

TENNESSEE HUMAN RIGHTS COMMISSION FY 2018 ANNUAL REPORT

50

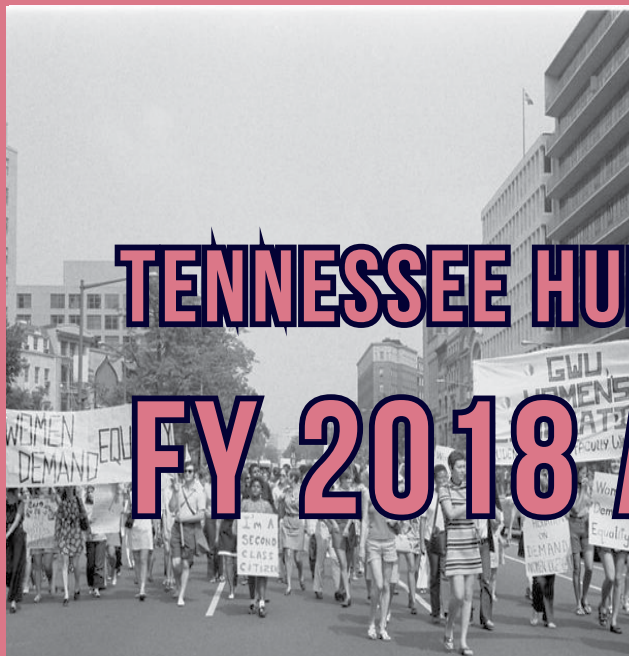


TABLE OF CONTENTS

03	LETTER FROM THE EXECUTIVE DIRECTOR
04	LETTER FROM THE CHAIR
05	BOARD OF COMMISSIONERS
06	COMMISSION HISTORY
08	EXECUTIVE SUMMARY
09	CUSTOMER SERVICE AND INTAKE
10	MEDIATION
11	EMPLOYMENT DIVISION
13	HOUSING DIVISION
15	TITLE VI COMPLIANCE DIVISION
18	LEGAL DIVISION
20	COMMUNICATIONS DIVISION
24	STAFF AND OFFICES

Left side of cover (top to bottom): "Women's liberation march from Farragut Square to Lafayette i.e., Lafayette Park/WKL" by Leffler, Warren K. Washington D.C, 1970; "Incident at 133rd St. and Seventh Ave. last night as Harlem was torn by disorder for second time/ World Telegram & Sun photo by Dick De Marsico," by De Marsico, Dick. New York, 1964; "CORE-sponsored demonstration at realtor office of Picture Floor Plans, Inc." by Seattle Police Department. Seattle, WA, 1964; "Civil rights march on Washington, D.C. / WKL" by Leffler, Warren K. Washington D.C, 1963. Right side of cover (top to bottom): "Memphis Women's March" by Ben Phis, licensed under CC BY-NC 2.0/cropped; "Can You Hear Me Now? #MeToo" by Alee Perkins, licensed under CC BY 2.0/cropped; "Keep Families Together. Really" by Max Bennett, licensed under CC BY-NC 2.0/cropped from original; "Demilitarize the Police, Black Lives Matter" by Johnny Silvercloud, licensed under CC BY-SA 2.0.



September 20, 2018

Governor Bill Haslam
State of Tennessee
1st Floor, State Capitol
Nashville, TN 37245

Members of the General Assembly
State of Tennessee
Cordell Hull Bldg.
Nashville, TN 37243

Dear Governor Haslam & Members of the General Assembly:

It is with pleasure that I provide the FY 2017-2018 Annual Report for the Tennessee Human Rights Commission for the period July 1, 2017, through June 30, 2018. This report details the Commission's actions and initiatives to safeguard the public from discrimination through education and enforcement.

Our Chair, Annazette Houston and the members of our Board of Commissioners continue to provide leadership in the quest to meet the Commission's mission and goals.

It is my privilege to serve.

Sincerely,

Beverly L. Watts
Executive Director





September 20, 2018

Dear Partners,

The Tennessee Human Rights Commission continues to provide effective education and to enhance its enforcement initiatives to provide quality information and service to the public. It continues to be my honor to serve as the Chair of the Board of Commissioners. This report provides the details of our education and outreach efforts as well as our enforcement activity.

This report is designed to inform elected and appointed government officials, civic organizations and the public about those human rights issues under the Commission's jurisdiction that were addressed during FY 2017-2018. Let me thank my fellow Commissioners for their support and the staff for their commitment to equity and access through the enhancement of agency operations. I encourage you to read about the Commission's work and accomplishments.

This year marks the 50th Anniversary of Dr. Martin Luther King Jr's death in Memphis and the subsequent passage of the Federal Fair Housing Act. Dr. King said, "Our lives begin to end when we become silent about the things that matter". The Commission honors the memory and legacy of Dr. King through our efforts to achieve justice and equality in Tennessee.

Sincerely,

A handwritten signature in black ink, appearing to read "Annazette Houston".

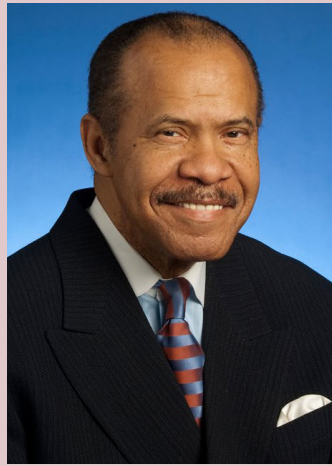
Annazette Houston, Chair
Board of Commissioners



BOARD OF COMMISSIONERS



ANNAZETTE HOUSTON, CHAIR



RALPH WHITE



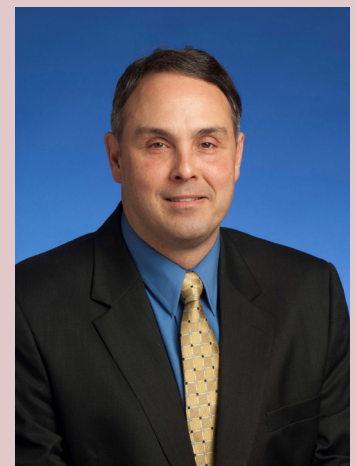
JULIUS SLOSS



GARY D. BEHLER



CHRIS CRIDER



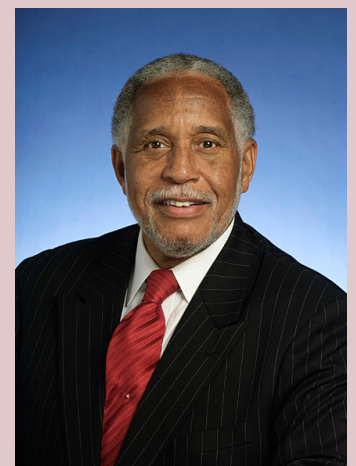
ERIC CRAFTON



ROBIN DERRYBERRY, VICE CHAIR



SCOTT ARNWINE



BILL MARTIN, SECRETARY

COMMISSION HISTORY

On September 30, 1963, Governor Frank G. Clement signed Executive Order 18 creating the Tennessee Human Relations Commission. The Commission's original purpose was to advise the public of their rights, research and report on human relations and relay these findings to the governor. The commission accomplished this by working alongside other government agencies with similar responsibilities.

In 1967, legislation was passed creating the Tennessee Commission on Human Development, which absorbed rules and regulations to govern its proceedings, and added a prohibition against sex discrimination.

In 1978, the Tennessee Human Rights Act (THRA) became law, transforming the commission from an advisory agency to an enforcement agency. Former Commissioner Jocelyn Wurzburg of Memphis Tennessee was the author of this legislation; her leadership was critical to its passage.

In 1979 and 1980, the law was amended to include disability and age as protected classes.

In 1983, the commission officially became the Tennessee Human Rights Commission (THRC). In 1984, the law was amended to prohibit discrimination in housing. In 1990, the expansion was extended to include familial status and disability as protected classes.

Today, the THRA prohibits discrimination based on race, color, creed, religion, sex, national origin, age (in employment), disability and familial status (in housing). In 2009, the THRA was expanded and THRC was given the authority to verify that state government entities comply with requirements of Title VI of the Civil Rights Act of 1964. Title VI prohibits recipients of federal financial assistance from discriminating on the basis of race, color, and national origin.

In 2014, legislation was passed that amended the THRA (T.C.A. §4-21-201) by reducing the THRC's board from fifteen (15) members to nine (9) members with two (2) members being appointed by leadership from the senate and house, and five (5) appointed by the governor.

Tennessee Human Relations Commission is created as an advisory agency

1967

The Tennessee Human Rights Act (THRA) enacted making the commission an enforcement agency

1979

Age becomes a protected class under THRA

1983

1963

Legislation created the Tennessee Commission on Human Development

1978

THRA amended to include disability; commission partners with EEOC

1980

The commission officially becomes the "Tennessee Human Rights Commission"

COMMISSION HISTORY CONTINUED

THRC's new board structure became effective on January 1, 2015.

THRC has maintained collaborative partnerships with the federal government for almost forty (40) years. In 1979, the THRC partnered with the U.S. Equal Employment Opportunity Commission (EEOC) through an employer monitoring grant, which has since expanded into a work sharing agreement. In 1985, the THRC began its partnership with the U.S. Department of Housing and Urban Development (HUD).

These relationships allow THRC to investigate complaints involving alleged violations of Title VII of the Civil Rights Act of 1964, the Age discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990, the Americans with Disabilities Act Amendments Act of 2008 and Title VIII of the Civil Rights Act of 1968 (Fair Housing Act).

The mission of THRC is to safeguard individuals from discrimination through education and enforcement and is executed through a nine (9) member Board of Commissioners and staff totaling twenty nine (29) in four (4) different offices across the state.

THRC has operated a successful mediation program since its reactivation in 2008. The THRA and Tennessee Disability Act (TDA) are both enforced through efforts to mediate, investigate, conciliate, and when necessary, litigate allegations of discrimination.

THRC also coordinates the state of Tennessee's compliance with Title VI through public meetings, outreach events and educational resources.

THRA amended to prohibit discrimination in housing

1985

Familial status and disability protected from housing discrimination

2008

THRC given authority to monitor state agencies' Title VI compliance

2015

1984

THRC partners with U.S. Dept. of Housing and Urban Development (HUD)

1990

THRC reactivates mediation program

2009

Board of commissioners reduced to nine (9) members

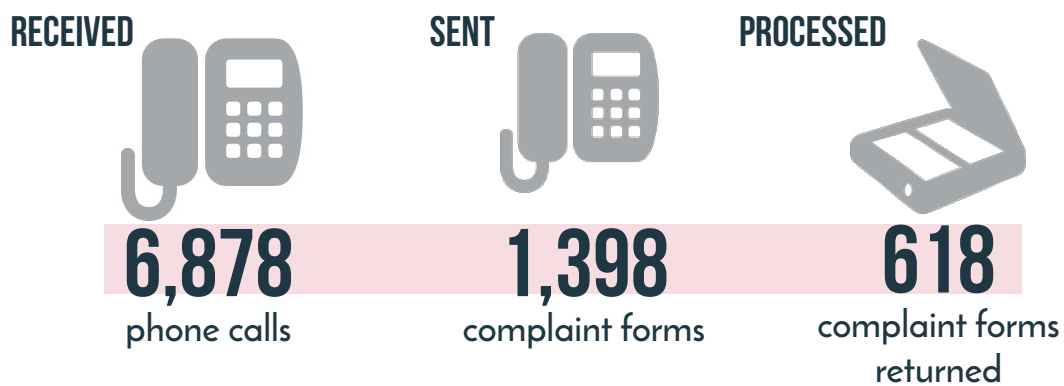
EXECUTIVE SUMMARY

- The *Customer Service Division* is THRC's initial point of contact. The division processed 6,878 calls from the public, sent out 1,398 complaint forms and handled 618 returned forms.
- The mediation program experienced a resolution rate of 51% ,with a total of 35 *mediations* being conducted of which 18 were successful agreements. There were 22 mediations that fulfilled its terms, which resulted in \$174,274 awarded to complainants.
- The *Employment Division* received 660 inquiries, of which 279 complaints were accepted. The division closed 278 complaints with 22 complaints closed through settlement resulting in \$259,574 in monetary benefits to the complainant.
- The *Housing Division* received 488 inquiries, of which 119 were accepted for investigation. The division closed 126 complaints with 41 closed through conciliations resulting in \$47,009 in monetary benefits to the complainant.
- In summary, there were 41 *conciliations*, 22 *settlements* and 22 *mediations* which produced \$480,857 in total monetary benefits awarded to complainants. Non-monetary benefits included revision of policies, translation of policies into Spanish, employment and housing training, and permission to keep emotional support animals.
- The *Legal Division* reviewed and recommended for closure 332 complaints, and conducted 16 reconsiderations for housing and employment cases combined. The division found reasonable cause in 17 complaints; 10 in employment and 7 in housing. (The agency was able to resolve 8 complaints, which includes complaints with previous findings being issued.)
- The *Title VI Compliance Program* reviewed 48 state agency implementation plans and completed 1 compliance review. The division received 375 inquiries and accepted 100 complaints of which 70 were closed. The division trained 81 individuals in Title VI compliance and responded to 200 requests for technical assistance.
- The *Communications Division* successfully connected with more than 3,022 individuals through participation in more than 152 education and outreach events.
- Through both traditional and social media, THRC is reported to have potentially reached approximately 2.7 million individuals.
- The 2018 Employment Law Seminar experienced another successful year with 160 attendees and featured keynote speaker Judge Kevin Sharp of Sanford Heisler Sharp, LLP.

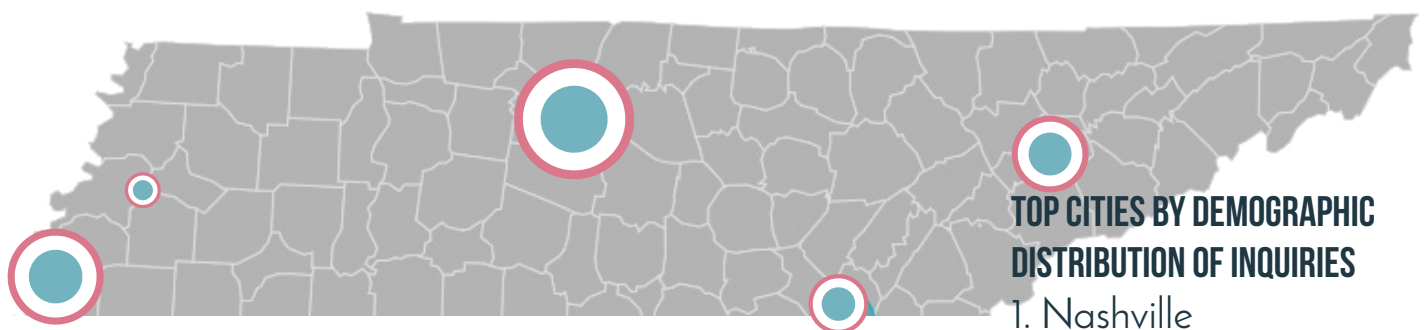
CUSTOMER SERVICE & INTAKE

Through THRC's Customer Service & Intake Divisions, individuals can obtain assistance with filing a discrimination complaint. The Customer Service Division serves as the initial point of contact for those seeking assistance. Staff provide information on how to file a complaint, sending out complaint forms to requesting parties and also make referrals to other agencies as needed.

IN 2018 CUSTOMER SERVICE AND INTAKE...



The **INTAKE DIVISION** receives complaints for employment and public accommodations. Complaints are then assessed to determine whether the allegations are jurisdictional violations of the Tennessee Human Rights Act or the Tennessee Disability Act.



TOP CITIES BY DEMOGRAPHIC DISTRIBUTION OF INQUIRIES

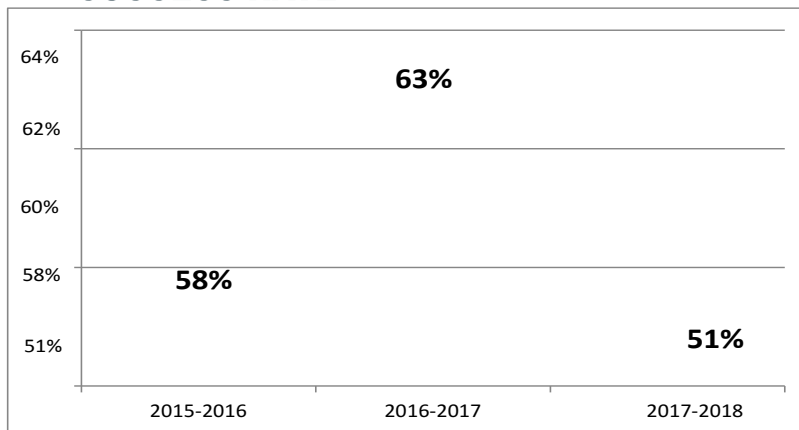
1. Nashville
2. Memphis
3. Knoxville
4. Chattanooga
5. Jackson

MEDIATION

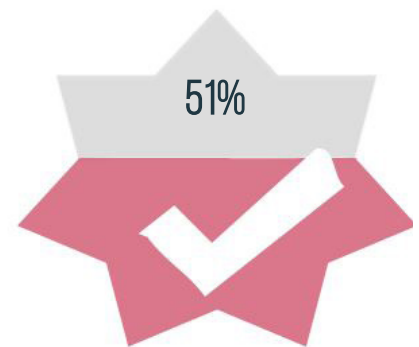
THRC has operated a successful mediation program since its reactivation in 2008. The purpose of mediation is to facilitate an atmosphere for both parties to discuss their perspectives on the conflict at hand and work toward a potential resolution. Mediation is provided at no cost to either party and is done in a secure and controlled environment. Mediation is an alternative to undergoing a full investigation or litigation. Complainants and respondents must agree to attempt mediation. If mediation results in terms both parties find acceptable, the case is closed. If an agreement cannot be reached, the investigation process resumes.

MEDIATION BY THE NUMBERS

SUCCESS RATE



Mediation Success Rate

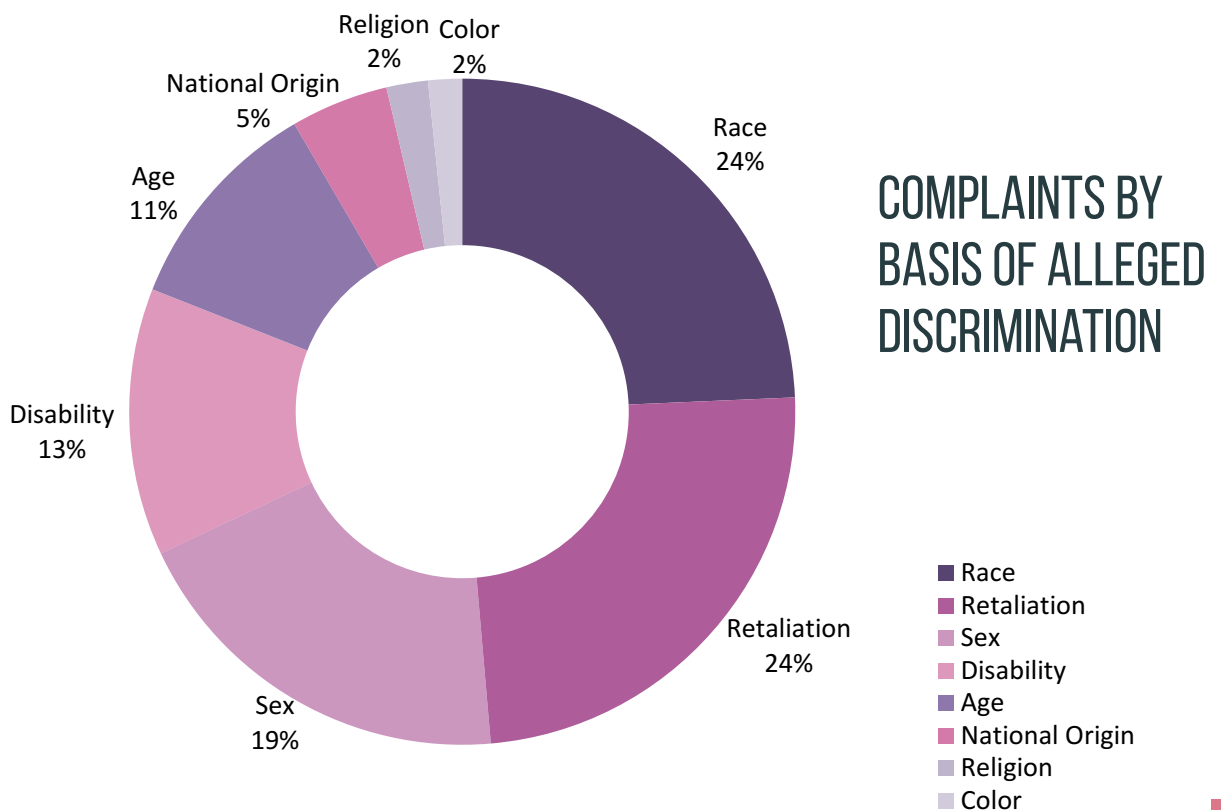


- **35** mediations conducted
- **18** successful mediations
- **22** mediations closed with **\$174,274** awarded as monetary benefits to complainants.
- Individual monetary benefits ranged from **\$200 - \$52,700**
- Examples of non-monetary benefits awarded include: training, neutral reference letters, reinstatement, etc.
- **4** Rule 31 trained mediators are on staff

EMPLOYMENT

The Employment Division is responsible for investigating employment and public accommodation discrimination complaints on the basis of race, color, creed, national origin, religion, sex, disability, and age. THRC has a work share agreement with the U.S. Equal Employment Opportunity Commission (EEOC) to investigate complaints of employment discrimination for businesses with fifteen (15) or more employees. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of effort.

2018 COMPLAINT NUMBERS



SETTLEMENT BENEFITS



22 cases resolved through settlements

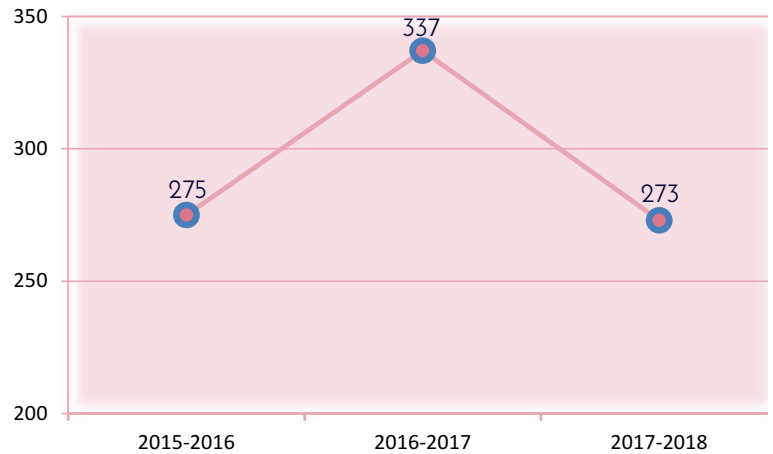
\$259,574 in monetary benefits to complainants

Examples of non-monetary benefits include neutral reference letters, unopposed unemployment benefits, reinstatement, etc.

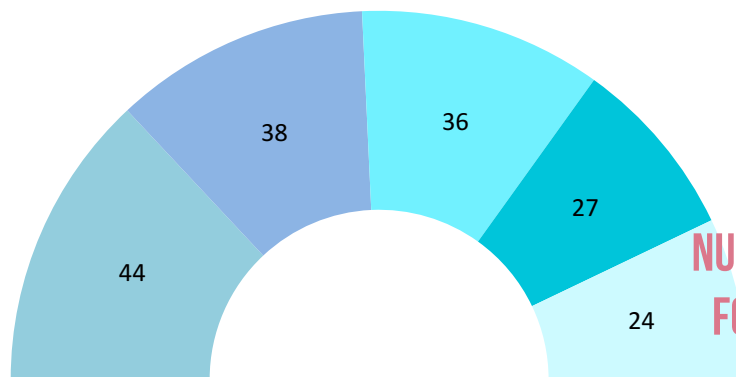
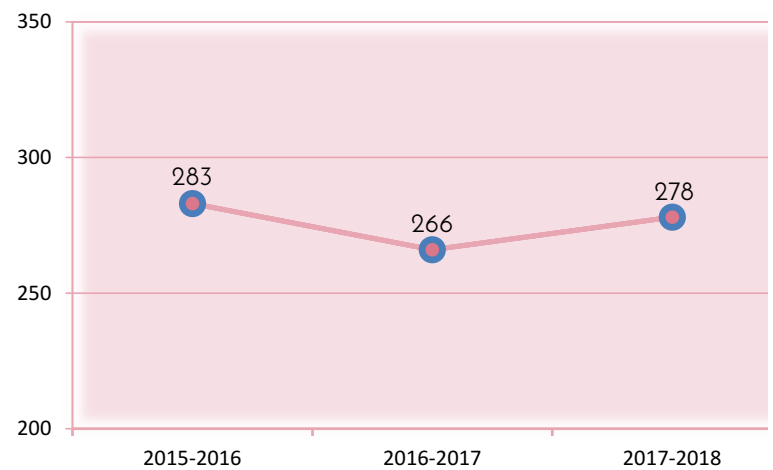
CASE CLOSURE DATA OVER TIME

The employment division has a goal to complete investigations with the average complaint closure of two-hundred seventy (270) days or less.

AVERAGE CASE AGE AT CLOSURE



CASES CLOSED BY YEAR



NUMBER OF COMPLAINTS FOR TOP 5 INDUSTRIES

- Retail Trade
- Manufacturing
- Health Care and Social Assistance
- Accommodation and Food Services
- Transportation and Warehousing

The Housing Division is responsible for resolving discrimination complaints related to the sale, lease, advertisement, and/or finance of residential and commercial property on the basis of race, color, creed, national origin, religion, sex, disability, or familial status. THRC has a memorandum of understanding with the U.S. Department of Housing and Urban Development (HUD) to process complaints of housing discrimination for landlords possessing four (4) or more properties. This partnership allows federal and state agencies to coordinate investigations and avoid duplication of effort.

2018 COMPLAINT NUMBERS



488

inquiries



119

complaints accepted



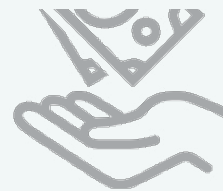
126

closures

CONCILIATION BENEFITS

41 complaints resolved through conciliation

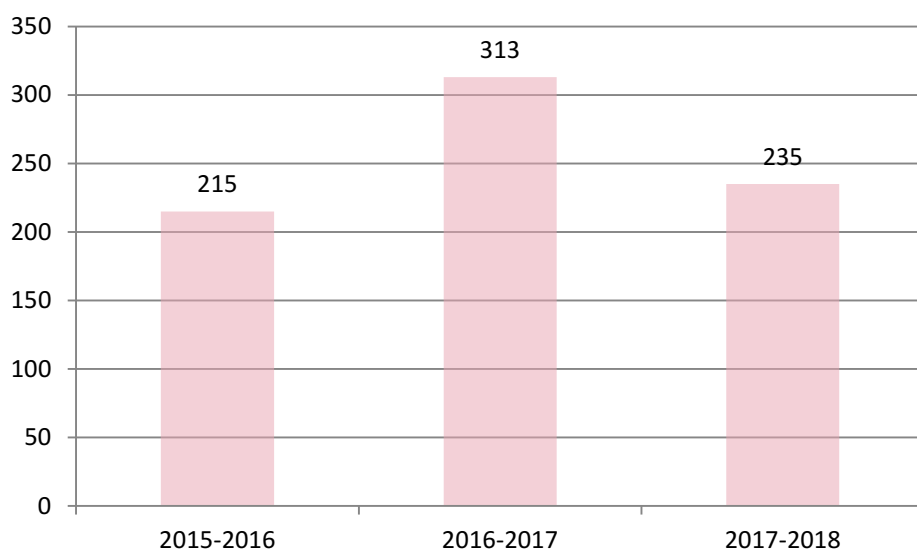
\$47,009 in monetary benefits to complainants



Non-monetary benefits include reasonable accommodations, modifications, structural modifications, removal of eviction records, fair housing training, third party monitoring, policy revision, and housing opportunities.

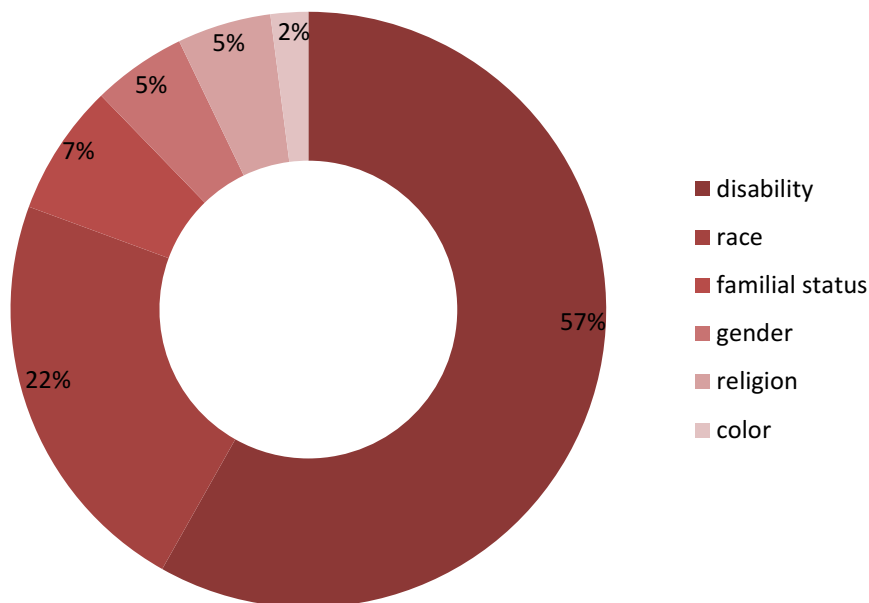
HUD EFFICIENCY

The Housing Division’s vacancies have had an impact on case processing and have significantly impacted the age of open inventory and the HUD’s efficiency goal. The goal is to conduct thorough investigations and have fifty (50) percent of the dual-filed fair housing complaints close within one hundred (100) days or less. For five (5) of the past eight (8) years, staff has met or exceeded this standard. This year staff closed thirty-seven (37) or thirty-one (31) percent dual-filed complaints within one hundred (100) days or less. The total closures of one hundred twenty six (126) (one hundred nineteen [119] dual-filed; seven [7] THRC only) was the **highest number of complaints closed** for the agency. The chart below reflects the division’s days of investigation.



DAYS OF INVESTIGATION

HOUSING COMPLAINTS BY BASIS OF ALLEGED DISCRIMINATION



TITLE VI COMPLIANCE PROGRAM

The Title VI Compliance Program is responsible for verifying that state government entities that are recipients of federal financial assistance comply with the requirements of Title VI of the Civil Rights Act of 1964. Title VI prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance. THRC serves as the central coordinating agency for executive branch departments seeking technical assistance, consultation and resource compliance.

For a full detail on the activities, findings and accomplishments of the Title VI Compliance Program please see the *Title VI Annual Report* (<http://text will link to web address for Title VI Report>).

2018 COMPLAINT NUMBERS



375

inquiries



100

complaints accepted



125

closures

TRAINING

Annual training for state Title VI coordinators was held on August 2, 2017 in Nashville. Information presented during this session included an overview of Title VI fundamentals for new coordinators, an explanation of the implementation plan guidelines for FY 2017-18.

On March 28, 2018, the Title VI compliance director presented information about the Title VI compliance review at a meeting for the equity officers of the Tennessee Board of Regents (TBR).



COMPLIANCE REVIEWS

THRC’s Title VI Compliance Division periodically reviews other state agencies to ensure Title VI compliance. During FY 2017-2018, the division completed one (1) review.

FY 2016-2017 COMPLIANCE REVIEWS

AGENCY	COMPLETED	FINDINGS
TENNESSEE BOARD OF REGENTS	JUNE 2018	SEVEN (7)

FY 2017-2018 TENNESSEE BOARD OF REGENTS COMPLIANCE REVIEW

TBR was reviewed from April 2017 - June 2018. The review included onsite visits to East Tennessee State University, Tennessee College of Applied Technology at Dickson, Austin Peay State University, Columbia State Community College, the TBR system office and an analysis via telephone of the University of Memphis. The Compliance Division found that:

- TBR did not monitor the number of complaints received or in inventory
- TBR did not report all complaints to THRC
- TBR did not ensure that all schools review grantees for Title VI compliance
- TBR did not monitor whether notices are posted informing the public of Title VI protections
- TBR did not ensure that school employees receive Title VI training annually
- at least one (1) institution used unacceptable translation services
- the official complaint policy for all TCAT schools was non-compliant

Seven (7) findings were issued in the areas of LEP, complaint procedures, training, *sub-recipient* monitoring and public notice/outreach. A corrective action plan issued by THRC further details findings and suggested steps for TBR to achieve and continue required compliance.

THRC will continue to monitor TBR and associated educational institutions for inadequacies. More detailed findings and outcomes from the review can be made available upon request.

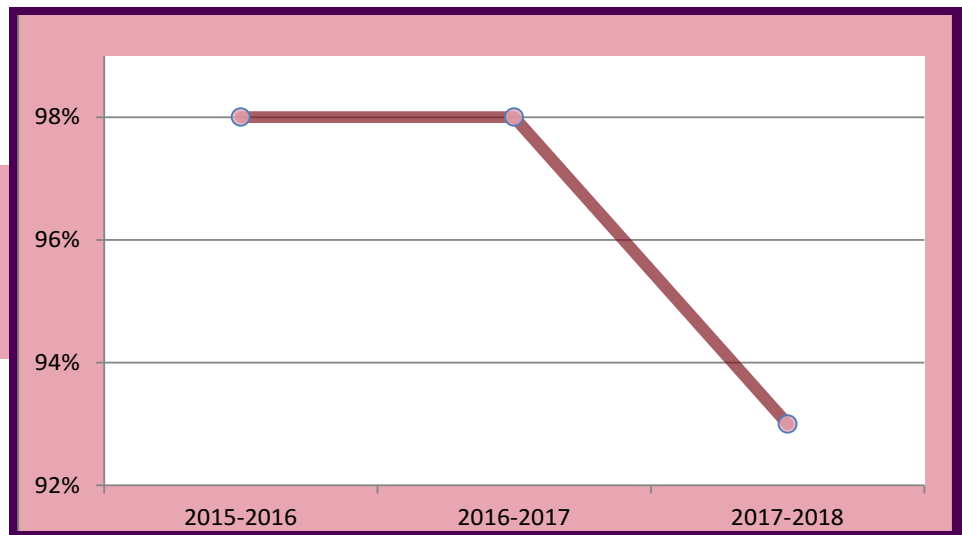
IMPLEMENTATION PLANS

A major component of the Title VI Compliance Program involves the review of state agency *Title VI Implementation Plans*. In FY 2017-2018, THRC received and reviewed forty-eight (48) implementation plans from departments statewide. One (1) agency was not required to submit a plan as it did not receive FFA for the reporting period. This was the first year six (6) state universities reported directly to THRC due to the FOCUS Act.

The review analyzed multiple areas of compliance, including limited *English* proficiency (LEP) policies and procedures, data collection, *sub-recipient* monitoring, and whether departments provide sufficient Title VI training to staff. After the initial review, implementation plans were returned to the departments with feedback and revision requests. Upon completion of the implementation plan review process, THRC issued a *Notice of Final Findings* to each department.

Forty-five (45) of the forty-eight (48) departmental implementation plans were received and finalized before the October 2, 2017 deadline. Three (3) implementation plans were received past the deadline. All of the implementation plans were reviewed and revised to be in total compliance by April 6, 2018.

IMPLEMENTATION PLAN COMPLIANCE OVER TIME



TECHNICAL ASSISTANCE

One important role of the Title VI division is to provide technical assistance to state departments and agencies on Title VI compliance. The Title VI staff responded to two-hundred (200) requests for technical assistance from state departments and agencies on Title VI compliance. Topics of concern included complaint investigation, complaint and compliance reporting, limited English proficiency, and training requirements, both for agency staff and *sub-recipients*. Typically these requests are resolved within twenty-four (24) hours.

LEGAL DIVISION

The Legal Division serves as in-house counsel to THRC and works with investigators, the executive staff, the director, and the commission board. It assists in the investigative process by reviewing intakes, investigation plans, and investigation findings. It is responsible for resolving reasonable cause cases and may conciliate cases through informal negotiations or through judicial mediation. The Legal Division also litigates reasonable cause cases at administrative hearings. Additionally, the Legal Division trains and educates staff and commissioners, conducts internal policy review, monitors legislation and court cases that impact THRC, and conducts educational presentations for stakeholders.

FY 2017-2018 LEGAL DIVISION STATS

HOUSING



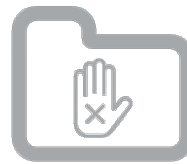
119

cases
closed



6

reconsiderations
processed



7

cause findings



2

cause
conciliations

EMPLOYMENT



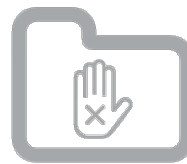
213

cases
closed



10

reconsiderations
processed



10

cause findings



6

cause
conciliations

LEGISLATION

The Legal Department monitors state and federal legislation. The 110th General Assembly of the state of Tennessee convened on January 9th, 2018, and adjourned on April 25th, 2018. THRC monitored numerous bills that were introduced that could potentially affect the statutes that we enforce.

SENATE BILL 1567/HOUSE BILL 1662 SUNSET

The bill was passed in the senate on April 2, 2018, with thirty-two (32) in favor and zero (0) opposed. It passed in the house on April 23, 2018 with eighty-two (82) in favor and nine (9) opposed. This bill reduced the entity review period of THRC by changing the entity termination date from June 30, 2021 to June 30, 2020.

PUBLIC HEARINGS

HOUSING

OLUNKFUNKE OLISE V LARRY & FREDDIE MITCHELL

The public hearing was held on June 19, 2018; a decision is expected in December 2018. The evidence in this case indicates that Respondents treated Complainant differently because of her Muslim identity. Witness testimony established that the Complainant is the only tenant for whom Respondents refused to make repairs after a failed inspection. Furthermore, witness testimony established that Respondents made the repairs after Complainant moved out and a non-Muslim moved in.

CONCILIATED CAUSE CASES

When THRC issues a finding of reasonable cause, the statute requires an offer of conciliation be made. If parties decline, the case proceeds to an administrative hearing. Not all cases are resolved (whether by conciliation or by hearing) within the same fiscal year as a reasonable cause finding is issued. For the fiscal year, we resolved eight (8) cause cases as noted below.

01 EMPLOYMENT: RACE/AGE

Evidence indicated that Complainant was subjected to a particular racial epithet on a regular basis throughout his fourteen (14) years of employment. According to Respondent, Complainant was discharged due to behavioral issues; but the evidence did not support this and a witness overheard the supervisor refer to his race when she told him he was fired. Age allegations were caused during the reconsideration process. The case settled at mediation for the following: monetary amount to the Complainant and monetary amount to THRC for education and outreach.

02 EMPLOYMENT: GENDER/PREGNANCY/RETALIATION

Complainant alleged that she was subjected to harassment and intimidation because of her pregnancy. After Complainant told Respondent that she was pregnant, Respondent asked her to reschedule a doctor appointment to a different day. After filing an internal complaint regarding the alleged harassment, Complainant was discharged. This case settled at a judicial mediation for the following: monetary amount to the Complainant and monetary amount to THRC for education and outreach.

03 HOUSING: REASONABLE ACCOMMODATION

This case involved the denial of a reasonable accommodation request. Respondent agreed to: pay THRC a monetary amount for education and outreach, allow the Complainant to keep her emotional support animals throughout the remainder of her tenancy, attend eight (8) hours of fair housing training, and immediately stop their practice of imposing weight restrictions on emotional support and/or service animals.

04 HOUSING: REASONABLE ACCOMMODATION

This was a housing discrimination case involving Respondent's denial of Complainant's reasonable accommodation request. Complainant sent Respondent a note from his medical provider stating that it was "[medically necessary] for him to live in an assisted living facility." Respondents refused to release Complainant from the remainder of the lease and asserted that Complainant was not disabled. Respondent agreed to: pay a monetary amount to THRC and attend three (3) hours of fair housing training.

05 EMPLOYMENT: DISABILITY

Complainant suffered from an impairment. Respondent claimed to have terminated Complainant for excessive absenteeism. The evidence showed that Complainant was on Family Medical Leave Act (FMLA) and all but three and a half (3.5) of those absences were related to FMLA. Despite Respondent's contention, there was no evidence to suggest that complainant had been disciplined for absenteeism in the past. Complainant was replaced by a similarly situated individual with similar or even arguably less qualifications who did not have an impairment. Evidence suggested that the Respondent believed Complainant had an impairment and terminated her because of that impairment. The case settled at a judicial mediation for the following: monetary relief to the Complainant and THRC received a monetary amount for education and outreach.

06 EMPLOYMENT: SEXUAL HARASSMENT/RETALIATION

Evidence uncovered during the investigation suggested that Complainant was harassed by her supervisor. Complainant also witnessed the harassing behavior of her supervisor toward other employees. Investigation uncovered that when her two (2) co-workers were terminated, Complainant believed she had to resign because she was in fear of being at work alone with her supervisor. This case settled for the following: monetary amount to the Complainant, Respondent required to revise sexual harassment policy, Respondent required to translate employee handbook into Spanish, and Respondent to pay a monetary amount to THRC for education and outreach.

07 EMPLOYMENT: SEXUAL HARASSMENT/RETALIATION

Complainant witnessed her co-worker being harassed by their supervisor. Complainant threatened to report her supervisor. Supervisor terminated her the following day. The case settled for the following: monetary amount to Complainant, Respondent required to revise sexual harassment policy, Respondent required to translate employee handbook into Spanish, and Respondent required to pay THRC a monetary amount for education and outreach.

08 EMPLOYMENT: SEXUAL HARASSMENT/RETALIATION

Evidence gathered during the investigation suggested Complainant was harassed by her supervisor. Criminal charges were filed. Witness testimony confirmed that the Complainant's job was threatened if she were to report the harassment. Alleged harasser followed through with the threat and terminated her a day later. This case settled for the following: monetary amount to the Complainant, Respondent required to revise sexual harassment policy, Respondent required to translate employee handbook into Spanish, and Respondent required to pay monetary amount to THRC for education and outreach.

COMMUNICATIONS

The Communications Division seeks to promote an understanding of THRC's work and educate the public about the rights enforced by THRC through education and outreach, and traditional and social media. THRC partners with state and federal agencies along with faith-based and non-profit organizations to achieve this goal. This past year THRC partnered with more than one hundred twenty (120) organizations.

THRC has participated in one hundred fifty (150) outreach activities over the past fiscal year. These activities included conducting workshops, making educational presentations, exhibiting and distributing agency materials at events, attending meetings, organizing educational seminars and giving speeches. Through these initiatives, THRC reached more than three (3) million individuals. In addition to traditional media such as newspaper, radio and television, THRC uses social media as a tool to communicate its message and inform the public.

FY 2017-2018 EDUCATION AND OUTREACH



CONNECTED WITH
3,022,805
individuals



GAVE
34
educational presentations



PARTICIPATED IN
118
outreach activities



CONDUCTED
23
outreach exhibits



PLACED ADS IN
32
event programs

MEDIA REACH



30,600
views on Facebook



2,600
views on YouTube



16,000
interactions on
Twitter



85,000
visits to THRC
website



75,000
people through
print media



2.5 MILLION
people reached
through radio ads on
the following stations

Nashville NPR Outreach & Awareness Air
Memphis NPR Outreach & Awareness Air
Chattanooga NPR Outreach & Awareness Air
Knoxville NPR Outreach & Awareness Air

WJBE Knoxville Outreach & Awareness Air
I Heart Media Outreach & Awareness Air
92Q WQQK Nashville
95 Nash WSM Nashville

PARTNERSHIP ORGANIZATIONS

THRC worked with over one hundred twenty (120) different organizations statewide to provide education to the public about their rights. The following are highlights from some of the programs in which we participated.



Executive Director Watts, Commissioner Behler, and District 6 Councilwoman Berz take a break from planting a tree on International Human Rights Day 2017.

Cable's June luncheon honored several key members including Executive Director Watts who was presented with the *Spirit of Leadership* award. Also pictured is Susan Allen Huggins and Jan Babiak.



Board members (Adrienne Pakis-Gillon, Rosetta Miller-Perry, The Honorable Patricia Ann Pierce, the Honorable Linda W. Knight, and Jacque Hillman) from the Tennessee Woman Suffrage Monument celebrate the 98th anniversary of the 19th Amendment.



THRC partnered with Metro Human Relations Commission, United Nations Association, and Tennessee United for Human Rights for a celebration of International Human Rights Day 2017. Executive Director Watts pictured with Justin Jones, Kasar Abdula, Mohamed Shuleri-Hassan, Zulfat Suara and Thelma Harper. Zulfat was awarded with an outstanding service award and Thelma with a lifetime achievement award.

COMMUNITY PARTNERS WITH WHICH WE HAVE PARTICIPATED

Equal Employment Opportunity Commission - National Coalition of 100 Black Women - Metropolitan Nashville Chapter, Inc. - Access to Justice Commission - ACLU of Tennessee - Amnesty International - The April 4th Foundation, Inc. - Tennessee Association for Affordable Housing - Autism Resources of the Mid-South - Autism Tennessee - Baker Donelson - Bass, Berry & Sims PLC - Beck Cultural Exchange Center - The Benjamin L. Hooks Institute for Social Change - Big Brothers Big Sisters - Boling Center for Developmental Disabilities - Bolivar Hardeman County Branch NAACP - Bone McAllester Norton PLLC - Brennan Center for Justice - Bridges for the Deaf and Hard of Hearing - Buffalo River Services, Inc. - CABLE Nashville - Centro Hispano de East TN - Chattanooga Autism Center - Chattanooga Family Justice Center - Chattanooga Mayor's Office - Chi Eta Phi Sorority, Inc. - Church of Scientology and Celebrity Centre Nashville - Citizens Commission on Human Rights - City of Chattanooga, Multicultural Affairs - City of Hendersonville - City of Knoxville, Community Development - City of Murfreesboro - Collins & Hunter, PLLC - Community Development Center - Community Foundation of Middle TN - Compass Coordination, Inc. - Council on Aging of Middle TN - Tennessee State University - Cracker Barrel - Chattanooga-Hamilton County NAACP - Daymar College - Delta Dental of TN - Disability Rights TN - Memphis Housing and Community Development - Downtown Rotary Club of Chattanooga - First Amendment Center - First Tennessee Bank - Fisk University - Free for Life International - Girl Scouts of Middle Tennessee - Greater Nashville Realtors - Habitat for Humanity of Greater Memphis - Hospital Corporation of America - City of Franklin - Housing Equality Alliance of TN - Ignite Women's Leadership - Interdenominational Ministers Fellowship - Klein Bussell, PLLC - Knoxville Area Urban League - Knoxville's Community Development Corporation - La Paz Chattanooga - Leadership Conference on Civil and Human Rights - Leadership Nashville - Legal Aid of East TN - Lipscomb University - Lupus Foundation of America, Mid-South Chapter - Meharry Medical College - Memphis Area Legal Services - Memphis, Mayor's Office - Metro Human Relations Commission - Metropolitan Development and Housing Agency - Middle TN State University - Middle TN Association of Realtors - NAACP - City of Chattanooga - NAACP National Office - TN NAACP State Conference - Nashville Area Hispanic Chamber of Commerce - Nashville Ballet - WeGo Public Transit - Nashville Mayor's Office - National Civil Right Museum - National Museum of African-American Music - Ogletree Deakins - PRIDE Publishing Group - Princeton Alumni Association of Nashville - New Covenant Christian Church (Disciples of Christ), Commission on Pro-Reconciliation/Anti-Racism - Residential Resources, Inc. - Sanford Heisler Sharp, LLP - Sebelist Buchanan Law PLLC - Second Life Tennessee - Shelby County - Middle TN Society of Human Resources - Chattanooga Commission on Women - SunTrust Bank - TN Alliance for Legal Services - USA TODAY Network TN - TN Fair Housing Council - TN Housing Development Agency - TN Immigrant & Refugee Rights Coalition - TN United for Human Rights - TN Valley Coalition for the Homeless - Education Equal Opportunity Group, Inc. - The TN Tribune - TN Council on Development Disabilities - TN Department of Economic & Community Development - TN Department of Education - TN Department of Human Resources - TN Housing Conference - TN Labor Management Foundation - TN Woman Suffrage Monument, Inc - Tri-City Apartment Association - U.S. Department of Housing & Urban Development - UNICEF USA - United Nations Association Cordell Hull Chapter - Unity Group of Chattanooga - University of Memphis - UT Chattanooga Disability Resource Center - University of Tennessee at Chattanooga - USDA Rural Development - West Tennessee Legal Services - Women's Political Collaborative of Tennessee - Woodbine Community Organization - YWCA Nashville & Middle Tennessee

JOCELYN D. WURZBURG CIVIL RIGHTS LEGACY AWARD

This award is named in honor of Jocelyn D. Wurzburg of Memphis who has a long history of volunteer civil rights accomplishments advocating for equity, equality and non-discrimination. She served on the Tennessee Human Rights Board of Commissioners on two occasions – in 1971 and again in 2007. During that time she began extensive work and research to write the model for the Tennessee Human Rights Act which she continued to promote after her first term. In 1978 her actions were responsible for transforming the Tennessee Human Rights Commission from an advisory to an enforcement organization. The very first Wurzburg Award was presented to Jocelyn for her continued efforts in civil rights and women’s rights.

The Wurzburg Civil Rights Legacy Award was created in 2013 as part of THRC’s 50th anniversary celebration.

This award is presented to an individual based on the following criteria:

- Long-term advocate of human rights whose life work embodies the ideals and principles of inclusion, equity, equality access and diversity
- Demonstrates a consistent pattern of commitment to the elimination of discrimination
- Cultivates and promotes initiatives that establish and foster a more inclusive and equitable community and environment
- Exhibits visionary and insightful leadership to confront and resolve human rights issues

Past Recipients

- Jocelyn D. Wurzburg (Memphis, 2013)
- Carol Berz (Chattanooga, 2014)

This year’s Wurzburg Award was presented to Rev. Paul A. McDaniel on March 21, 2018, at the Hamilton County Commission meeting in Chattanooga. Rev. McDaniel has spent a lifetime working to create a better Chattanooga for all residents. For 48 years, Rev. McDaniel was the spiritual leader of Second Missionary Baptist Church. In addition to his ministry, he has been a leader in the community advocating for equality, social harmony and civic engagement.

Rev. McDaniel made national history in 1978, when he won a U.S. Supreme Court Case that overturned a state law prohibiting ministers from holding elected office. The victory allowed him to serve as a delegate in the state constitutional convention that established the new form of county government. He was elected to the First Hamilton County Commission and served for 20-years, five as chairman before his retirement in 1998. He served as commissioner on the Tennessee Human Rights Board of Commissioners. He has been involved in countless civic organizations, and serving in leadership for decades. He is a towering presence in the Chattanooga community. He has worked as a pastor, a social activist and a politician in Chattanooga for nearly half a century. In May 2014, Rev. McDaniel retired from his position as Pastor. The Chattanooga community still seeks his advice and counsel on issues affecting the city.

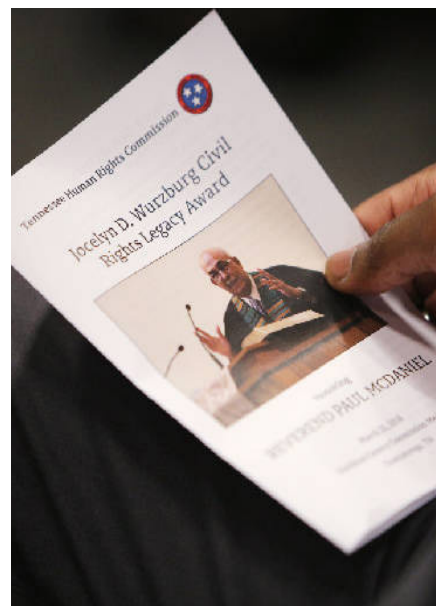
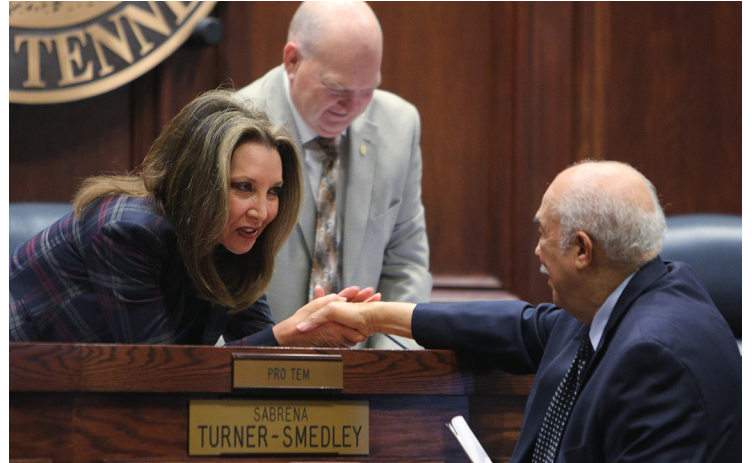


Photo courtesy of Chattanooga Times Free Press

JOCELYN D. WURZBURG CIVIL RIGHTS LEGACY AWARD



Rev. Paul McDaniel, the 2018 Jocelyn D. Wurzburg Civil Rights Legacy Award recipient.



Hamilton County Commissioner, Turner-Smedley congratulates Rev. McDaniel with a handshake.



THRC Commissioners Derryberry and Behler present Rev. McDaniel with the Wurzburg award.



Rev. McDaniel expresses gratitude for the recognition, standing nearby is spouse, Rev. Dr. Linda McDaniel.



THRC Board of Commissioners Chair Annazette Houston addresses the audience.

April is Fair Housing Month and this year marked the 50th anniversary of the Fair Housing Act. On April 11, 1968, President Lyndon B. Johnson signed the Civil Rights Act of 1968. The Act prohibited discrimination concerning the sale, rental, and financing of housing based on race, religion, national origin, sex, (and as amended) handicap and family status. Title VIII of the Act is also known as the Fair Housing Act. The enactment of the federal Fair Housing Act came only after a long and difficult journey. From 1966 - 1967, congress regularly considered the fair housing bill, but failed to garner a strong enough majority for its passage. However, when the Rev. Dr. Martin Luther King Jr. was assassinated in Memphis on April 4, 1968, President Johnson pressed for the bill's speedy congressional approval. Through his advocacy in the 1966 open housing marches in Chicago, Dr. King's name had been closely associated with the fair housing legislation. President Johnson viewed the Act as a fitting memorial for his life's work, and wished to have the Act passed prior to Dr. King's funeral in Atlanta.

This year, the THRC was involved in Fair Housing events throughout the state. We worked with the ECHO Fair Housing Conference in Knoxville, April 6th; the Fair Housing Matters event in Nashville, April 17th; the City of Chattanooga event April 20th; the West Tennessee Fair Housing event in Memphis, April 12th; and the Fair Housing Workshop in Johnson City, April 17th. In Memphis the celebration was held at the National Civil Rights Museum and featured Dr. Bernard Lafayette, one of Dr. King's chief strategists and national coordinator of the Poor People's Campaign, and Fred Underwood, Diversity & Inclusion Director of the National Association of Realtors. We reached approximately five hundred (500) people through these events with presentations and distribution of materials.

FAIR HOUSING MONTH 2018



LEFT: DIRECTOR FOR DIVISION ON HOUSING AND COMMUNITY DEVELOPMENT FOR THE CITY OF MEMPHIS, PAUL YOUNG, EXECUTIVE DIRECTOR OF LATINO MEMPHIS, MAURICIO CALVO
RIGHT: FRED UNDERWOOD, NATIONAL ASSOCIATION OF REALTORS, DIVERSITY AND INCLUSION DIRECTOR



LEFT: MANAGING ATTORNEY FOR THE MEMPHIS FAIR HOUSING CENTER MILANDRIA KING, UNITED HOUSING EXECUTIVE DIRECTOR AMY SCHAFTLEIN, AND FAMILY SERVICES MANAGER OF HABITAT FOR HUMANITY MEMPHIS LIZ MILLER.
RIGHT: CO-FOUNDER OF 1968 POOR PEOPLE'S CAMPAIGN, DR. BERNARD LAYFETTE, DIRECTOR WATTS



LEFT: ENFORCEMENT DIRECTOR, OFFICE OF FAIR HOUSING & EQUAL OPPORTUNITY, VICKI JOHNSON

RIGHT: PASTOR KEITH NORMAN, SENIOR PASTOR, FIRST BAPTIST CHURCH



EMPLOYMENT LAW SEMINAR

Each year, THRC hosts the Employment Law Seminar. The program is meant to educate business professionals, organizations, and employers on their responsibilities under the Tennessee Human Rights Acts. This year's seminar was held on June 6, 2018 at Vanderbilt University and was attended by one hundred-sixty (160) professionals.



ELS 2018 KEYNOTE SPEAKER



Judge Kevin Sharp presented strategies for trying an employment discrimination case.

ELS 2018 BY THE NUMBERS



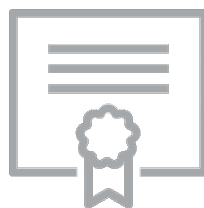
160

attendees



6.0

general CLE credits



6.0

general HRCI credits



7

expert presenters

EMPLOYMENT LAW SEMINAR

RASSMENT

ing Systemic Harassment



Delner Franklin-Thomas explained the EEOC's strategic plan for 2018-2022.



General Counsel, Dawn Cummings introducing Bruce Buchanan to the audience. Bruce delivered an overview of immigration compliance to participants.



Davidson French updated participants on the status and recent changes in legislation and employment law.



Luther Wright Jr. presented on the prevention of workplace violence.



Heather Moore and Allison Bussell discuss sexual harassment and the #MeToo movement.

STAFF AND OFFICES

Bah, Thierno*
Bass, Candice
Bell, Laura
Bentley, Kaleda
Cooper, Vee
Cothren, Lynn
Cummings, Dawn
Davidson, Tracy
Ellis, Hannah
Fullerton, Zachery*

Gardner, Barbara
Gregory, Sherri*
Guzman, Francisco
Haddock, Billie
Harbison, Jesse*
Hooper, Sabrina
Lancaster, Lisa
Land, Suzanne
Lyons, Gabrielle
Madsen, Jesse

Pack, Ginger*
Land, Suzanne
Reese, Gretchen
Riddle, Jennell
Sexton, Janie*
Skelton, Jerry*
Smith, Renee
Speer, Lauren*
Thompson, Teresa
Ursery, Rodney

Watts, Beverly
Webb-Stewart, Ronda*
Williams, Saadia
Wynn, Erika*

*indicates former staff member who served THRC during fiscal year 2017-2018

COMMISSION CONTACT INFO

Central Office - Nashville

William R. Snodgrass Tennessee Tower, 23rd Floor
312 Rosa L. Parks Avenue
Nashville, TN 37243
Main Line: 615-741-5825 or 800-251-3589
Spanish: 866-856-1252

Memphis Office

One Commerce Square
2nd Floor, Suite 200
40 South Main St
Memphis, TN 38103

Chattanooga Office

Krystal Building, Suite 503
100 West Martin Luther King Blvd
Chattanooga, TN 37402

Knoxville Office

7175 Strawberry Plains Pike
Suite 201
Knoxville, TN 37914

THRC STAFF



Supreme Court Justice Cornelia A. Clark swearing in General Counsel Dawn Cummings.



Intake Supervisor, Kaleda Bentley presenting on complaint investigation procedures at the annual Title VI training.



Director Watts presents at the July 2017 Commission meeting. (Commissioners pictured: Chris Crider and Ralph White).

For more information, including how to file a complaint, visit our website at www.TN.gov/HumanRights

Connect with THRC



/TNHumanRights



/TennesseeHumanRights



@TNHumanRights



ANNUAL REPORT 2018

Tennessee Human Rights Commission



Join our e-mail list!

