



LINCOLN COMMISSION ON

HUMAN

RIGHTS

2020
Annual
Report



The Lincoln Commission on Human Rights works to eliminate and prevent all forms of illegal discrimination, to assure and foster equal opportunity for all citizens 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.

LCHR continues to strive to prevent, respond to, and eliminate all forms of illegal discrimination, and to assure and foster equal opportunity for all community members. LCHR receives, settles, investigates, issues findings, conciliates, and holds public hearings on complaints alleging discrimination based on race, color, religion, sex (including sexual orientation and gender identity), 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.

In response to community needs, particularly during the COVID-19 pandemic, LCHR has taken a leadership role in creating and implementing both the [CareerLadder Project](#), including [MyCity Academy](#), and the [Tenant Assistance Project \(TAP\)](#).



Although LCHR's 2020 Civil Rights Conference was cancelled due to the COVID 19 pandemic, Wesley Hamilton, founder of [Disabled But Not Really](#), joined Mayor Leirion Gaylor Baird, LCHR staff, and local youth artists and performers at LCHR's [Virtual Social Justice Performance & Discussion](#) on May 19, 2020.

Wesley Hamilton will present the live keynote address at the [2021 Civil Rights Conference \(CRC2021\)](#) on October 21, 2021.

LCHR Staff

- **Mindy Rush Chipman**
Director
- **Margie Nichols** (Jan-Nov), **Michelle Ware** (Jan-Jun) & **Rob Rowan**
Senior Civil Rights Investigators
- **Francisca Beltran & Haefaa Hasan**
Community Outreach Coordinators
- **Shanna Eckman & Sally Casillas**
Senior Office Assistants

Human Rights Commissioners

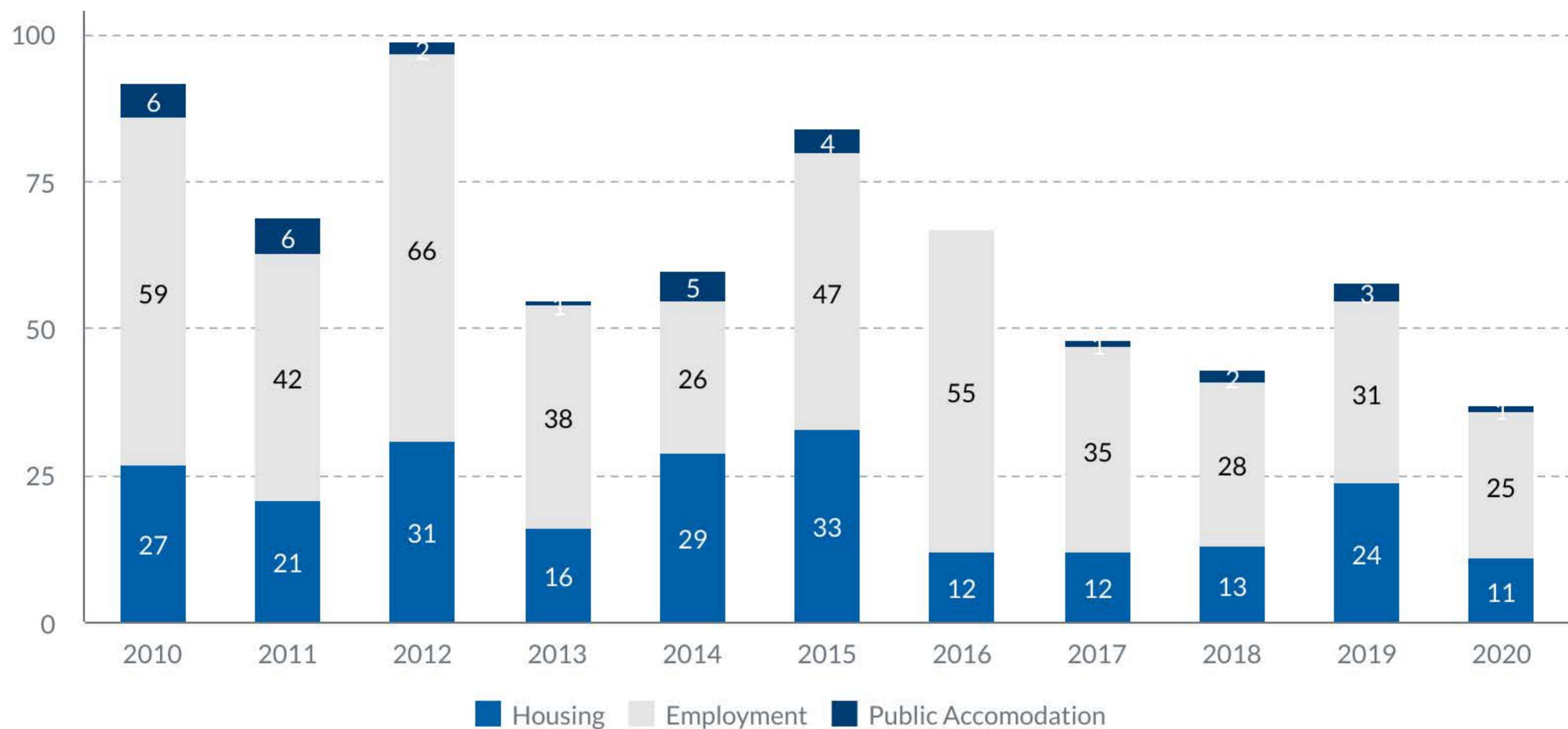
The LCHR Commission is a diverse board of community members appointed by the Mayor and approved by the City Council. They typically meet the last Thursday of the month at 4:00 p.m. in the City Council Chambers of the City/County Building to review and issue determinations on the cases presented to them.



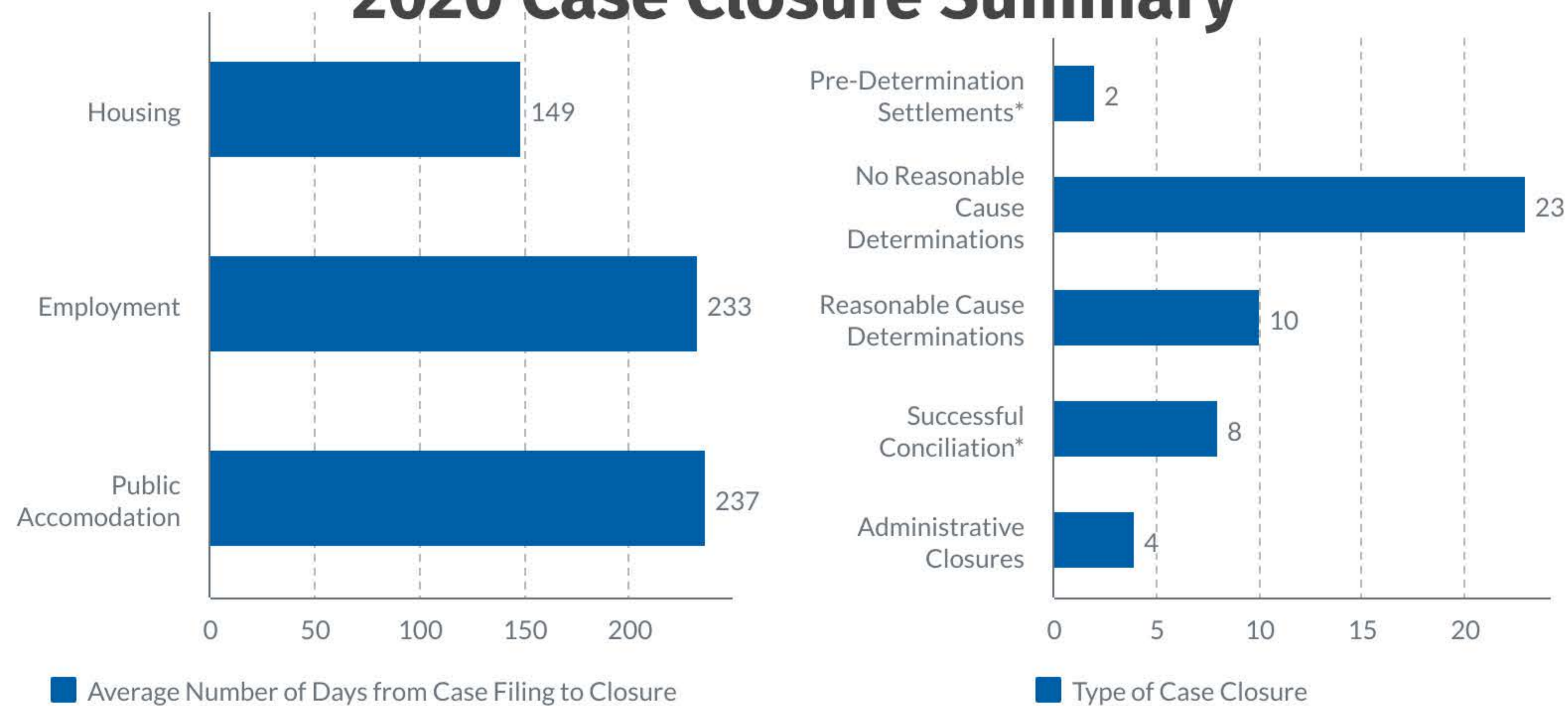
- **Dr. Sheri Blok**, Chair of Humanities / Speech Instructor, Southeast Community College-Lincoln
- **Carlos Garcia (Chair)**, Financial Aid Technician, Southeast Community College
- **Rose Godinez**, Legal And Policy Counsel, ACLU of Nebraska
- **Dr. Emira Ibrahimasic**, Assistant Director and Assistant Professor of Practice, Global Studies Program, University of Nebraska-Lincoln
- **Precious Loving-Afuh (Vice Chair)**, Education Specialist, Educational Talent Search Program, University of Nebraska-Lincoln
- **Jolene McCulley**, Owner and Operator, Orenda Entrepreneur Services
- **Jonathan Rehm**, Attorney Shareholder, Rehm, Bennett, Moore, Rehm & Ockander Attorneys at Law, P.C., L.L.O.
- **Terry Werner**, National Association of Social Workers
- **Rachel Zeng**, President & CEO, Reach Far Global Education, LLC

For more information about what the Human Rights Commissioners do, or how to apply to become one, please visit humanrights.lincoln.ne.org.

Case Filing Statistics 2010 - 2020



2020 Case Closure Summary



* "The mediation the Lincoln Commission on Human Rights conducted involving my client, together with the follow up work . . . was instrumental in a final solution to my client's case, which was a compromise by both parties. Your education to the other side during the mediation session was essential to this process and result. I have been an advocate for mediation as a reasonable and cost-effective way to resolve disputes which might otherwise result in trials and costly time and expense. Your efforts to bring the parties 'to the table' initiated a more reasonable dialogue, culminating in a mutually satisfactory settlement . . . I can certainly recommend utilization of your agency's services to resolve the sorts of disputes that are of the kind that my client faced. My hope is for you to continue your fine efforts on behalf of the Commission on Human Rights and various parties coming to you for help."

Bill O.
(Complainant Attorney)

