

One Lincoln

Mayor Beutler Appoints New Commissioner

After the resignation of Dick Noble from the Lincoln Commission On Human



Dick Noble

Rights, who served on the Commission since 2006, Mayor Beutler has appointed Bennie Shobe Jr. as Mr. Noble's replacement.

Mr. Shobe is currently working for the Nebraska Department of Labor as an Unemployment Insurance Claims Adjudicator. He is also an Adjunct Professor at the University of Nebraska -Omaha in the area of Criminology and Criminal Justice. Currently working on his Doctorate in Philosophy, he has a Masters of Arts from the University of Western Kentucky where he received his Bachelors degree in General Studies.

Since coming to Lincoln, Mr. Shobe has participated in several community events and volunteer opportunities including DayWatch, Big Brothers/Big

Sisters, Celebrate Lincoln, The Juneteenth Celebration and UNL's LGBTQA Resource Center. We would like to welcome Mr. Shobe to the Commission and look forward to working with him in the future.



Bennie Shobe Jr.

The LCHR would also like to thank Dick Noble for his service as a Commissioner and wish him the best in the future! You and your stories will be missed!

Any person interested in serving as a Commissioner can complete an Advisory Board Application. These applications are located on the City of Lincoln website under the Mayor's Department. The Mayor selects an individual to fill an open position and they are then subject to confirmation by the City Council. There is a two term limit for Commissioners and applicants must be residents of Lincoln. The website for an application is <http://lincoln.ne.gov/city/mayor/boards/applicat.htm>.

LCHR Says Goodbye to Commissioner Cooper



Rev. Karla Cooper

The LCHR said goodbye to Commissioner Rev. Karla Cooper at its Thursday, December 15, 2011 regular meeting. Mayor Chris Beutler presented Cooper with a Chief Standing Bear medallion and commemorative clock and thanked her for her work on and service to the Commission. Cooper fulfilled two – three year terms (six years), having started as a Commissioner in January, 2006. Rev. Cooper also served as Vice Chairperson for the Commission for several years of her term. We thank Rev. Cooper for her service on the Commission and we will miss you!

Justice and Education Departments Release New Guidance

The United States Departments of Justice and Education have released two new guidance documents for public school districts and colleges and universities. The Supreme Court has now provided more flexibility for educational institutions to encourage diversity and reduce racial isolation in elementary and secondary schools.

The guidance makes it permissible for educators to consider the race of students when creating plans to increase diversity as well highlights the benefits of having a diverse student population in the K-12th grade population.

“Racial isolation remains for too common in America’s classrooms today and it is increasing,” said Education Secretary Arne Duncan. “This denies our children the experiences they need to succeed in a global economy, where employers, co-workers, and customers will be increasingly diverse. It also breeds educational inequality, which is inconsistent with America’s core values.”

This guidance suggests that schools may increase diversity or reduce racial isolation by grade realignment, changing feeder patterns, program siting and changing attendance boundaries. In Post Secondary Schools it encourages race to be taken into account in admissions, recruitment, mentoring, tutoring, retention and support programs.

The Departments of Justice and Education enforces the Equal protection Clause in the Fourteenth Amendment, Titles IV and VI of the Civil Rights Act of 1964 and this new guidance creates the legal standards by which they can be enforced. The previous guidance set in 2008 during the Bush administration has now been withdrawn.

In Lincoln the minority populations of the public schools system is 29.7 percent. West Lincoln Elementary, Culler Middle School and Lincoln High School have the largest numbers of diversity among its students.

More information about the Civil Rights Division and the laws it enforces is available at www.justice.gov/crt/. Persons who believe they have experienced or witnessed unlawful discrimination may call the Lincoln Commission on Human Rights at (402) 441-7624, visit our website <http://www.lincoln.ne.gov/city/mayor/human> or e-mail Margie Nichols at mnichols@lincoln.ne.gov.



YWCA Outstanding Woman Award Winners

The YWCA of Lincoln celebrated its 125 anniversary by honoring 125 women in Lincoln for being some of the “Sassiest Ladies” in town!

September 23, 2011 was the annual Tribute to Women Awards ceremony.

The YWCA annually recognizes women in the Lincoln community who uphold the YWCA mission of “Empowering woman and eliminating racism”. During this award ceremony several women associated with the Lincoln Commission on Human Rights were recognized.

Margie Nichols, Civil Rights



Investigator, received an Outstanding Woman Award. According to the person who nominated her for the award, “Margie’s zest for life, fun and friendship in the face of hardship empowers the women around her. She works at the Lincoln Commission on Human Rights battling for equal rights and helping to eliminate racism.”

Commissioner Karla Cooper also received an Outstanding Woman Award. Past Gerald Henderson Human Rights Award winners Pastor Janet Goodman Banks also received the Outstanding Woman honor, and past Gerald Henderson Human rights Award winner Betty Brasch received the Legacy Award. Congratulations to these “Sassy Ladies” and thank you for all that you do for Lincoln and Human Rights.



Welcome Baby Henry!

The Lincoln Commission on Human Rights would like to Congratulate Senior Civil Rights Investigator Angela Lemke and her husband Jeremy on the birth of their new baby boy. Henry Ward Lemke was born July 4th, 2011.

We Have Moved

In June the Lincoln Commission on Human Rights moved to its new location. The LCHR is now located at 555 S 10th Street, Lincoln, NE 68508 Suite 304. This is on the 3rd floor of the County /City Building. For directions please call 402-441-7624.

Nominations Sought for the Gerald Henderson and Fair Housing Awards

The Lincoln Commission on Human Rights is seeking nominations for both the Gerald Henderson Human Rights Award and the Commission's Fair Housing Award.



Fair Housing Award nominees will be judged by their outstanding achievements in improving housing opportunities based

on **activities implemented, services performed, or programs operated** in the City of Lincoln.

- Outstanding achievements in fair housing, for the purposes of this award, are understood to result from activities that:
- Demonstrate a commitment to fair housing activities; and/or use new and creative measures to fight housing discrimination, prejudice and the effects of past housing discrimination; and/or
- Foster positive intergroup relations by promoting mutual respect, understanding, cultural awareness,

and appreciation in business, education, government, health, housing, religion, and other areas of civic endeavor.

Nominees of the Gerald Henderson Human Rights Award will be judged by their outstanding achievements in improving housing opportunities based on **activities implemented, services performed, or programs operated** in the City of Lincoln.

- Outstanding achievements in fair housing, for the purposes of this award, are understood to result from activities that:
- Demonstrate a commitment to fair housing activities; and/or use new and creative measures to fight housing discrimination, prejudice and the effects of past housing discrimination; and/or
- Foster positive intergroup relations by promoting mutual respect, understanding, cultural awareness, and appreciation in business, education, government, health, housing, religion, and other areas of civic endeavor.

Who was Gerald Henderson?



The late Gerald Henderson

The Lincoln Commission on Human Rights established an annual Human Rights Award in 2000 to recognize outstanding achievements in furthering human relations in the City.

In 2003, the award was named for the late Gerald Henderson, a long-time civil rights activist and the first director of the Commission. He led the Commission from 1968-1994. Mr. Henderson passed away in 2002.

World Day on the Mall

Lincoln Commission on Human Rights AmeriCorps Member Nichole Hope-Bauman and Hispanic Liaison Loren Mestre-Roberts attended World Day on the Mall on September 15th. World Day on the Mall is a celebration of culture and diversity and has been held annually since 1997. LCHR was one of 60 agencies that participated in this year's World Day on the Mall sharing educational information and brochures to patrons of the event. In addition to this Out Reach project, LCHR also attended Homeless Connect, the annual event put on by the Lincoln Homeless Coalition and continues to reach more than 1200 Lincoln Public School students with the Equity in the Workplace presentation.



Above: AmeriCorp member Nichole Hope-Bauman speaks with World Day on the Mall visitors.

Left: Hispanic Liaison Loren Mestre Roberts waits to greet visitors.

The Lincoln Commission on Human Rights Welcomes New AmeriCorps Member

The Lincoln Commission on Human Rights has a new AmeriCorps member. Nichole Hope-Bauman, started at the Commission in September.

This is the second AmeriCorps term for Nichole; last year she was a VISTA with Volunteer Partners. As the Education and Outreach Coordinator, Nichole is working with several organizations in Lincoln to raise awareness on discrimination laws, fair housing practices and employment solutions for people who encounter discrimination while employed or



during the employment search.

When asked about her placement at the Lincoln Commission on Human Rights she said "I am honored and grateful to be able to serve this year at the Commission and look forward to educating the public on where to go if discrimination happens to them. We have many things planned for this year and it should be exciting to see where we are able to take the Education and Outreach position this year."

Nichole is placed with the LCHR by the Lincoln Parks and Recreation ECHO grant.

TRAINING OFFERED TO HOUSING & EMPLOYMENT PROFESSIONALS!

Sessions may cover general information, address questions, or be tailored to meet the specific needs of your organization, staff, or clientele!

Topics Include:
—FAIR HOUSING
—ADA/ADAAA
—EQUAL EMPLOYMENT

For more information, or to schedule a training session, please contact:

Angela Lemke or Margie Nichols
(402) 441-7624
LCHR@Lincoln.ne.gov



A key aspect of the Lincoln Commission on Human Rights (LCHR) is to raise awareness of discriminatory employment, housing, and public accommodation practices, and inform community members of LCHR's existence and function. Outreach activities include presentations to community groups, schools, companies, and individuals.

The Commission extends this outreach to housing and employment professionals in the form of training sessions. These sessions may include information on the Fair Housing Act, Title VII of the Civil Rights Act of 1968, the Americans with Disabilities Act as Amended, the Age Discrimination in Employment Act and more. Each session can be tailored to meet the needs of your specific organization, staff, or clientele.

If you are interested in designing or scheduling a training session, please contact the Lincoln Commission on Human Rights today!



Don't be left out!
 Include yourself on our mailing list
 Receive notifications for the **Annual Civil Rights Conference,
 Fair Housing, and Gerald Henderson Human Rights Award!**
 To be included on the mailing list, e-mail your mailing address to:
LCHR@lincoln.ne.gov or visit:
http://www.lincoln.ne.gov keyword: **rights**

Jurisdiction:

The City of Lincoln Human Rights Commission has jurisdiction to investigate alleged discrimination complaints in the areas of employment, housing, and public accommodation occurring within Lincoln's city limits. We do not have jurisdiction to investigate alleged discrimination complaints involving City, County and State Government employees, offices or facilities, or state universities (the appropriate contact information is listed below).

- Resources:**
- **Discrimination complaints outside of Lincoln City limits**—Nebraska Equal Opportunity Commission—402-471-2024 or the regional Equal Opportunity Commission office in St. Louis, MO (800) 669-4000
 - **City agency complaints**—City Ombudsman/Mayor's Office (402) 441-7511
 - **University of Nebraska-Lincoln employment complaints** — UNL Affirmative Action (402) 472-3417
 - **Lincoln Police Department complaints**—Internal Affairs Division (402) 441-7204, Citizen Advisory Board (402) 441-6351, or Mayor's office (402) 441-7511
 - **Jail/Penitentiary complaints**—Ombudsman at the State office for Corrections (402) 471-2035
 - **Landlord-Tenant disputes**—Community Action Partnership; Landlord-Tenant Specialist (402) 471-4515
 - **Complaints about legal matters**—County Attorney (402) 441-7321, Legal Aid of Nebraska (877) 250-2016, Nebraska Attorney General (402) 471-2682, or Nebraska State Bar Association (402) 475-7091
 - **Advocacy Services for people with disabilities**—League of Human Dignity (402) 441-7891 or Nebraska Advocacy Services (402) 474-3183.



**Fair Housing.
 It's Not an Option.
 It's the Law!**

If you feel that you have been denied the right of purchase, rent or are otherwise discriminated against when dealing with a person regarding housing and believe this was on the basis of your race, color, gender, religion, marital or familial status, disability, or national origin; please call the Lincoln Commission on Human Rights and set up an intake interview. Our phone number is (402) 441-7624, our services are free, and all of our cases are completely confidential.