminatory intent can

be proven by a “preponderance of the evidence.” Throughout the course of our process, Investigators pursue possibility of a settlement with Charging Parties and Respondents. If such a settlement cannot be reached, an Investigator will issue on a “Probable Cause” or “No Probable Cause” determination, and submit it for review to the Executive Director. At this point, depending on our agency’s determination, a Charging Party may either appeal a “No Probable Cause” determination, or a “Probable Cause” determination will proceed in to mediation efforts. If mediation efforts fail to resolve a “Probable Cause” determination, the Staff Attorney then receives the complaint to pursue administrative or civil action.

# *~Compliance~*

## 10-YEAR COMPARISON Discrimination Complaints Filed

AREA	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Employment	111	130	112	105	118	124	118	101	79	87	99
Housing	28	27	24	19	21	38	21	12	18	19	24
Public Accommodations	10	9	8	5	4	5	6	10	4	5	10
Totals	149	166	144	129	143	167	145	123	101	111	133

### 2012 - 2013 Complaints

**EMPLOYMENT = 1,184**

**HOUSING = 251**

**PUBLIC ACCOMODATIONS = 71**

**Total = 1,511**

## Complaints Filed by Basis 2003 to 2013

Basis	2003	2004	2005	2006	2007	2008
Race	76	91	85	67	74	74
Sex	17	21	20	13	14	21
Age (40+)	12	8	5	10	10	9
Religion	3	4	4	2	5	2
Disability	18	13	16	15	17	23
National Origin	15	14	5	13	14	24
Sexual Orientation	5	9	1	5	5	6
Familial Status	0	3	4	2	2	5
Retaliation	3	3	4	2	2	3
<b>Totals</b>	<b>149</b>	<b>166</b>	<b>144</b>	<b>129</b>	<b>143</b>	<b>167</b>

*Note: There are more bases than number of complaints filed each year because some complaints list more than one basis.*

Basis	2009	2010	2011	2012	2013	Totals
Race	65	60	44	39	66	<b>741</b>
Sex	24	14	11	26	22	<b>203</b>
Age (40+)	9	5	7	13	5	<b>93</b>
Religion	2	2	5	3	2	<b>34</b>
Disability	17	21	13	15	25	<b>193</b>
National Origin	13	9	14	4	4	<b>129</b>
Sexual Orientation	8	9	4	7	3	<b>62</b>
Familial Status	4	3	3	3	4	<b>33</b>
Retaliation	3	0	0	1	2	<b>23</b>
<b>Totals</b>	<b>145</b>	<b>123</b>	<b>101</b>	<b>111</b>	<b>133</b>	<b>1511</b>

# The Rights Perspective

## 50th Anniversary Edition



*It is the purpose of the Lexington-Fayette Urban County Human Rights Commission to safeguard all individuals within Lexington-Fayette County from discrimination because of race, color, religion, national origin, sex, age, disability, familial status and sexual orientation/gender identity in connection with employment, housing and public accommodations.*

*"What a milestone! It is hard to imagine the mindset of people like the Reverend Robert Estill, Rabbi Robert Rothman, Reverend Joseph Pilger and Mildred Hunt when they began discussions on race and religion in January of 1963."*

### 50 years of Progress!

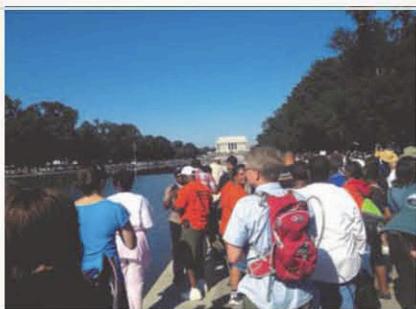
### 50 Years of Excellence!

On June 20, 2013 the Lexington Fayette Urban County Human Rights Commission celebrated 50 years of service to Lexington and Fayette County. The celebration took place at The Grand Reserve on Manchester St. in Lexington, Kentucky's newly refurbished Distillery District. Over 200 people came out that evening to show their support of the LFUC-HRC and their community contributions. There were also three 2013 Excellence in Human Rights Awards given out that evening. The Commission honored The

Lexington Urban County 1999 City Council, Merlene Davis, and Chester Grundy for their contributions to human rights in Lexington - Fayette county. The 1999 City Council was honored for their collaborative role in getting the



*(Continued on page 4)*



### 50 Year Anniversary March on Washington

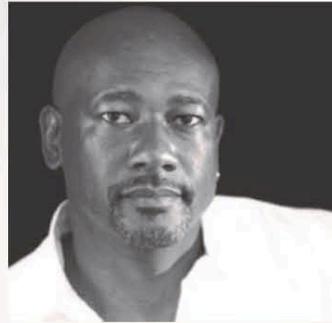
On August 25, 2013 there was a transformation happening in Washington DC as hundreds of thousands of people gathered around the shallow reflection pool to listen to the Rev. Al Sharpton and Martin Luther King Jr. III speak about jobs and remembering the late Martin Luther King Jr's "I Have a Dream Speech." Amongst the many were Marjorie Gonzalez, LFUC—HRC Bilingual Investigator and Astarre Gudino, LFUC-HRC Community Relations Coordinator, along with 31 other Lexington residents. Astarre Gudino and local advocate, Gina DeArth, coordinated the bus, that took the group to Washington DC. "It was awesome" a great new memory for me, stated Tonya, a rider that has long term memory loss from an accident that happened several years back.



**50 Year Anniversary  
Keynote Speaker  
Kim Keenan  
NAACP, Legal Council**

Kim Keenan is a native of Buffalo, NY and currently resides in Washington, DC. She is a graduate of Georgetown University's School of Foreign Service and the University of Virginia School of Law. Throughout her career she has shown a strong commitment to issues affecting women, people of color, and public service. Ms. Keenan was recognized as Top Lawyer by Washingtonian Magazine and was recipient of the Professional Legal Excellence Award by the Maryland Bar foundation.

**50 Year Anniversary  
Featured Poet  
Frank X Walker  
KY Poet Laureate**



Frank X Walker is a Native of Danville, KY and a graduate of the University of Kentucky and he completed an MFA in Writing at Spalding University in May of 2003. He is the 1<sup>st</sup> African-American writer and youngest Kentuckian to be named Kentucky's Poet Laureate. Mr. Walker is a founding member of the Affrilachian Poets. He won the 35th Annual Lillian Smith Book Award and was a Kentucky Public Librarians' Choice Award nominee.

**50 YEARS OF PROGRESS**

(cont.pg 1) 1999 Fairness Ordinance passed. The Fairness Ordinance prohibits discrimination based on sexual orientation and gender identity. Merlene Davis was honored for her outstanding documentation over the last 28 years as a columnist for the Herald Leader.



Mrs. Davis has never been afraid to write about the topics everyone else is trying to ignore. She was born in Owensboro, Kentucky and lived through segregation, the civil rights movement, protests against the Vietnam War, the break up of the Beatles and watched the 1st African American President get elected and

then re-elected for a second term. Her personal knowledge of human rights and humanity are the only tools she needs while addressing diverse topics such as, driving while black or fair education, everyday for those in Lexington and surrounding counties.

Chester Grundy, is the founder and first director of the Martin Luther King Jr. Cultural Center which since its inception in



1987, has presented a broad array of cultural /educational

programs. The MLK Jr. Cultural Center is part of the University of Kentucky.

The programs offered, include, lectures, concerts, dance performances, theatre, etc, and hosted big names such as Muhammad Ali, Maya Angelou, Spike Lee, and the late Coretta Scott King to name a few. Chester Grundy is also co-founder of UK's Spotlight Jazz Series, the longest running collegiate jazz series in the country.

Mr. Grundy is also co-founder of Lexington's Heralded Roots and Heritage Festival and sixteen years served as its Stage 1 Coordinator.

**HAVE YOU  
EXPERIENCED  
DISCRIMINATION?  
WWW.LFUCHRC.ORG**

**COMMISSIONERS  
AND  
STAFF**

**CHAIR**  
REV. KENNETH GOLPHIN

**VICE CHAIR**  
CRAIG CAMMACK

**SECRETARY**  
ANTHONY EVERETT

**TREASURER**  
MICHAEL ADES

**COMMISSIONERS**  
SANDRA CANON  
TRACY DENNIS  
VIBERT FORSYTHE  
GASTON NGANDU-SANKAYI  
BOB ORBACH  
NANCY JO KEMPER  
ROY WOODS  
ELI MERTENS

**EXECUTIVE DIRECTOR**  
RAYMOND A. SEXTON

**SENIOR OFFICE MANAGER**  
TAMI J. REED

**INVESTIGATOR I**  
MARJORIE GONZALEZ

**INVESTIGATOR I**  
AARON M. SLATTEN

**COMMUNITY RELATIONS  
COORDINATOR**  
ASTARRE' GUDIÑO

**COMMISSION ATTORNEY**  
TRACEY BURKETT

**LEXINGTON-FAYETTE  
URBAN COUNTY  
HUMAN RIGHTS COMMISSION**  
162 E. MAIN ST., STE. 226  
LEXINGTON, KY 40507-1315  
WWW.LFUCHRC.ORG

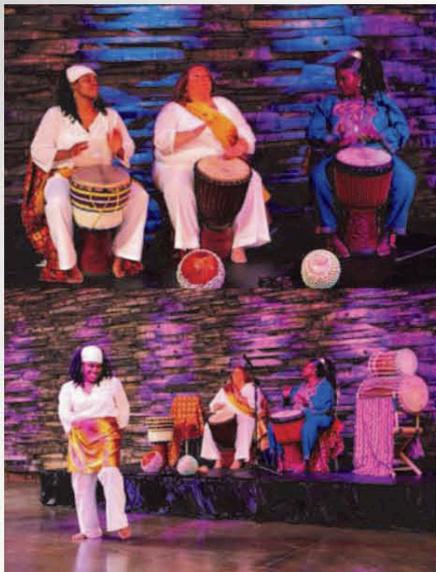
# 50 YEARS OF PROGRESS

1963



The 50 year anniversary dinner was catered by the Grand Reserve and flowers were donated by the Bluegrass Domestic Violence Program .

## *Diverse Culinary and Cultural Experience*



*It is a worthy thing to fight for one's freedom; it*

*~ Mark*

# 50 YEARS OF EXCELLENCE

2013



## *Networking, Honors, and Recognition*

Over 200 people attended the 50th Anniversary Celebration of the Lexington Fayette Urban County Human Rights Commission on June 20, 2013.



*is another sight finer to fight for another man's.*

*Twain ~*

# 50 Years of Progress!

June 2012



Executive Director  
Raymond Sexton  
Begins the 50th  
Anniversary Campaign

August 2012



Media Blitz Begins  
Key Conversations, Channel 36  
Summer Festivals,  
Civil Rights

2012

July 2012



Executive Director Raymond Sexton  
Article in GLAA Magazine  
Compliance Corner

September 2012



Promoted HRC and the 50th  
Anniversary at the Roots and  
Heritage Festival, Latino Festival, and  
Pagan Pride Festival

# 50 Years of Excellence!

**October 2012**



**Networking at the Immigrant  
Networking Summit,  
Kentucky Fair Housing Task Force**

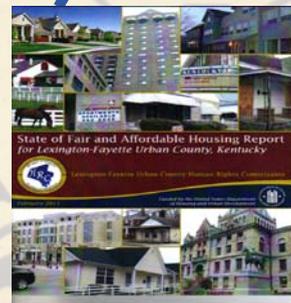
**December 2012**



**Meeting with HUD about  
upcoming year and events**

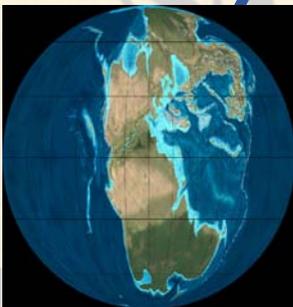
## 2013

**January 2013**



**Final meeting with Metropolitan  
Housing on Fair and Affordable  
Housing Report**

**November 2012**



**BCTC Mosaic Conference Luncheon**

# 50 Years of Progress!

**February 2013**



**Commission Chair  
Kenneth Golphin at  
Fair Housing Report  
Press Conference**

**April 2013**



**Fair Housing Month  
Proclamation and Conference  
Fair Housing Training for LBAR  
I Know Expo, Housing Forum,  
Fair and Affordable Housing meeting  
at Shiloh**

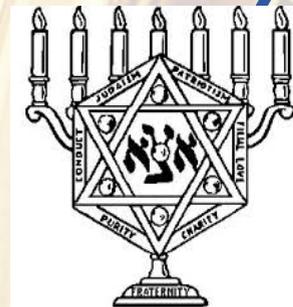
# 2013

**March 2013**



**HB279 Rally at Frankfort, KY  
Transition Fair at UK  
Compliance Corner GLAA**

**May 2013**



**Issues Effecting the Jewish  
Community  
Ohavay Zion Synagogue**

*50 Years of Excellence!*



YEARS OF EXCELLENCE

JUNE 20, 2013



# ~ Community Relations ~

## Awareness and Education

Community awareness and education have long been a focus of the Lexington-Fayette Urban County Human Rights Commission. In 2003 when the annual budget took a significant cut, the Commission experienced a reduction in staff and was no longer able to fund their Community Relations Coordinator (CRC) position. This downsizing made the task of education much more daunting and the Commission experienced a decrease in traffic flow and community activities. The Commission and staff continued to work diligently to do as much as they could as often as they could to maintain open communication although it was an overwhelming task. After ten years with no Community Relations Coordinator the Commission was able to hire a part-time C.R.C. and then in 2013, added the position back full-time. In 2012-2013, the Commission was involved with a number of new projects and they were able to increase community relations activities by 33% during the 4th quarter.

At the beginning of 2012-2013 the Commission held a press conference to announce the Fair and Affordable Housing Report for Lexington Fayette County. The report was completed November 2012 and looks at affordable housing, median income, education, and employment by race, education level, and location. The report will remain in the LFUC-HRC resource center and can be used to help gather information for grant proposals, legislative issues, and so much more. The Commission has also held two community forums this year to discuss the outcome of the report with the community that the numbers effect. **(continued)**



**Astarre' Gudino**  
**Community Relations Coordinator**  
Astarre' Gudino brings ten years of experience in sales, marketing, event planning, training, and administration

to the LFUC-HRC. Mrs. Gudino is a native of Paducah, KY and relocated to Lexington in 2009. Her past experience includes insurance sales, B2B marketing, human resources, and college program coordination. She has a Bachelors of Science in Speech Communication & Public Relations from Southern Illinois University-Carbondale. Mrs. Gudino also serves as the Kentucky State Administrator for the NxLevel Education Foundation and is very active in promoting entrepreneurship throughout the state. She holds certifications through Command Spanish, a job specific Spanish training company and Small Business Start-up trainer certifications through NxLevel. As the Community Relations Coordinator Gudino is responsible for public relations, newsletters, advertising, marketing, community meetings and training facilitation.

**(Cont....)**

The Commission will take the information gathered from the community forums and develop training that will be offered free of charge to residents and businesses of Lexington - Fayette county.

# ~ Community Relations ~

The Lexington-Fayette Urban County Human Rights Commission staff and commissioners attended more than 30 community events and 15 community partnership and networking meetings during the 2012-2013 fiscal year and it is our hope to increase these numbers during the 2013-2014 fiscal year. Training and education is the only way to fight discrimination and empower the residents of Lexington-Fayette County. In the last 50 years we have seen several major victories such as the 1999 Fairness Ordinance and major losses such as HB 279 and our goal is to educate everyone on their rights and how these laws and laws passed in the future will effect their human rights.

One way we educate the community is through trainings. We offer individualized training to businesses and to the general public. All of our workshops can be tailored to fit your individual needs.

## **TRAININGS AVAILABLE**

### **FAIR HOUSING**

- \*What is the fair housing law?
- \*What is covered/prohibited?
- \*Issues in fair lending.
- \*Issues in insurance redlining
- \*Issues related to rental (selection process, evictions, terms and conditions, familial status, disability etc.)
- \*How to respond to a complaint of discrimination.

### **TITLE VII AND ADEA**

- \*What are the employers responsibilities and obligations?
- \*How to limit liability.

### **TITLE VII AND ADEA (CONTINUED)**

- \*Current legal and workplace trends
- \*How to conduct investigations.
- \*How to respond to a discrimination complaint.
- \*How to avoid discrimination charges.

### **SEXUAL HARRASSMENT**

- \*How to recognize sexual harassment.
- \*The employers and supervisors responsibilities.
- \*How to conduct an investigation.
- \*Avoiding Liability.
- \*How to write a sexual harassment policy.
- \*Current legal and workplace trends.



**Tami Reed**  
**Senior Office Manager**  
Tami Reed has been employed with the Lexington-Fayette Urban County Human Rights Commission since April of 1991. Tami began her employment as the

Case Monitor and was soon promoted to the position of Office Manager. Tami has received housing investigator training through the US Department of Housing & Urban Development (HUD) and is a 2007 graduate of the National Fair Housing Training Academy. Tami currently serves as the Senior Office Manager, a position which combines the duties of Case Monitor and Office Manager. A long-time resident of Lexington, Tami graduated from Henry Clay High School and attended the University of Kentucky.

***LFUC-HRC STAFF 22 YEARS***

# ~ Community Relations ~

*(Trainings Continued)*

## AMERICANS WITH DISABILITIES

### ACT OF 1990

- \*What is it?
- \*What topics are covered?
- \*Who is protected?
- \*What employment decisions are covered?
- \*What can I ask during an interview?
- \*Which actions constitute employment discrimination?

## HUMAN DIVERSITY/PREJUDICE REDUCTION

- \*Develop a greater awareness, understanding and recognition of prejudice.
- \*Develop a greater understanding of the impact of prejudice on the work environment and in a social context.
- \*Explore the dynamics of reducing prejudice and welcoming diversity.

## CONFLICT RESOLUTION

- \*Learn to identify misunderstandings in a conflict situation.
- \*Learn to identify what each person brings to a conflict situation.
- \*Learn 14 methods for dealing with conflict.
- \*Learn strategies for dealing with difficult people.
- \*Identify the anatomy of an argument.
- \*Acquire skills needed for effective mediation.

Trainings can be conducted to fit any situation or audience. It is better to know that to be under investigation. We conduct trainings free of charge here in Lexington-Fayette County.



**Marjorie  
Gonzales**  
Investigator I  
(Bi-lingual)

Marjorie Gonzales was hired as Investigator I (bi-lingual) on October 24, 2011. Ms. Gonzales

is a native of Salem, Massachusetts and a daughter of immigrant parents from the Dominican Republic. Marjorie attended Fisher College in Boston, MA where she received a degree in Fashion Merchandising. Ms. Gonzales was very successful in her career and was able to fulfill her creative passion as a Visual Merchandiser and Buyer in the fashion world. In 2005, Marjorie returned to school where she attended New Jersey City University in Jersey City, NJ. At NJCU, Marjorie studied toward her Bachelor of Arts in Sociology and studied early childhood and elementary education, with a concentration on Urban Education. Marjorie came to Lexington in 2008 to be closer to friends and family. Prior to her work at the Commission, Marjorie was employed as Bilingual 401(k) Administrator with Unified Trust Company.

*"We will have to repent in this generation not merely for the hateful words and actions of the bad people but for the appalling silence of the good people."  
-Martin Luther King, Jr.*

# ~ Community Relations ~



The Lexington Fayette Urban County Human Rights Commission attends many community events and meetings every month. If you would like to have us visit your organization, hold a training, set up a table or speak at an event, please contact us. We look forward to working and networking in our community.



## Lexington-Fayette Urban County Human Rights Commission

162 E. Main St., Ste. 226  
Lexington KY 40507  
(859) 252-4931

Website: [www.lfuchrc.org](http://www.lfuchrc.org)  
Follow us on twitter:



#lexhumanrights



Like us on facebook



### **Tracey E. Burkett** **Commission Attorney**

For more than 15 years, attorney Tracey E. Burkett has been helping individuals and families find effective solutions for their complicated legal matters.

Tracey obtained her Juris Doctor at Temple University School of Law in 1993. She spent several years handling family law, employment law and debtors' rights cases at the Appalachian Research & Defense Fund. This is where she gained extensive legal knowledge and valuable courtroom experience she now uses to achieve successful results for her clients today.

She is a recipient of the Kentucky Bar Association Continuing Legal Education Award and she is an active member of the Kentucky Bar Association.

# *Human Rights Commissions Around Kentucky*

## **Ashland**

Human Rights Commission  
(606) 329-8845  
ashlandhumanrights@windstream.net

## **Bowling Green**

Human Rights Commission  
Bowling Green, KY 42101-5185  
(270) 782-7900  
<http://www.bgky.org/humanrights>

## **Bardstown**

Human Rights Commission  
(502) 348-5310  
mreed\_@bellsouth.net

## **Berea**

Human Rights Commission  
(859)-228-1044

## **Covington**

Human Rights Commission  
(513) 706-8275

## **Danville-Boyle County**

Human Rights Commission  
(859) 238-5377  
tompkins@centre.edu

## **Franklin-Simpson County**

Human Rights Commission  
(270) 598-9189  
tuckw@bellsouth.net

## **Hazard**

Human Rights Board  
(606) 436-5728

## **Henderson County**

Human Rights Commission  
(270) 831-1200, ext 273  
hendersonhrc@yahoo.com e-mail

## **Hopkinsville**

Human Relations Commission  
(270) 887-4010  
bstandard@hopkinsvilleky.us e-mail

## **Lebanon**

Human Rights Commission  
(270) 769-2393  
blindbat4647@yahoo.o.com

## **Lexington-Fayette Urban County**

Human Rights Commission  
(859) 252-4931  
[www.lfuchrc.org](http://www.lfuchrc.org)

## **Louisville/Jefferson County Metro**

Human Relations Commission  
(502) 574-3631  
<http://www.louisvilleky.gov>  
HumanRelations

## **Mayfield**

Human Rights Commission  
(270) 247-8237  
chris.kendrick55@yahoo.com

# *Human Rights Commissions Around Kentucky*

## **Maysville**

Human Rights Commission  
(606) 759-7632  
jhussey@maysvilleky.net

## **Mercer County**

Human Rights Commission  
(Serving Harrodsburg, Burgin, and Mercer  
County)  
859-734-2383 Ext 102  
mercercountyhrc@gmail.com

## **Murray**

Human Rights Commission  
(270) 809-3192

## **Owensboro**

Human Relations Commission  
(270) 687-8670  
<http://owensborohumanrelations.com>

## **Paducah**

Human Rights Commission  
(270) 444-8644  
<http://paducahky.gov/city/>

## **Paris**

Human Rights Commission  
(859) 987-6430  
Refer to Mayor Michael Thorton

## **Richmond**

Human Rights Commission  
(859) 625-6410  
HumanRights@richmond.ky.us

## **Russellville-Logan County**

Human Rights Commission  
(270) 755-6000

## **Shelby County**

Human Rights Commission  
(Serving Simpsonville, Shelbyville and  
Shelby County)  
Shelbyhrc@aol.com  
Phone: (502) 655-0424

