



Louisville Metro Government

Action Summary - Tentative Committee on Equity and Inclusion

Chair Jecorey Arthur (D-4)
Vice Chair Anthony Piagentini (R-19)
Committee Member Barbara Shanklin (D-2)
Committee Member Cassie Chambers Armstrong (D-8)
Committee Member Kevin Kramer (R-11)
Committee Member Markus Winkler (D-17)
Committee Member Nicole George (D-21)

Thursday, April 21, 2022

4:00 PM

Council Chambers/Virtual

THIS MEETING IS BEING HELD VIA VIDEO TELECONFERENCE

Call to Order

Chair Person Arthur called the meeting to order at 4:02 p.m.

Roll Call

Chair Person Arthur introduced the committee members and non-committee members present. A quorum was established.

***NOTE: All committee members present attended virtually, except Chair Person Arthur, Vice Chair Piagentini, Committee Member Kramer, Committee Member George, and Council President James, who attended in Chambers.**

Present: 7 - Committee Member Barbara Shanklin (D-2), Chair Jecorey Arthur (D-4), Committee Member Cassie Chambers Armstrong (D-8), Committee Member Kevin Kramer (R-11), Committee Member Markus Winkler (D-17), Vice Chair Anthony Piagentini (R-19), and Committee Member Nicole George (D-21)

Non-Committee Member(s)

Council President David James (D-6)

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Special Discussion

1. [ID 22-0558](#)

SPECIAL DISCUSSION: DISCRIMINATION IN LOUISVILLE AND KENTUCKY

- CHIEF MICHAEL MEEKS, OFFICE OF EQUITY

- VERNA GOATLEY, HUMAN RELATIONS COMMISSION

- TERRANCE SULLIVAN, KENTUCKY COMMISSION ON HUMAN RIGHTS

Attachments: [Understanding the Complaint Process 04-21-22.pdf](#)

Chair Person Arthur introduced the topic of discussion and guest speakers.

Verna Goatley, Louisville Metro Human Relations Commission, gave an overview regarding the Louisville Metro Human Relations Commission Complaint Process (Attached hereto). She introduced the following speakers:

- Chase Medved, Louisville Metro Human Relations Commission
- Chanca Sears, Louisville Metro Human Relations Commission

The following also spoke to this item:

- Chair Person Arthur
- Committee Member Winkler
- Vice Chair Piagentini
- Terrance Sullivan, Kentucky Commission on Human Relations
- Committee Member George

The following was discussed:

- There was a discussion regarding the investigative side of the complaint process for Louisville Metro Human Relations Commission.
- There was a discussion regarding complaints concerning protected classes, the Fair Housing Act, Americans with Disabilities Act, wrongful termination, public accommodations, Equal Employment Opportunities Commission, etc.
- There was a discussion regarding Hate Crimes relating to Civil Rights violations.
- There was a discussion regarding the intake process for complaints within the Louisville Metro Human Relations Commission.
- There were several questions regarding Louisville Metro's rating in regard to housing discrimination.
- Louisville Metro was reportedly one of the top cities for housing discrimination against African Americans and Hispanics.
- There were several questions regarding whether the Louisville Metro Human Relations Commission has adequate funding to investigate discrimination complaints and tests for compliance.
- The Louisville Metro Human Relations Commission does not have authority to investigate complaints that are outside their jurisdiction.
- There were several questions regarding how many complaints lodged with the Louisville Metro Human Relations Commission were within a protected class.
- There were several questions regarding whether the Louisville Metro Human Relations Commission enforces the Housing/Rental Payment Discrimination Ordinance that was recently passed by the Metro Council.

- There were several questions regarding how many complaints have been lodged in accordance with the parameters of the Ordinance.
- There were several questions regarding whether there are areas in which the language could be more defined to strengthen the law.
- There was a discussion that six cases have been lodged with the Louisville Metro Human Relations Commission, but only three cases have been officially opened.
- There was a discussion regarding adding language to the Ordinance that details the rent-to-income ratio.
- There was a discussion regarding the property owners creating further stipulations for tenants with housing vouchers, and/or not accepting all forms of housing payments.
- There was a discussion regarding a few examples of housing discrimination against prospective renters that have Section 8 housing vouchers.
- There were several questions regarding the formula/calculations used to deduce rent-to-income ratios.
- There were several questions regarding a top area of discrimination being familial status.
- There was a discussion regarding some employers' discriminative practices in regard to familial status.
- There was a discussion regarding the Kentucky Commission on Human Relations investigating numerous Louisville Metro complaints although it does not have jurisdiction in Louisville Metro.
- There was a discussion regarding the Kentucky Commission on Human Relations partnering with local agencies to further combat discrimination complaints.
- There were several questions regarding how an individual determines which agency to contact, i.e., Kentucky versus Louisville Metro.
- There was a discussion regarding the Kentucky Commission on Human Relations finding more creative marketing to make individuals aware of their services.
- There were several questions regarding how the Louisville Metro Human Relations Commission may increase their outreach efforts.
- There was a discussion regarding cases that occur within Louisville Metro being routed to the Louisville Metro Human Relations Commission, while cases that occur outside of Louisville Metro are routed to the Kentucky Commission on Human Relations.
- The Louisville Metro Human Relations Commission is eager to attend neighborhood festivals and events to increase outreach efforts.
- There were several questions regarding how the Kentucky Commission on Human Relations determines which agency will investigate a complaint.
- Due to staffing shortages, the Kentucky Commission on Human Relations may on a case-by-case basis refer a case to the Louisville Metro Human Relations Commission as they have more investigative resources.

Adjournment

Without objection, Chair Person Arthur adjourned the meeting at 5:04 p.m.