

**CITY OF LINCOLN, NEBRASKA  
COMMISSION ON HUMAN RIGHTS  
MINUTES**

Thursday, July 29, 2021  
555 S 10<sup>th</sup> Street, 1<sup>st</sup> Floor  
City County Building, Council Chambers

**CALL TO ORDER:**

The June 29, 2021, meeting of the Lincoln Commission on Human Rights (LCHR) was called to order at 4:00 p.m. by Carlos Garcia, Chair.

**ROLL CALL:**

The roll was called.

**MEMBERS PRESENT:**

Commissioners: Carlos Garcia (Chair), Precious Loving-Afuh (Vice Chair), Terry Werner, Rose Godinez and Jolene McCulley.

**MEMBERS ABSENT:**

Commissioners: Sheri Blok, Emira Ibrahimasic, Kevin Abourezk and Alyssa Martin.

**STAFF PRESENT:**

Abigail Littrell, Rob Rowan, Chassidy Jackson-Goodwin, Haefaa Hasan, Ivy Lutz and Mallorie Sckerl, and Francisca Beltran.

**APPROVAL OF June 24, 2021, MINUTES:**

A motion was made by Werner and seconded by Garcia to approve the minutes of the previous meeting.

Hearing no discussion, Garcia asked for the roll call. Voting "aye" were Garcia, Loving-Afuh, Werner, Godinez and McCulley. Motion carried.

**APPROVAL OF July 29, 2021, AGENDA:**

A motion was made by Werner and seconded by Godinez to approve the meeting agenda. Hearing no discussion, Garcia asked for the roll call. Voting "aye" were Garcia, Loving-Afuh, Werner, Godinez and McCulley. Motion carried.

**CASE DISPOSITIONS:**

**LCHR #20-0922-019-E-R**

A motion was made by Werner and seconded by Loving-Afuh to recommend a finding of **no reasonable cause**.

Godinez questioned why the Respondent refused to provide the National Origin of their employees. Investigator Jackson-Goodwin stated she asked repeatedly for the Respondent to provide the national origin of their employees, but they declined, citing that they did not ask that information when hiring.

Loving-Afuh questioned how the Complainant discovered their family member worked for the Complainant; the Investigator clarified that when Complainant showed up for orientation the relation was discovered at that time. Loving-Afuh questioned why the Complainant's son went to inquire with the Respondent; the Investigator stated that there was a language barrier which required the son's assistance.

There were questions regarding the inappropriate behavior that the Respondent claimed as a reason for termination; the Investigator stated that the Respondent said the Complainant's tone was aggressive, they were speaking loudly, demanded a job and "threatened" to get a lawyer. The Complainant said that they did not react that way but were upset and felt that members of their culture were treated differently by "Americans."

Hearing no discussion, Garcia asked for the roll call. Voting "aye" were Garcia, Loving-Afuh, Werner, Godinez and McCulley. Motion carried.

**LCHR #20-1222-025-E-R**

A motion was made by Werner and seconded by Garcia to recommend a finding of **no reasonable cause**.

Godinez questioned if the comparators were also bi-lingual, saying that if the Complainant was not meeting expectations, perhaps the expectations were for non-bilingual individuals. Werner noted that they were dismissed within the probationary period and questioned what being bi-lingual had to do with the Complainant's National Origin.

Garcia questioned jurisdiction; Attorney Littrell stated that LCHR did not have jurisdiction over the agency but did for the timeliness of the case. No objections related to jurisdiction were received by LCHR.

Hearing no discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Werner and McCulley. Voting “no” was Godinez. Motion carried.

**LCHR #21-0323-001-PA**

A motion was made by Loving-Afuh and seconded by Werner to recommend a finding of **no reasonable cause** on all allegations.

Werner and McCully expressed their disappointment that the Respondent failed to communicate properly with the Complainant, even if there was no evidence of discrimination. Loving-Afuh agreed that the Respondent provided poor customer service.

Godinez noted that the ordinance for Public Accommodation was very broad, and believed that the refusal of service from the Respondent might fall under it.

Hearing no discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Werner, Godinez and McCulley. Motion carried.

**PRE-DETERMINATION SETTLEMENT AGREEMENTS:**

**LCHR #20-0827-015-E-R**

A motion was made by Werner and seconded by Godinez to **approve** the pre-determination settlement agreement.

Hearing no discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Werner, Godinez and McCulley. Loving-Afuh abstained. Motion carried.

**LCHR #21-0302-003-H**

A motion was made by Werner and seconded by Garcia to **approve** the pre-determination settlement agreement.

Hearing no discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Werner and Godinez. McCulley abstained. Motion carried.

**CHARGE OF DISCRIMINATION/PUBLIC HEARING:**

**LCHR #21-0302-002-H**

A motion was made by Werner and seconded by Garcia to **approve** a move to Public Hearing.

Hearing no discussion, Garcia asked for the roll call. Voting “aye” were Garcia, Loving-Afuh, Werner, Godinez and McCulley. Motion carried.

**OLD BUSINESS:**

**Outreach**

LCHR was at the Indian Center for a back to school event and had over 200 people stop by the booth.

Multi-language LCHR fair housing PSAs will be running on the radio soon; Red 94.5 and Froggy 98.

On August 1<sup>st</sup>, LCHR will participate in Lincoln Unites! at Lincoln Tower Square

On August 4<sup>th</sup>, LCHR will participate in the remembrance event with the Yazidi community

**NEW BUSINESS:**

**Director Report**

Efforts are continuing to connect community members with Rental Assistance.

Housing Rights Interns Mallory, Saadi, and Cameron are leaving, moving on to law / graduate school. Thuyhong is transiting to full time in the office. A new intern, Hayden, started recently.

Joshua Barr from the Des Moines Commission on Human Rights / Raising the Barr, LLC will be coming to LCHR to provide training and technical support, August 4, 25 and 26, 2021.

**PUBLIC COMMENT:**

There was no public comment.

The meeting was adjourned at 4:50 p.m.

**Next Meeting:**

Thursday, August 26, 2021, at 4:00 p.m.

555 S. 10<sup>th</sup> Street, 1<sup>st</sup> Floor, Council Chambers