



LINCOLN COMMISSION ON

# HUMAN RIGHTS

# 2019 Annual Report





The Lincoln Commission on Human Rights (LCHR) works to eliminate and prevent all forms of illegal discrimination, to assure and foster equal opportunity for all community members of the City and to act in all matters within its jurisdiction.

## Commission Background

LCHR dates back to 1966 when Lincoln voters passed [Article 10](#), an anti-discrimination and human rights amendment to the City Charter. [Title 11](#) was then added to the Lincoln Municipal Code, creating the framework to foster equal opportunity for all Lincoln residents and to prevent and respond to discrimination in employment, housing and public accommodation.

Today, LCHR continues to strive to prevent, respond to, and eliminate all forms of illegal discrimination, and to assure and foster equal opportunity for all City of Lincoln community members. LCHR receives, settles, investigates, issues findings, conciliates, and holds public hearings on complaints alleging discrimination based on race, color, religion, sex, disability, national origin, familial status, age, ancestry, marital status, and retaliation within the City of Lincoln.

## Education & Outreach

LCHR provides community education and assistance to community groups, businesses, schools, and governmental entities for the purpose of providing education regarding our legal rights and responsibilities, as well as promoting diversity, equity and inclusion throughout our community.



LCHR's 2019 Civil Rights Conference Keynote Speaker, Jose Antonio Vargas, poses with LCHR staff after a record-attendance conference.

## LCHR Staff

- **Mindy Rush Chipman** Director
- **Margie Nichols** Senior Civil Rights Investigator
- **Michelle Ware** Senior Civil Rights Investigator
- **Francisca Beltran** Community Outreach Coordinator
- **Peg Dillion** (Jan-Aug) / **Aya Mohammed** (Sep-Dec)  
Senior Office Assistant

## Human Rights Commissioners

The LCHR Commission is a diverse board of community members appointed by the Mayor and approved by the City Council. They typically meet the last Thursday of the month at 4:00 p.m. in the City Council Chambers of the City/County Building to review and issue determinations on the cases presented to them.

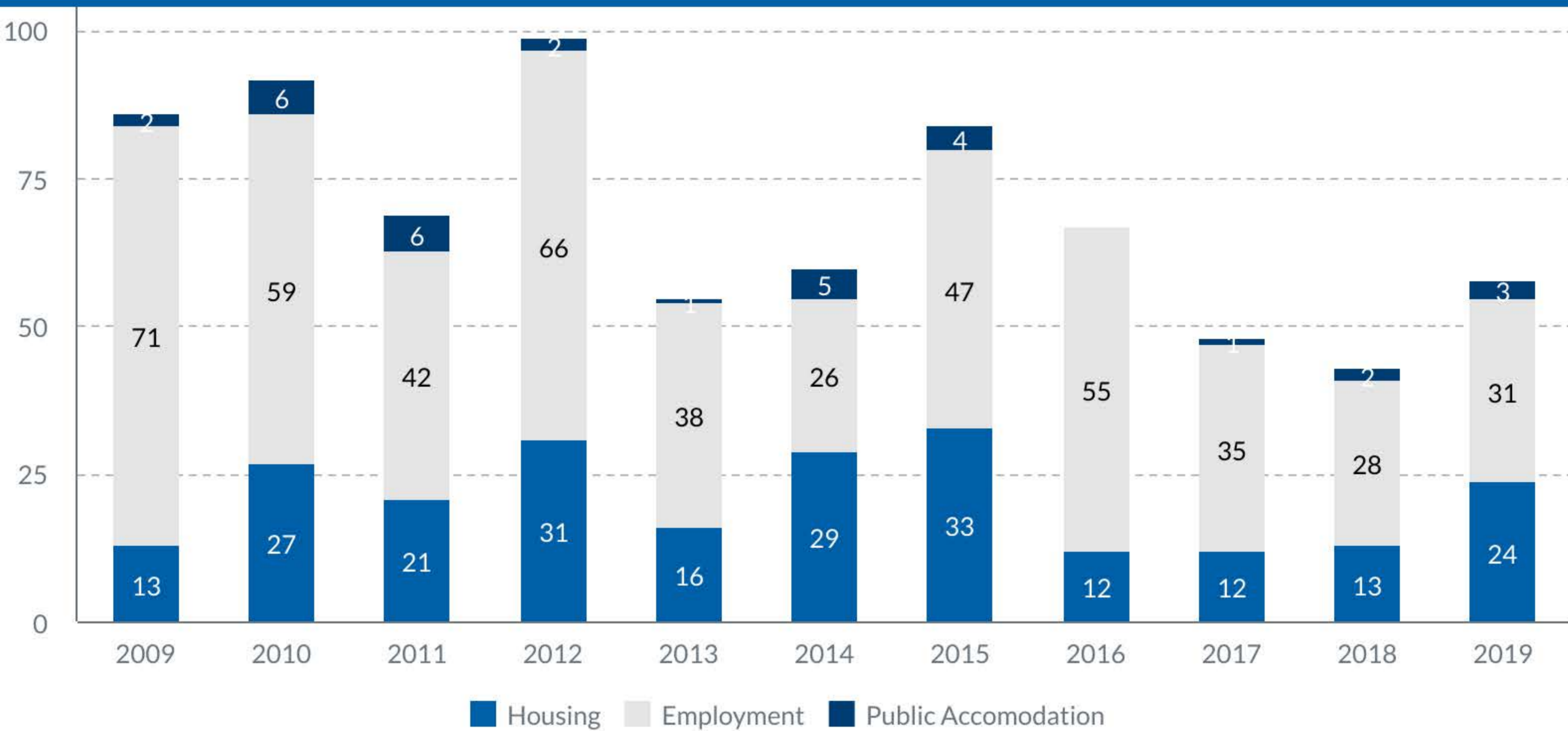


- **Dr. Amanda Baron (Chair)**
- **Dr. Sheri Blok**
- **Carlos Garcia**
- **Precious Loving-Afuh**
- **Jonathan Rehm**
- **Micheal Q. Thompson (Vice-Chair)**
- **Melanie Ways**
- **Terry Werner**
- **Rachel Zeng**

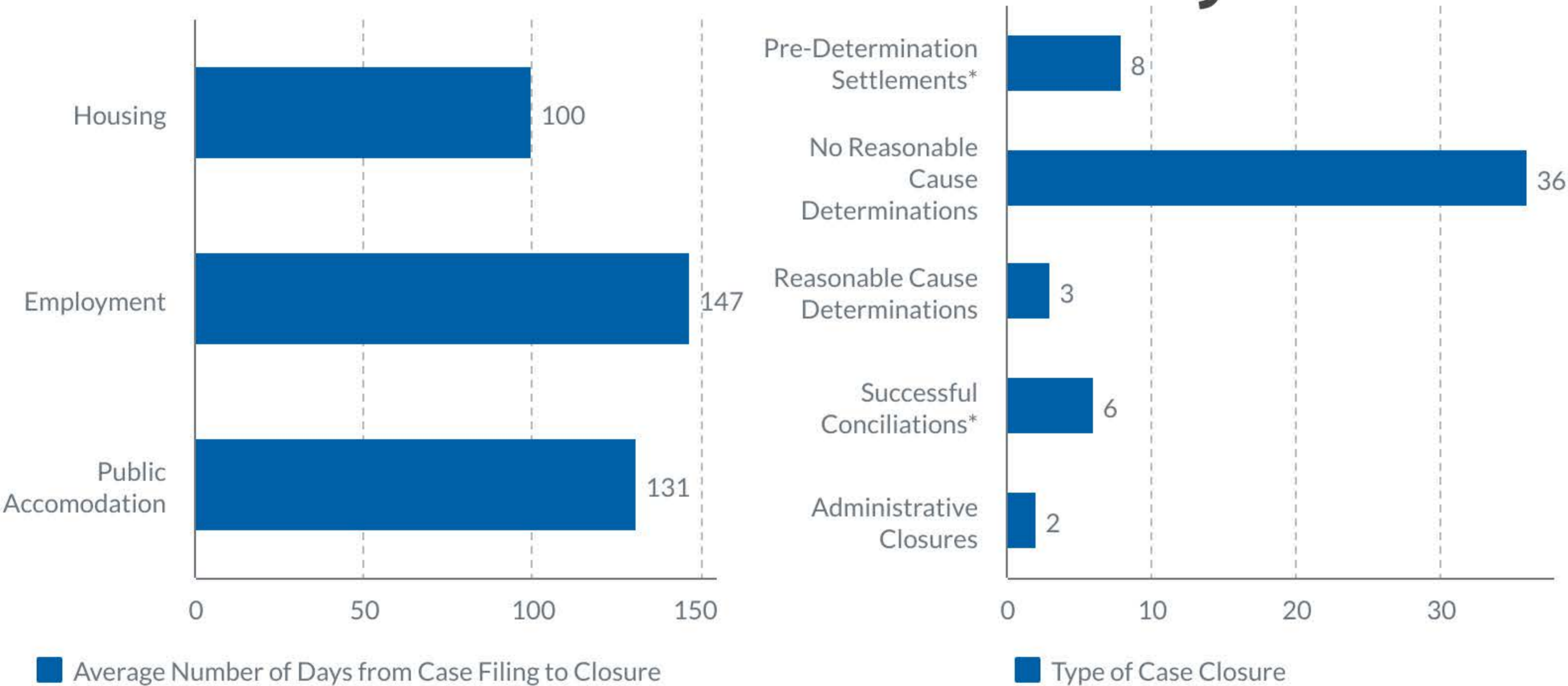
For more information about what the Human Rights Commissioners do, or to apply to become one, please visit [humanrights.lincoln.ne.gov](https://humanrights.lincoln.ne.gov).



# Case Filing Statistics 2009 - 2019



## 2019 Case Closure Summary



\* "The mediation services provided by the Lincoln Commission on Human Rights were extremely helpful in quickly resolving our case. The mediator understood and acknowledged the nuances of the company's position, but also ensured the Complainant's position was fully represented. I was particularly impressed in how the mediator ensured the 'power dynamics' of the situation were never allowed to become tilted in favor of one party or the other, and did this without depriving either party at any time or their right to their position. In just a few hours of mediation, the parties in our case were able to come to settlement terms that were fair and equitable to both sides. The positive experience with LCHR confirmed what I had learned previously -- from an Employer's perspective, when compared to retaining an attorney and arguing the case on its merits, mediation is always the more cost-effective approach."

**Blaine B.**  
 (Senior VP/ HR Director for a mid-size company with national footprint)

