

SPECTRUM

Agency Update from the Executive Director

As I read this *Spectrum*, I was struck by the juxtaposition of beginnings and endings chronicled in this issue. I have heard there is no beginning without an ending, and that is the case in many instances.

In what may seem to be contrary to protocol, first to the endings. Chairman James Butler, Commissioner Brenda C. Jones, and Commissioner Deborah Wheeler retired from the Commission in August 2005. Mother Teresa said, "Give the world the best you have and it may never be enough. Give the world the best you've got anyway." These fine individuals gave their best to the Commission in their own unique way. At a reception honoring the retiring Commissioners in November 2005, each spoke eloquently about the honor of serving Kansas and the Commission, and the important role the

Commission plays in fighting discrimination. They also received recognition from other Commissioners, staff, representatives of Governor Kathleen Sebelius, and others for their service.

Now to new beginnings. As Chairman Butler, Commissioner Jones, and Commissioner Wheeler were ending their service, Governor Sebelius appointed Clyde Howard, Anthony Villegas, Sr., and Jerome Williams to the Commission. Commissioner Errol Williams was designated as Chairman by Governor Sebelius. We welcome the new Commissioners and congratulate Chairman Williams on his designation.

Another new beginning is the implementation of the Racial and Other Profiling Program. Effective July 1, 2005, law enforcement officers and



William V. Minner
Executive Director

agencies are prohibited from using race, ethnicity, national origin, gender, or religious dress, as the sole factor, in selecting which individuals to subject to traffic stops or in deciding the scope and substance of law enforcement activities following the initial traffic stop. Citizens now have the right to file complaints with the local law enforcement agency or this Commission if they feel they have been subjected to profiling. Kansas is the only state providing for the filing of complaints with an

independent agency, the Kansas Human Rights Commission. Two new staff members and our existing offices provide statewide coverage of this important issue.

Even though the Racial and Other Profiling Program is just beginning, our work in the areas of employment, housing, and public accommodation continues. We recovered \$1,005,392 in fiscal year 2005 on behalf of complainants, not including the value of non-monetary remedies. As detailed on page 5, we received 1,045 complaints alleging discrimination in these areas in fiscal year 2005, the highest number since fiscal year 2001. This data serves as a poignant reminder that there is not always a beginning and an ending. Instead, "Eternal vigilance is the price of freedom."

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Racial and Other Profiling Staff Hired

The Kansas Human Rights Commission (KHRC) has hired two new staff members as a result of the passage of Substitute for Senate Bill 77, which allows the KHRC to accept complaints of racial and other profiling and to investigate such complaints, if necessary.

Rick Fischli was hired as the Racial and Other Profiling Administrator in August. Prior to his employment with the KHRC, Fischli served as the Director of Sex Offender Man-

agement with the Kansas Department of Corrections.

Marvin McCurtis was hired as a Special Investigator II, and will serve as the primary investigator of any complaints alleging racial and other profiling. He comes to the KHRC from the Department of Social Rehabilitative Services, where he was a Human Service Specialist.

Fischli is stationed in Topeka, while McCurtis works out of the Wichita office.



New Staff Members Pictures
Right Top: Rick Fischli, Racial and Other Profiling Administrator.
Right Bottom: Marvin McCurtis, Special Investigator II.

KHRC Commissioners

Errol V. Williams

Chairman
Industry, Topeka

David A. Hanson

Vice-Chairman
Legal, Topeka

Beth Bradrick, Ph.D

Labor, Pittsburg

Clyde Howard

At-Large, Manhattan

Lou Ann Thoms

Real Estate, Topeka

Anthony Villegas, Sr.

Labor, Kansas City

Jerome Williams

Industry, Wichita

By law, the Commission must represent particular areas of the workforce and community. In addition, no more than four Commissioners may belong to one particular political party. The Governor of the State of Kansas appoints all seven Commissioners to serve the Kansas Human Rights Commission.



A reception was hosted by the KHRC to honor the service of former Chairman James Butler, as well as, past Commissioners Brenda C. Jones and Deborah Wheeler on November 18, 2005. Pictured above from left to right are Butler, Exec. Director William V. Minner, Jones and Wheeler.

Three New Members Added to the Commission

Errol Williams replaces James Butler as Chairman

When the Kansas Human Rights Commission met for their monthly meeting in September 2005, there was a new chairman and three new members.

Governor Kathleen Sebelius designated Errol V. Williams as chairman of the Commission. The September Commission meeting was the first in which Williams served in his new capacity. Williams replaced James Butler as chairman. Butler had served on the Commission since 1979.

Williams was originally appointed to the Commission in April of 2000, by Governor Bill Graves. He also currently serves as Assistant Vice President and Human Resources Manager for Security Benefit Corporation.

In addition to Williams' designation as Chairman, Governor Sebelius also appointed three new members to the Commission.

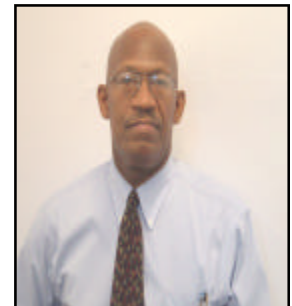
Clyde Howard, Director of the Office of Affirmative Action at Kansas State University, was appointed to a four-year term ending on January 15, 2009.

Anthony Villegas, Sr., Kansas City, was appointed to serve a four-year term ending January 15, 2009. Villegas retired from the Board of Public Utilities, Kansas City, Kansas

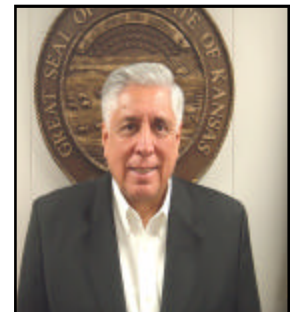
Jerome Williams, Wichita, was appointed to a four-year term ending on January 15, 2008. Williams retired from Raytheon Aircraft Corporation, where he last served as Program Manager T-6A International Programs. He was employed by Raytheon from January 1973 until August 2003.



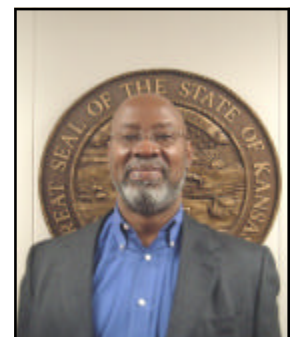
Errol V. Williams
KHRC Chairman



Clyde Howard



Anthony Villegas



Jerome Williams

A Day of Learning and Sharing..... 2005 Edition of Law Seminar Well Attended

Over 120 people attended the 2005 edition of the Kansas Human Rights Commission Annual Employment Law Seminar to experience a day of learning and sharing among business professionals. The event took place on September 13, 2005, at the Topeka Holidome.

There were six guest speakers who discussed a variety of topics related to employment law.

"The conference offered a variety of current issues," Lieutenant Gibson T. Auten, Garden City Police Department said. "Depending on your interest or needs, the conference gave you the choice of which training sessions to attend."

The event began with a welcoming address given by KHRC Assistant Director Ruth Glover. This welcome was then followed by the keynote ad-

dress of Mr. John Fultz. Fultz, an employment consultant, presented on the topic of "Intellectual Disabilities."

"The topics that are offered are always timely, and the speakers are always professional, knowledgeable, and tops in their field."

——— Janet B. Dean

Riley County Human Resource Coordinator

"I really enjoyed the opening session, and I feel like it raised my awareness of intellectual disabilities," Melissa Fairbanks, Human Resources Manager for the City of Hutchinson said. "I thought the information that was shared with us could be brought back and put to use at work."

Mr. Alan Rupe, KUTAK Rock LLP, in Wichita and Mr. Randy Hershey, Midland Me-

diation, each conducted breakout sessions before lunch. Rupe, a trial attorney, discussed the topic of "Age Discrimina-

tion in Employment," while Hershey addressed the topic of "Mediation: The Process."

The afternoon portion of the conference began with breakout sessions conducted by Ms. Jeanette Aranda and Mr. Randy Fisher.

Aranda, a Federal Investigator for the United States Department of Labor, provided a presentation over the "Fair Labor Standards Act."

Fisher serves as the Employment and Training Liaison for the Kansas Commission on Disability Concerns and covered the topic of "ADA Employment Issues."

The day-long seminar concluded with a keynote address given by Ms. Billie Ashton. Ashton serves as the Enforcement Supervisory Investigator for the Equal Employment Opportunity Commission. Her presentation covered "Gender Discrimination Under Title VII."

"Ms. Ashton provided an informative all-encompassing presentation on gender discrimination," Paul Forese, KHRC Special Investigator said. "She covered many scenarios with straight-forward examples of possible discrimination that an investigator may come across."



Attendees of the 2005 KHRC Employment Law Seminar listen to the keynote address of John Fultz. Fultz, an employment consultant, spoke on the topic of "Intellectual Disabilities". The conference took place at the Topeka Holidome on September 13, 2005. There were over 120 people who attended the one day conference covering issues that employers, attorneys, and human resource personnel found beneficial.

Butler is Proud of His Years of Service

With his service to the Kansas Human Rights Commission beginning in 1979 and concluding in 2005, former Chairman James Butler has seen first hand the ebb and tide of the human rights movement in Kansas.

Butler was first appointed to the Commission in 1979 as a Commissioner At-Large by Governor John Carlin. His tenure on the Commission concluded in August 2005, when Governor Kathleen Sebelius designated Errol V. Williams as Chairman and appointed Clyde Howard as a Commissioner At-Large.

Butler has seen many advances in the area of human and civil rights, but also believes that there are still challenges in this area that remain.

"I believe that issues in human rights will go onto infinity. Yet, we have found that people are most affected when we change their minds and their hearts on the issues of equality," Butler said. "However, there is still a resistance to letting this change take place, and we have found that there is still hidden racism in the present that has surprised even me."

Even though his days of serving on the Commission are completed, Butler still feels that he has a role to play in the area of human and civil rights.

"I do believe that my role in human rights service is a lifetime role," Butler said. "At 92-



James Butler
With the KHRC from 1979-2005

years old, I can still help people navigate their way through the investigation and complaint process without having to take sides."

Butler served on the Commission under five different Governors of the State of Kansas, and feels that the KHRC has played a proactive role in the area of education during his 20-plus years of service.

"I am most proud of the efforts that were made through education and persuasion to change the behavior of people. I think that the Commission is an agency that has educated some of the public about the problems that exist in the area of human rights. I think we (the KHRC) jolted and surprised people on the depth of the problems and we made them more aware of civil rights issues in the state of Kansas," Butler said.

Butler is proud of the changes that have taken place over time in the area of employment discrimination.

"I certainly believe that we made an impact in employment. We put employers on guard and surprised a lot of them in what they could and could not do as employers," Butler said. "That was a challenge for the agency and I felt like the agency faced that challenge during my years of service."

Butler also took the time to reflect on the working relationship he had with other members of the Commission.

"A relationship, which I am proud of, that I formed while on the Commission was with former Commissioner Corbin Benham of Wichita. Benny, as I called him, served on the Commission for 12 or 15 years, and I have never met a more truthful man in the area of human rights. Benny was white and I am black. Seldom do you find two such different people who work well together like we did," Butler said. "I had always hoped that the members of the Commission would look at things very seriously and realize the impact that we had in the lives of employees. Our decisions had such an impact on the lives of all individuals," Butler said.

The Kansas Human Rights Commission thanks Mr. Butler for his years of dedication to the Commission.

Honoring Former Chairman James Butler

"Mr. Butler's life and dedication to public service is a model that most of us should follow or copy."

Errol V. Williams
KHRC Chairman

"Mr. Butler, in all of my experiences with him as a Commissioner in both professional settings and social settings, has been a gentleman. I have found him to be a fountain of wisdom and have learned and benefited from his life story."

William V. Minner
KHRC Executive Director

"Mr. Butler has lived the past and he has a great memory. He always kept us (the Commissioners) conscience of where we have come from has a nation. His mind was just so sharp."

Brenda C. Jones
KHRC Commissioner
1994-2005

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**Library of Congress
Features KHRC
Executive Director's
Story In
Online Exhibition**

“Voices of Civil Rights,” an online exhibition created by the Library of Congress, features a story from William V. Minner, Executive Director of the Kansas Human Rights Commission. You can read Minner’s account below, and access the entire online exhibition at the following web site, <http://www.loc.gov/exhibits/civilrights/cr-exhibit.html>.

Minner’s recollection of a childhood incident near Spiro, Oklahoma follows.

We had stopped at a spring. It was a very popular place that both blacks and whites would go to get water. We had waited for 30 minutes. But the people ahead of us, they were all white. When we had reached our turn, two white men grabbed my dad. They told him that he’d have to wait until all of the white people were finished. Dad said, “We’ll get our water another day or we’ll come back.” They wouldn’t let my dad leave. They said, “You’re going to stay here, and when all of the good white people have gotten their water, and when everyone is gone then you can do what you want to.” When all the white people finished getting their water, Dad got his water. I remember him telling me, “What you saw there was real hatred and prejudice. But this is not going to be forever...there’s gonna come a day when this won’t be anymore.”

Comparing the Numbers....

Total Complaints Increase in FY 2005; Recoveries \$1 Million Plus

The Kansas Human Rights Commission is constantly striving to provide the public with information concerning the agency’s progress.

Two charts below provide statistical data on the number of complaints filed with the Kansas Human Rights Commission during fiscal year 2004 and fiscal year 2005. There was an increase in the total number of complaints filed, as well as an increase for each classification of complaint.

This statistical data is included in the Kansas Human Rights Commission Annual Report. To view the FY 2005 Annual Report, as well as past annual reports for the Kansas Human Rights Commission, please go to www.khrc.net and click on the Publications Link.

COMPLAINTS FILED FY 2005

AREA	COMPLAINTS
EMPLOYMENT	961
HOUSING	12
PUBLIC ACCOMMODATION	72
TOTAL CHARGES FILED	1,045

COMPLAINTS FILED FY 2004

AREA	COMPLAINTS
EMPLOYMENT	809
HOUSING	7
PUBLIC ACCOMMODATION	39
TOTAL CHARGES FILED	855

King Promoted to Special Investigator; Hunziker Hired as Intake Specialist

The Kansas Human Rights Commission promoted Holly King to the position of Special Investigator II in October 2005. King, Topeka, was originally hired by the KHRC as an Intake Specialist in May 2004. She graduated from Seaman High School in 1995, and attended Washburn Uni-

versity. The Kansas Human Rights Commission also hired Bobbie Hunziker as an Intake Specialist in November 2005. Ms. Hunziker worked as a Pharmacy Technician at the Medical Arts Pharmacy prior to her employment with the KHRC.

Hunziker has an Associates Degree from Johnson County Community College. Hunziker currently resides in Valley Falls, Kansas.

The KHRC staff congratulates Ms. King on her promotion and welcomes Ms. Hunziker.

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∴ Eternal Vigilance is the
∴ Price of Freedom

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