

1963 - 2013

TENNESSEE HUMAN RIGHTS COMMISSION
2012-2013 ANNUAL REPORT
50TH ANNIVERSARY

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TENNESSEE HUMAN RIGHTS COMMISSION

2012
2013



**TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE**

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Thursday, October 3, 2013

Governor Bill Haslam
State of Tennessee
1st Floor, State Capitol
Nashville, TN 37243

Members of the General Assembly
State of Tennessee
Legislative Plaza
Nashville, TN 37243

Dear Governor Haslam & Members of the General Assembly:

It is my distinct pleasure to provide you with the 2012-2013 Annual Report for the Tennessee Human Rights Commission. This report reflects the Commission's activities from July 1, 2012—June 30, 2013.

This year the Commission worked diligently to process complaints of discrimination in a timely and efficient manner, educate the public, housing providers and employers and ensure the State of Tennessee's compliance with Title VI of the Civil Rights Act of 1964. We also paused to reflect on 50 years of accomplishments during 2013, our 50th Anniversary year.

This report details the activities and measurements associated with each of the Commission's divisions: Customer Service, Mediation, Employment, Housing, Legal, Title VI and Education & Outreach. Each division plays a crucial role in our ability to protect individuals from discrimination through enforcement and education.

Thank you for the opportunity to serve the state of Tennessee.

Sincerely,

Beverly L. Watts
Executive Director



MESSAGE FROM THE CHAIR

This year, the 50th Anniversary of the Commission, has been an especially meaningful year to serve as Chair of the Tennessee Human Rights Board of Commissioners. I am proud to be Chair of a Commission that spearheaded so much progress in human rights in Tennessee. Over the years, the Commission has developed from an advisory agency to an enforcement agency with powers to litigate complaints of discrimination. The Commission's original mission was to advise the public on human rights issues regarding race, conduct research and report to the governor.

The Board of Commissioners and I are eager to continue the tradition of the earlier Commission Boards. We will continue to educate the public about their rights and responsibilities through our on-going outreach programs as well as our employment law seminars and fair housing programs. We will provide guidance and oversight to enhance the enforcement process and build on our long term working relations with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing & Urban Development. We are proud of the agency accomplishments in compliance and enforcement including the increased guidance to state agencies, increased quality and benefit levels for all of our investigations as well as the reduction of time to complete investigations.

We are looking forward to identifying new ways to educate the public, including digital options and developing strategies to better respond and serve the public. We stand on the shoulders of our predecessors as we protect, advance and uphold human rights for all across Tennessee.

Please find a detailed account of the Commission's many worthwhile services and activities within this report. I thank Governor Bill Haslam and the Legislature for their support of the Commission and its Board of Commissioners.

Sincerely,



Stacey A. Garrett
Chair, Board of Commissioners



HISTORY

On September 30, 1963, Governor Frank G. Clement signed Executive Order 18 creating the Tennessee Human Relations Commission. At that time, the Commission's purpose was to advise the public on their human rights, researching and making reports on human relations and reporting these findings to the Governor. The Commission accomplished this by working closely with other governmental agencies with similar duties. In 1967, legislation was passed creating the Tennessee Commission on Human Development which absorbed the duties of the previous Commission, adopted 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. Current Commissioner Jocelyn Wurzburg of Memphis, Tennessee was the author of this legislation, and 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, age (employment only), disability, familial status (housing only) and national origin. In 2009, the THRA was expanded to give authority to verify that state governmental entities comply with requirements of Title VI of the Civil Rights Act of 1964 (Title VI). Title VI prohibits recipients of federal financial assistance from discriminating on the basis of race, color or national origin.

THRC has had collaborative partnerships with the federal government for more than 30 years. In 1979, the Commission partnered with the U.S. Equal Employment Opportunity Commission through an employer monitoring grant; now expanded into a Work Share agreement. In 1985, THRC began its partnership with the U.S. Department of Housing and Urban Development as a substantially equivalent agency. These relationships allow the Commission to enforce Title VII of the Civil Rights Acts, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and Title VIII of the Fair Housing Act.

The mission of the THRC is to safeguard individuals from discrimination through enforcement and education. The Commission executes its mission through a 15 member Board of Commissioners and staff of 29 in four offices (Nashville, Memphis, Chattanooga and Knoxville). Through 10 Rule 31 trained mediators, the Commission has operated a successful Mediation Program since its reactivation in 2008. The THRA and Tennessee Disability Act are enforced through receiving, mediating, investigating, conciliating and, when necessary, litigating allegations of discrimination. Since 2009, the Commission has also coordinated the state of Tennessee's compliance with Title VI of the Civil Rights Act of 1964. The Commission uses a variety of public meetings, outreach events and resources to educate the public about their rights.



MISSION

To safeguard individuals from discrimination through enforcement and education.

VISION

Ensure that all those in the State of Tennessee are treated with respect and equality.

VALUES

Integrity, Respect, Equality, Competence, Dependability and Dedication.

HIGHLIGHTS FOR 2012-2013 FISCAL YEAR:

- ◇ The Commission was honored by the City of Knoxville Department of Community Development with its first annual Equity Award for the Commission's work in Fair Housing.
- ◇ The Commission celebrated its 50th Anniversary at events in Memphis, Nashville, Knoxville and Chattanooga. At these celebrations, the Commission educated the public about the Commission and honored local individuals who made a significant impact on human rights in Tennessee.
- ◇ The Customer Service Division processed 10,599 calls from the public.
- ◇ Over \$667,500 in monetary benefits were awarded to Complainants for all conciliations, mediations and settlements, a 288% growth over 2011-2012 fiscal year.
- ◇ The Employment Division mediated thirty-seven (37) cases, obtaining nearly \$460,000 in monetary benefits. Non-monetary benefits included job reinstatement, promotions and training. The Commission had a 51% success rate in mediations held. Additionally, the division settled twenty-four (24) cases, awarding more than \$122,500 in monetary benefits.
- ◇ The Housing Division exceeded its HUD cooperative efficiency goals by closing 51% of cases within 100 days and 100% of aged cases. The Housing Division also conciliated forty-nine (49) cases, obtaining over \$85,000 in monetary benefits. Non-monetary benefits included reasonable accommodation and modifications, removal of eviction records and training.
- ◇ The Legal Division reviewed and recommended 417 cases for closure, found reasonable cause in four (4) cases and conciliated three (3) cases.
- ◇ The Title VI Compliance Program reviewed forty-two (42) state agencies' implementation plans, conducted two (2) compliance reviews and one (1) on-site review.
- ◇ The Education & Outreach Division achieved a 37% growth in the number of outreach events the Commission was a participant or organizer and 108% growth in the individuals reached through outreach. The Division also launched two new seminars, half-day Employment Law Seminars in Chattanooga and Memphis, Tennessee.



BOARD OF COMMISSIONERS

The Commission's 15-member board is made up of Tennesseans that represent employers, business owners, religious groups, trade unions, human rights groups and the general public. These individuals are appointed by the Governor to serve six year terms. Five commissioners from each of the state's three Grand Divisions are appointed to serve on a non-partisan basis.

The Board met a total of six times during this year both in person and telephonically. At these meetings, the Board exercised its authority as defined by the Tennessee Human Rights Act. A complete record of minutes from these meetings can be found on the Commission [website](#).

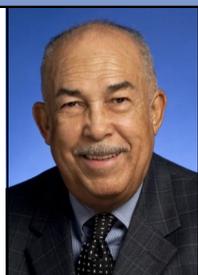
East Tennessee



Patricia Pierce
Harriman



Ralph Davis
Johnson City



Paul McDaniel
Chattanooga



Ruby Miller
Oak Ridge



Chrystal Horne
Chattanooga

Middle Tennessee



Chair
Stacey Garrett
Nashville



Karla Miller
Nashville



A.J. Starling
Nashville



Joseph Walker
Nashville



Spencer Wiggins
Nashville

West Tennessee



Dennis Blalock
Jackson



David Cocke
Memphis



Robert Jones
Memphis



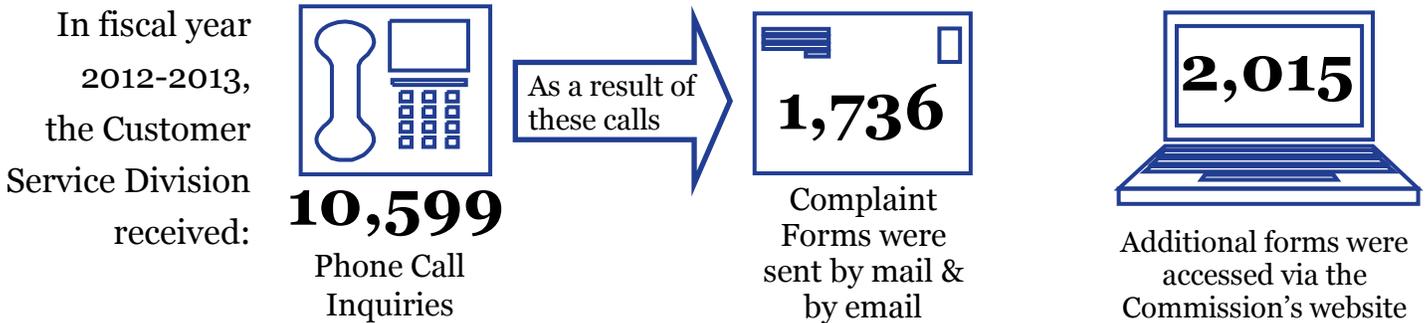
Ralph White
Memphis



Jocelyn Wurzburg
Memphis

CUSTOMER SERVICE & INTAKE DIVISION

Through the Commission's Customer Service & Intake Divisions citizens can find answers to questions regarding discrimination. These Divisions serve as the initial point of contact for the Commission. They provide information on how to file a complaint, provide clarification on our statutes and make referrals to other agencies if necessary. Interested parties may obtain the information and documents needed to file a complaint at any of the Commission's four regional offices or on the Commission website. The Commission must receive a complaint form with the original signature in order to process the complaint.



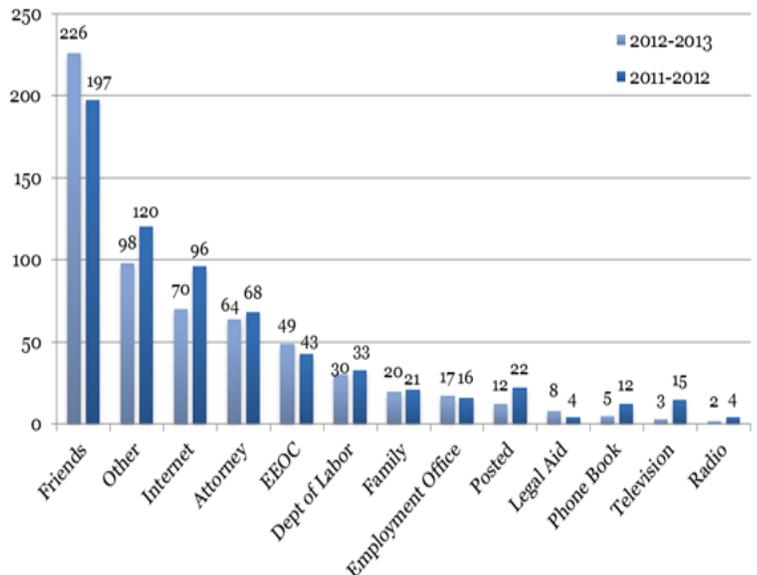
The Customer Service Division is responsible for processing copy requests, after the case has been closed.



Copy Requests Processed by Customer Service Division

Complaint forms are completed and returned to the Commission's Intake division. Intake determines jurisdiction, notifies Respondents of the charges filed against them, and requests the Respondent's position statement. Intake offers mediation to both the Complainant and the Respondent before a complaint is assigned to an investigator. If both parties agree, then the complaint is referred to mediation. If both parties do not agree to mediate, the complaint is forwarded to the Employment division for a full investigation.

How Complainants Learn of the Commission



MEDIATION

The purpose of mediation is to facilitate an atmosphere for both parties to discuss their perspectives on the conflict and work toward a possible resolution of the dispute. 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 the parties agree to acceptable terms the case is closed. However, if an agreement is not reached, the case is then re-entered into the investigative process.

Through ten Rule 31 trained mediators on staff and a contract with the Nashville Conflict Resolution Center (for Spanish-speaking parties), the Commission held 73 mediations this fiscal year.

86
MEDIATION
ATTEMPTS

73
MEDIATIONS
HELD

37
SUCCESSFUL
MEDIATIONS

From these 37 mediations
\$459,853.18

Awarded as Monetary
Benefits to Complainants

Range of Individual Awards:

\$313.00—\$163,102.00

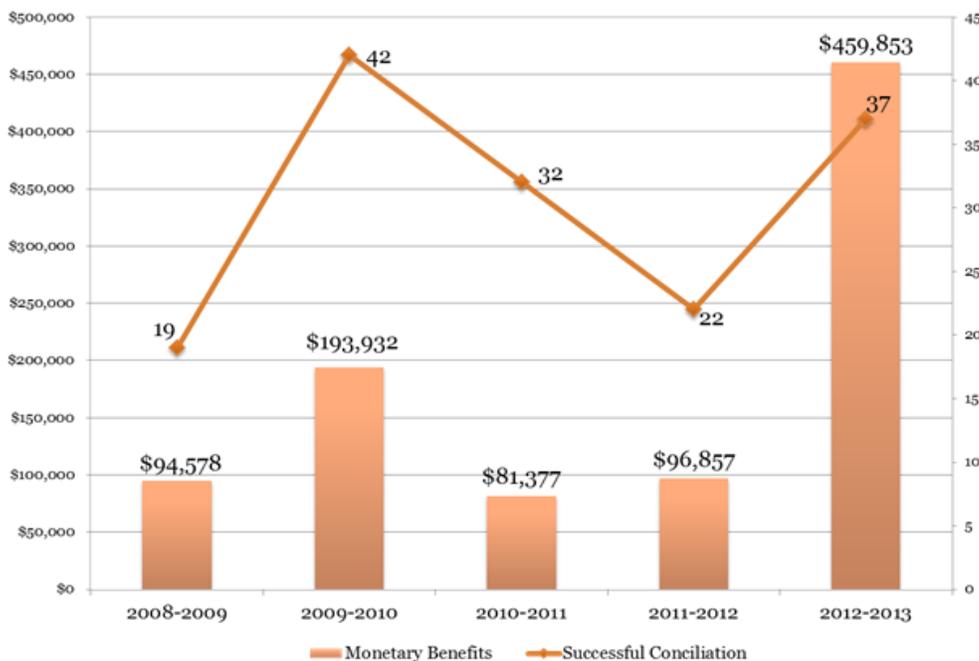
Non-Monetary Benefits Awarded:

Policy changes, training, uncontested unemployment and reinstatement

51%

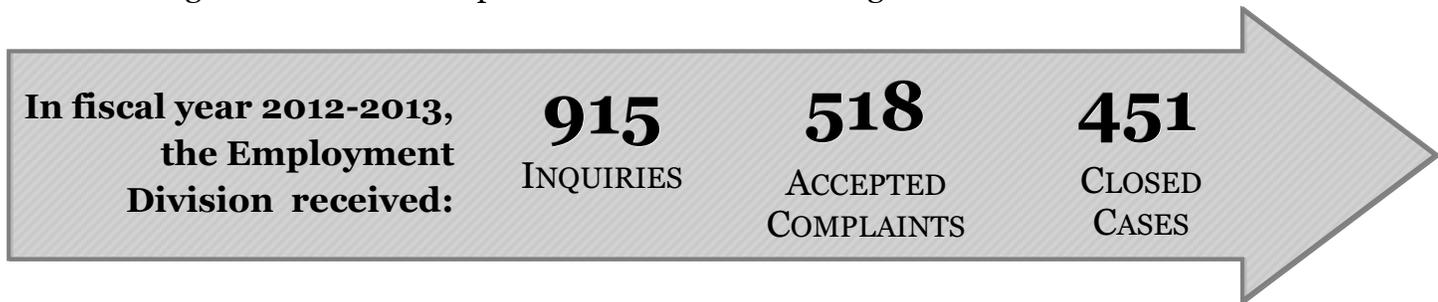
Resolution
rate in
Mediations
held

Mediation Monetary Benefits Since 2008



EMPLOYMENT DIVISION

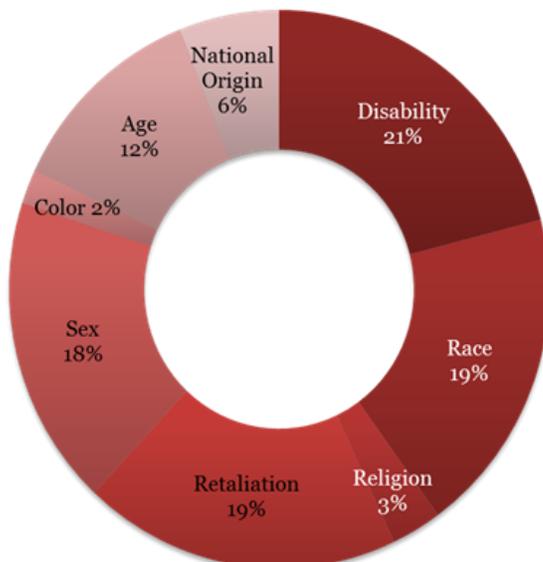
The Employment division is responsible for resolving complaints of discrimination. Eight full-time employment investigators: four in Nashville, two in Chattanooga, and two in Memphis, resolve complaints through mediation and investigation, in the areas of employment and public accommodation on the basis of race, color, creed, national origin, religion, sex, disability, and age (40 and over). The Commission has a work-share agreement with the U.S. Equal Employment Opportunity Commission (EEOC) to process cases of employment discrimination when businesses have 15 or more employees. This partnership allows the federal and state agencies to coordinate their investigations and avoid duplication of efforts in seeking to end discrimination.



57%
Of Inquiries Accepted
as Complaints

Complaints originated from the following counties:	Davidson County - 113 complaints - 22%
	Knox County - 59 complaints - 11%
	Hamilton County - 50 complaints - 10%
	Shelby County - 45 complaints - 9%
	Other Counties - 251 complaints - 48%

Alleged bases
for
discrimination
in Employment
from total
complaints:



The 518 complaints filed included 1,014 alleged bases due to Complainants alleging multiple bases. The percentages to the left are based upon multiple bases allegations.

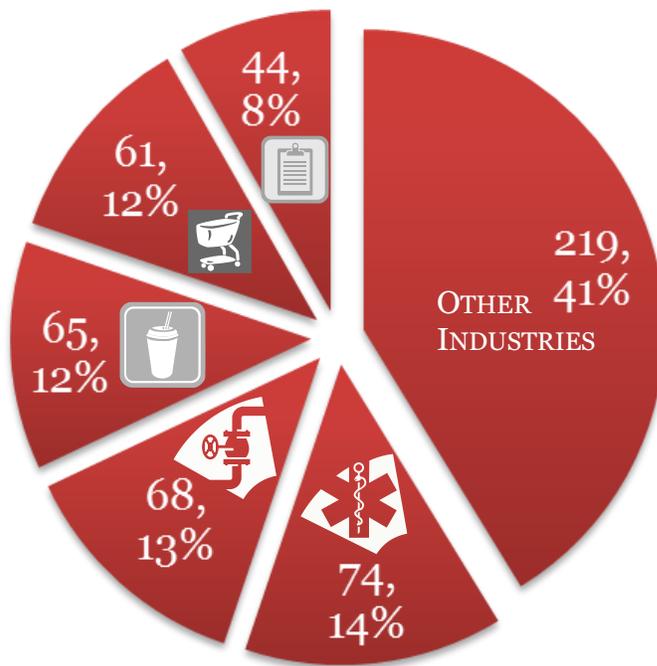


EMPLOYMENT DIVISION

A review of complaints by industry revealed that the top five industries accounted for approximately 59% of all complaints filed.

The chart pictured to the right illustrates the complaints by industry.

-  Administrative & Support
44, 8%
-  Retail Trade
61, 12%
-  Food Services
65, 12%
-  Manufacturing
68, 13%
-  Health Care & Social Assistance
74, 14%
- Other Industries
219, 41%



Twenty-four (24) complaints were resolved through settlements outside of mediation resulting in both monetary and non-monetary benefits.

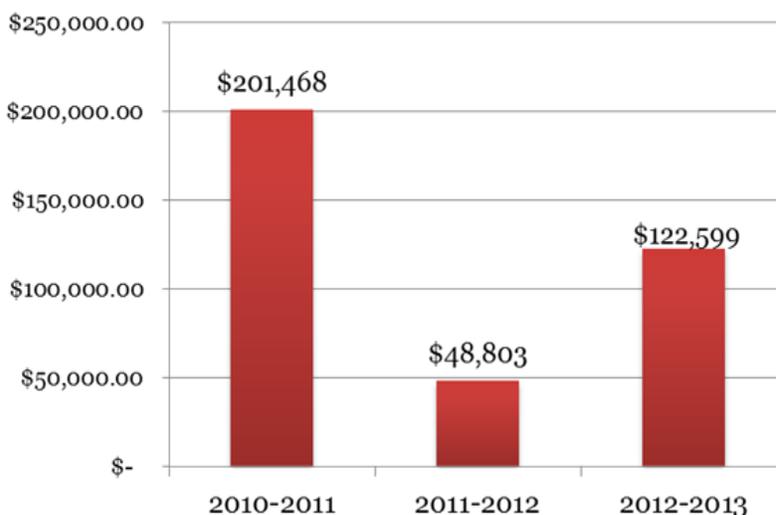
From 24 settlements:

\$122,599.09

was awarded as monetary benefits to complainants.

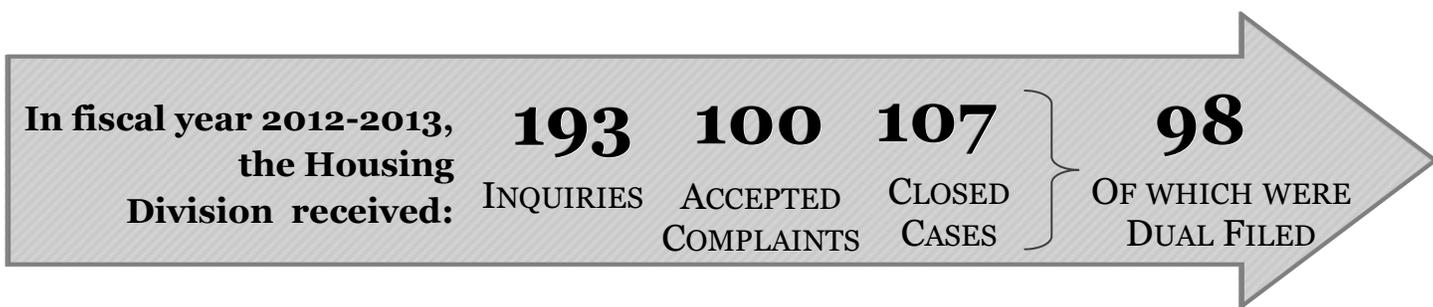
Non-monetary benefits included: job reinstatement, promotions and training

Monetary Benefits Awarded Since 2010



HOUSING DIVISION

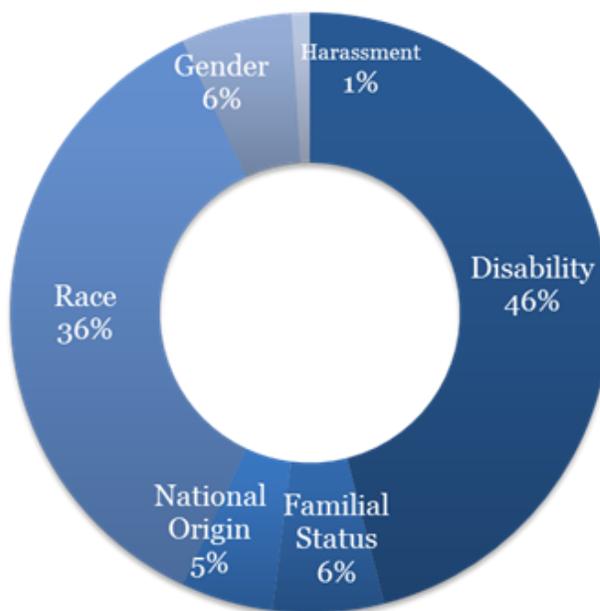
The Housing division is responsible for resolving complaints of discrimination. Five full-time housing investigators located in Knoxville resolve complaints through conciliation and investigation, in the areas of sale, rental advertisement and financing of housing and commercial property on the basis of race, color, creed, national origin, religion, sex, disability, and familial status. The Commission has a Memorandum of Understanding with the U.S. Department of Housing & Urban Development (HUD) to process cases of housing discrimination when landlords have 4 or more properties. This partnership allows the federal and state agencies to coordinate their investigations and avoid duplication of efforts in seeking to end discrimination.



52%
Of Inquiries Accepted
as Complaints

Complaints originated from the following counties:	Davidson County	- 26 complaints	- 27%
	Hamilton County	- 7 complaints	- 7%
	Shelby County	- 5 complaints	- 5%
	Knox County	- 5 complaints	- 5%
	Other Counties	- 62 complaints	- 48%

Alleged bases for discrimination in Housing from total complaints:



HOUSING DIVISION

The Housing division in three successive years has continued to exceed its HUD cooperative efficiency goals by closing 51% of cases within 100 days and 100% of aged cases. The chart below reflects the closures by age.

CASE CLOSURES BY AGE (DUAL FILED CASES)					
100 days or less	101 days to 150 days	151 days to 200 days	201 days to 250 days	Over 250 days	Total
50	15	14	4	15	98
51%	15.3%	14.3%	4.1%	15.3%	100%

Forty-nine (49) complaints were resolved through conciliations outside of mediation resulting in both monetary and non-monetary benefits.

From 49 conciliated cases

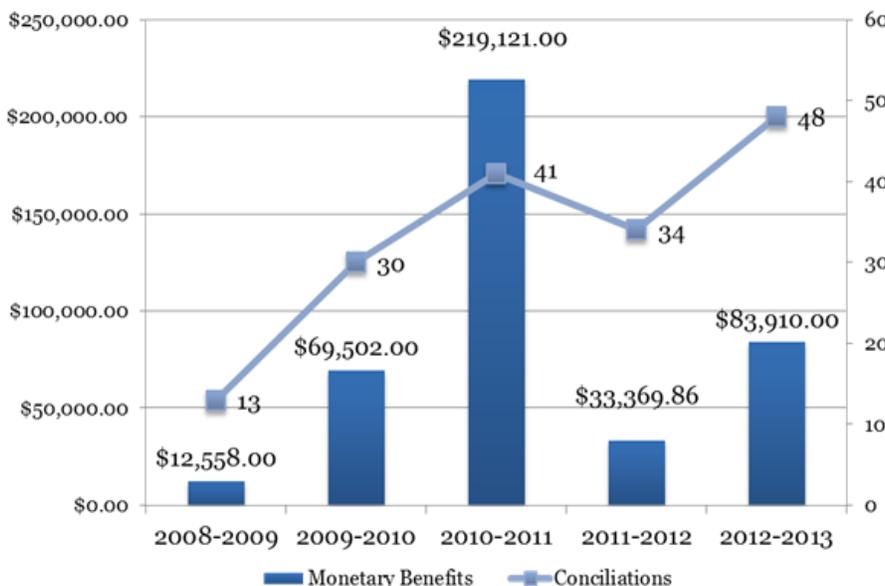
\$85,060.00

Awarded as Monetary Benefits to Complainants

Non-Monetary Benefits Awarded:

Reasonable accommodations and modifications, removal of eviction records, fair housing training, third-party monitoring, policy revisions & housing opportunities

HOUSING CONCILIATIONS & MONETARY BENEFITS SINCE 2008

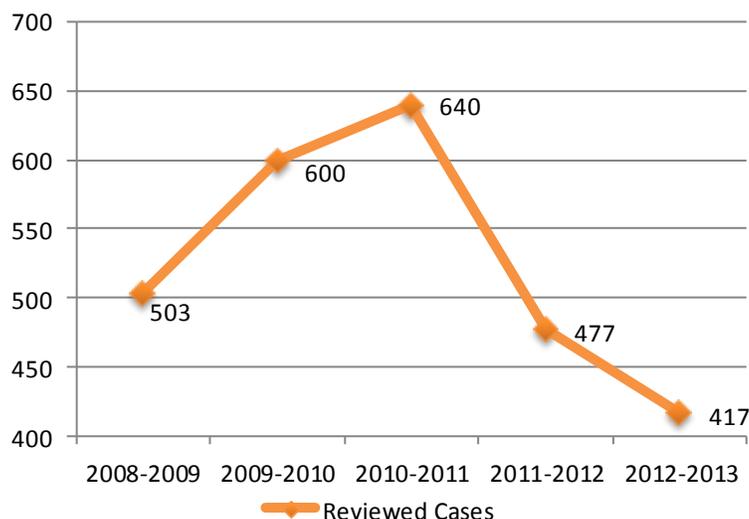


LEGAL DIVISION

The Legal Division serves as in-house counsel by providing guidance and training to staff and Commissioners; internal policy review, conducting reconsiderations of cases; monitoring legislation and court cases that impact the Commission; drafting rules to comply with legislative changes; ensuring compliance of conciliation agreements and conducting educational presentations for stakeholders. The division prosecutes cases where the Commission has found that there is reasonable cause to believe that discrimination has occurred. The Legal Department's primary role is to work with the other divisions of the agency at the various stages of the investigative process to ensure that the investigators' recommendations in cases are legally sufficient.

In fiscal year 2012-2013, the Legal Division:	REVIEWED & RECOMMENDED FOR CLOSURE	417	CASES
	REVIEWED	38	INVESTIGATIVE PLANS
	APPROVED	45	COPY REQUESTS
	CONDUCTED	12	RECONSIDERATIONS
	FOUND REASONABLE CAUSE IN	4	CASES
	CONCILIATED	3	CAUSES CASES

LEGAL CASE REVIEWS SINCE 2008



CAUSE CASES

When the Commission issues a finding of reasonable cause in a case, our statute requires us to make attempts at conciliation. If these attempts fail, then the case proceeds to a hearing. Not all cases are resolved (whether by conciliation or hearing) within the same fiscal year as being issued a finding of reasonable cause. For this fiscal year, all resolved cause cases were conciliated.

LEGAL DIVISION

RESOLVED CAUSE CASES

Failure to Permit Reasonable Accommodation based on Disability. Respondent was found to have refused Complainant's request for a reasonable accommodation in the form of a curb cut and parking space. The case conciliated with \$10,000 to Complainant, \$1,500 to the Commission for education and outreach, and training for Respondent's regional manager and property managers.

Failure to Permit Reasonable Accommodation based on Disability. Two Complainants shared an apartment and each requested disability accommodations in the form of an emotional support animal. Their requests were supported by documentation from their doctors. The Respondent did not allow the accommodations, and additionally, the Respondent's accommodation request form was determined to be too intrusive asking for specifics related to the person's disability. This case mediated with \$8,000 to the Complainants as compensatory damages, \$2,000 to the Commission for education and outreach. Respondent also revised their reasonable accommodation policy and obtained training for their property managers.

Retaliation. The Commission found that Respondent retaliated against the Complainant after filing a housing discrimination complaint. The evidence showed that the day after the Respondent was notified of the complaint, the Respondent called the electric company and turned off the Complainant's electricity. The case mediated with \$2,000 to the Complainant, \$100 to the Commission for education and outreach, and fair housing training to the Respondent.

LEGISLATION AND COURT CASES

The Legal Department monitors state and federal legislation and recent court decisions in discrimination law. There were numerous bills introduced during the 2013 session of the 108th General Assembly of Tennessee that had the potential to affect the Commission. The session began on January 8, 2013, and adjourned on April 19, 2013.

Sunset Bill: House Bill 792 / Senate Bill 338 (Passed): Extends the human rights commission to 2017.

U.S. Supreme Court case: Vance v. Ball State University, June 24, 2013. The Court found that Ms. Vance's co-worker was not a supervisor because she did not have the authority to hire or fire Ms. Vance. The Court found that a "supervisor" is an employee who is "empowered" by the employer to take "tangible employment actions" against an employee such as hiring or firing or a "decision that causes a significant change in benefits."

U.S. Supreme Court case: University of Southwestern Texas Medical Center v. Nassar, June 24, 2013. The Court found that retaliation claims filed under Title VII of the Civil Rights Act of 1964 must be proven using but-for causation. So retaliation must be shown to be the cause for the adverse action against the employee, rather than just a motivating factor.

TITLE VI COMPLIANCE PROGRAM

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

Agencies that receive federal financial assistance are required to submit an annual implementation plan, a report of measures taken to meet Title VI requirements, to the Commission. This year 42 state agencies submitted a plan. Review of these plans, which are due October first of each year, is a significant role of the program. In the review, agencies are evaluated on compliance items such as training departments on Title VI requirements, Limited English Proficiency (LEP) policies, data collection and the monitoring of subrecipients' use of federal funds.

33 STATE AGENCIES MET IMPLEMENTATION PLAN REQUIREMENTS
9 DID NOT MEET REQUIREMENTS

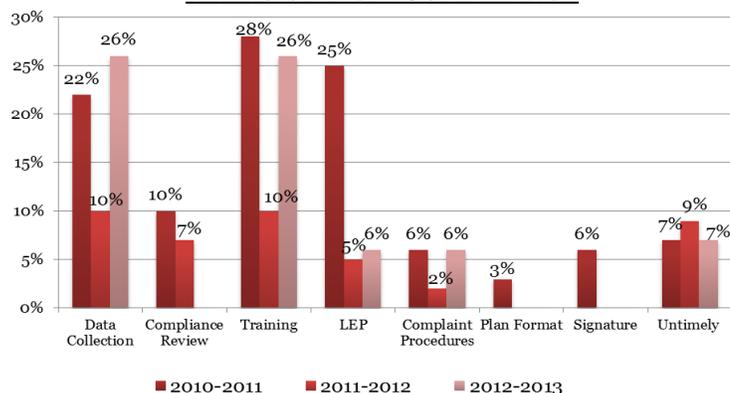
Thirty-three (33) departments met the implementation plan requirements and did not receive any findings. For those 9 agencies that did not meet Title VI Implementation Plan Requirements, the Title VI Program issued a "Notice of Final Findings". Of those agencies:

- ⇒ One (1) department received five (5) findings;
- ⇒ One (1) departments received three (3) findings;
- ⇒ Seven (7) departments received one (1) finding.

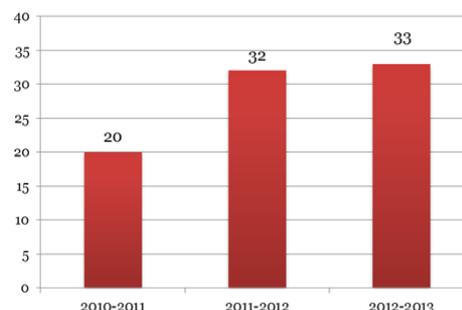
The most common areas of non-compliance were data collection and failure to train staff on Title VI requirements, representing 26% of findings, collectively.

The chart pictured to the bottom left illustrates the finding areas of non-compliance.

AREAS OF NON-COMPLIANCE



STATE AGENCIES MEETING IMPLEMENTATION PLAN REQUIREMENTS



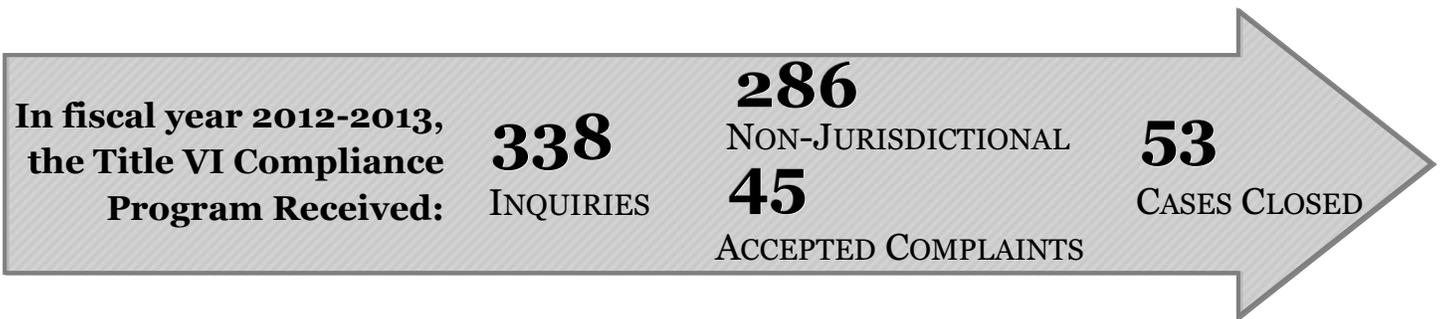
TITLE VI COMPLIANCE PROGRAM

Internal Investigations & Compliance Reviews

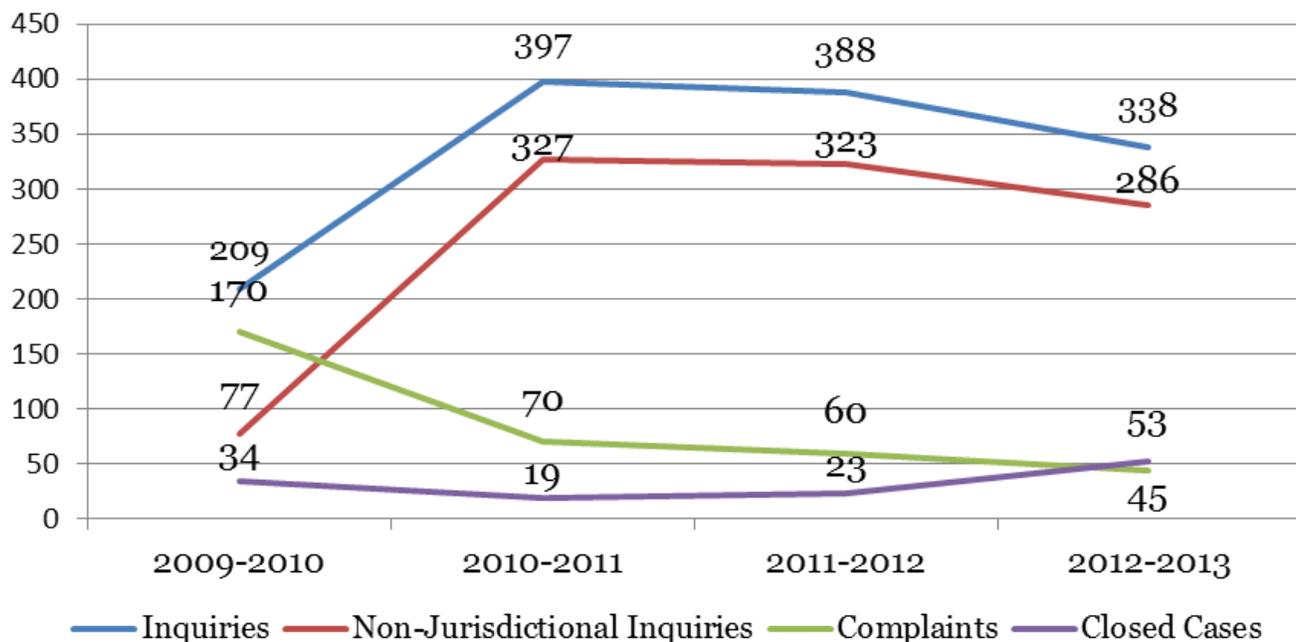
In 2011, the Title VI Program expanded its activities to include on-site visits to better assist agencies in compliance. During fiscal year 2012-2013, the division conducted one (1) internal investigation of a state agency and two (2) compliance reviews.

Title VI Complaints

Another responsibility of the division is the receipt, review and referral of complaints alleging discrimination by a state agency under Title VI. Inquiries deemed jurisdictional under Title VI are filed as complaints and referred to the department that administers the program or activity referenced in the complaint for investigation. Complaints are not closed with the Commission until written notification of the resolution is received from the referring department.



TITLE VI INQUIRIES, COMPLAINTS & CLOSED CASES SINCE 2009



TITLE VI COMPLIANCE PROGRAM

Technical Assistance

The Title VI Division provided technical assistance to state departments and agencies on Title VI compliance, issued implementation plan guidelines and conducted several training sessions on Title VI compliance requirements to various entities.

- ⇒ On July 12, 2012 and January 16, 2013 training was provided to new state agency Title VI coordinators on the requirements for implementing a department compliance program.
- ⇒ The annual training for state Title VI Coordinators was also held on July 12, 2012. Information presented during this session included Implementation Plan Review findings for FY2011-2012, Implementation Guidelines for FY2012-2013, and complaint investigation requirement.
- ⇒ The division also delivered training on the components of a comprehensive Title VI compliance program to the Tennessee Board of Regents Affirmative Action Officers on March 7, 2013 and to the Metropolitan Nashville-Davidson County Title VI Coordinators on May 15, 2013.

For a full report on the activities, findings and accomplishments of the Title VI Compliance Program please see the [Report to Governor and General Assembly](#).

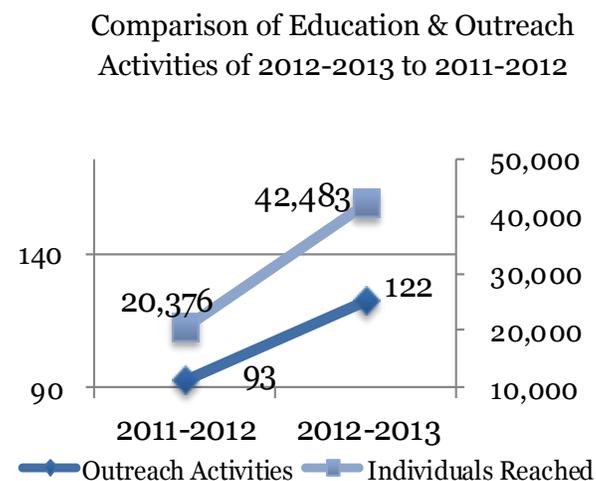
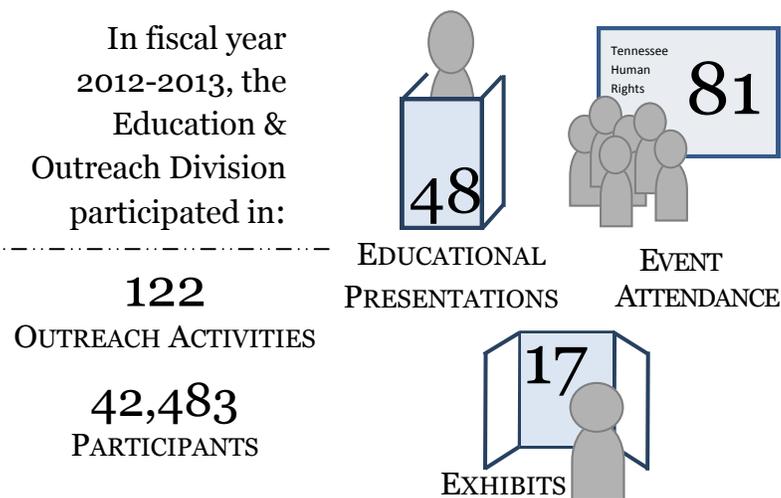


Pictures from the July 12, 2012 Title VI Annual Training to Title VI Coordinators



EDUCATION & OUTREACH DIVISION

The Commission participates in a variety of outreach programs across the state to provide citizens with understanding of discrimination laws, what constitutes discrimination and the Commission complaint process. During this fiscal year, the Commission participated in 127 outreach activities. The Commission partnered with 111 state and federal agencies, non-profits, private and faith-based organizations to promote an understanding of the Commission’s work. Through these events the Commission reached over 42,000 individuals.



The Commission communicated to the public through a variety of media outlets. It is estimated that these efforts reached over 2 million individuals.

Traditional Media			Internet Media		
Radio	Television	Print	Website	Resources	Social Media
<ul style="list-style-type: none"> •Ten radio spots ran on Clear Channel Radio Stations on MLK day •One PSA was recorded and aired in Knoxville, TN •THRC was interviewed on three radio segments in Knoxville and Nashville 	<ul style="list-style-type: none"> •International Human Rights Day was broadcast on Nashville Public Television •THRC was interviewed on WBIR regarding Roundtables 	<ul style="list-style-type: none"> •Twenty-One articles featured the Commission •Seven opinion/editorial articles were published by THRC representatives 	<ul style="list-style-type: none"> •THRC website received 3,700 views on average monthly 	<ul style="list-style-type: none"> •“Resources” section provided 17 informational resources to the public •17 resources were viewed by over 26,600 individuals 	<ul style="list-style-type: none"> •THRC Facebook page’s fans grew by more than 50% •Facebook posts made over 10,000 impressions this year

EDUCATION & OUTREACH DIVISION



Total Organizations



Total Attendees



Brownsville, TN
December 13, 2013

45 Attendees
29 Organizations



Knoxville, TN
February 5, 2013

55 Attendees
30 Organizations



Murfreesboro, TN
May 7, 2013

42 Attendees
22 Organizations

Roundtable Discussions provide a forum for citizens, organizations and local government to bring issues facing communities to the Commission's attention. Town hall style meetings foster an understanding of the state's civil rights laws as well as the Commission's purpose and services. Attendees are able to have any questions they may have answered by staff and begin the complaint process, when appropriate.



SPEAKERS:

- Rachel Appelt
- Jacqueline Berrien
- Waverly Crenshaw
- Jeb Gerth
- Sabrina Hooper
- Anica Jones
- Patricia Pierce
- Shay Rose
- Kara Shea
- Joshua Sudbury
- Kelley Thomas
- Mark Travis
- Kim Vance
- Faye Williams
- Jocelyn Wurzburg



Chattanooga, TN
March 14, 2013

53 Attendees
30 Organizations



Memphis, TN
April 11, 2013

27 Attendees
22 Organizations



Nashville, TN
June 6, 2013

153 Attendees
77 Organizations

This year, the successful Employment Law Seminar (ELS) was expanded to offer half-day seminars in the East & West Divisions. These seminars provided a low-cost opportunity for continuing education credit in HR and Employment Law. The Annual ELS in Nashville (held in partnership with Department of Human Resources) welcomed the Chair of the EEOC, Jacqueline Berrien, as the keynote speaker. Evaluation results indicate that 97% of attendees said they "strongly agree" or "agree" that the information presented at these seminars was valuable.

50TH ANNIVERSARY COMMEMORATION

During the Spring of 2013, the Commission convened across the state to celebrate our 50th Anniversary. Not only a celebration, these events were also an acknowledgment those in local communities who have been integral in securing equal rights for citizens of this state and country. We were delighted to have community leaders from across the state gather as we remembered our past, reflected on our last fifty years of progress and celebrated our future.



Knoxville, TN
February 5, 2013
153 Attendees

Shirley Carr Clowney
Gloria Garner
Rita Geier
Rev. Dr. Harold Middlebrook
Wilbert Minter
Phyllis Nichols
Elizabeth Peelle
Dewey Roberts
Avon William Rollins, Sr.
Ruth Johnson Smiley
Highlander Research & Education Center



Nashville, TN
February 28, 2013
121 Attendees

George Barrett, Esq.
Waverly Crenshaw, Esq.
Dr. Charles Kimbrough
Jane Eskind
Sen. Thelma Harper
Rosetta Miller-Perry
Dr. Tommie Morton Young
Nashville for All of Us
Tennessee Immigrant & Refugee Rights Coalition
YWCA of Middle Tennessee



Chattanooga, TN
March 14, 2013
80 Attendees

Honorable Carol Berz
Honorable Tommie Brown
Rev. Dr. Virgil Caldwell
Rep. JoAnne Favors
Honorable John Franklin
Johnny D. Holloway
Eddie Holmes
James R. Mapp
Hannah Martin
Pastor Randy Nabors
Napoleon Williams
Pastor H.H. Wright



Memphis, TN
April 11, 2013
112 Attendees

Hon. D'Army Bailey
Hon. Walter Bailey
Deborah Cunningham
Rep. Lois DeBerry
Don Donati, Esq.
Frances Hooks
Dorothy Happy Jones
Bruce Kramer, Esq.
Rev. Johnson Saulsberry
Anne Shafer
Maxine Smith
Hon. Russell Sugarmon
Gloria Sweetlove
Memphis Area Legal Services
Memphis Panel of American Women
The National Civil Rights Museum

REMEMBER, REFLECT
& CELEBRATE.

50 years of the
Tennessee Human Rights Commission



OFFICE LOCATIONS

Central Office - Nashville

William R. Snodgrass Tennessee Tower
312 Rosa L. Parks Avenue, 23rd Floor
Nashville, TN 37243

Memphis Office

170 North Main Street,
State Office Building, 2nd Floor
Memphis, TN 38103

Knoxville Office

7175 Strawberry Plains, Ste 201
Knoxville, TN 37914

Chattanooga Office

540 McCallie Avenue
6th Floor, Room 614
Chattanooga, TN 37402

STAFF

Executive Director, Beverly L. Watts

Cathy Abramowitz

Richard Gadzekpo

Linda Reed

Monica Alexander

Barbara Gardner

Jennell Riddle

Rachel Appelt

Michael Giove

Shalini Rose

Thierno Bah

Samelta Glenn*

Dianna Ruch

Lamont Bell*

Frank Guzman

Renee Smith

Kaleda Bentley

Billie Jean Haddock

Matthew Stephenson

Susannah Berry

Sabrina Hooper

Tiffany Taylor

Laura Burch

Leon King

Marcus Thomas*

Kelly Cannida*

Pat Ladd-Warner*

Teresa Thompson

LaShondia Chambers

Lisa Lancaster

Saadia Williams

Tracy Davidson

Suzanne Land



*These individuals are former staff members who served the Commission during the 2012-2013 Fiscal Year.



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