

## “Linking Our Community”

### Eviction Diversion Packet



A group of community organizations convened by the Human Relations Department have created an Eviction Diversion Packet with information and resources to help residents facing eviction.

The packet is available in English and in Spanish and is posted at [CityofWS.org](http://CityofWS.org). Printed versions of the packets are available by calling 336-734-1227.

The packet is designed to help both tenants and landlords, says Wanda Allen-Abraha, the human relations director. “With the eviction moratorium ending, we wanted to create something that lists the resources immediately available, with the goal of helping keep people in their homes,” Allen-Abraha said.

“The packet also includes information about related resources,” Allen-Abraha said, “because eviction is often accompanied by other quality of life challenges, such as food insecurity, the need for clothing, utilities assistance, etc.”

The packet was a joint effort by the Eviction Diversion Network, an ad-hoc group of organizations that has been meeting to collaborate on how they can proactively best serve landlords and tenants in light of the end of the eviction moratorium put in place last year due to the COVID-19 pandemic.

The network also has established an eviction diversion mediation program, Allen-Abraha said, through a partnership of the city, Legal Aid of North Carolina, the Wake Forest University School of Law & Community Law Clinic, and the Forsyth County Court system.

“We are continuing to analyze and consider best practices from other communities, nationwide, to identify other ways that we can provide assistance and an alternative to the expense of court,” Allen-Abraha said.

In addition to the Human Relations Department, network members include representatives of Forsyth County Department of Social Services, Forsyth County Clerk of Superior Court, the Winston-Salem Community Development Department, the Winston-Salem Police Department, Wake Forest University

School of Law, the Housing Authority of Winston-Salem, the Winston-Salem Regional Association of Realtors, the United Way, the Experiment in Self Reliance, the Piedmont Triad Apartment Association, Financial Pathways of the Piedmont, and Legal Aid of North Carolina.

### 2021 Virtual International Village Food and Music Festival

The International Village Food and Music Festival, held annually in September, again is being held as a virtual event this year due to the COVID-19 pandemic. The virtual International Village will be shown at 3 p.m. Saturday, Sept. 18, on WSTV Digital Media. Performers included Zumba Latina (Zumba), Three Graces (dance), Tiger Kim’s Tae Kwon Do, Lion Tracks (music), and Kidane Mehret Ethiopian Church (traditional Ethiopian music and dance). There also will be encore performances from past festivals.

WSTV Digital Media can be seen on channel 13 on Spectrum or channel 99 on AT&T Uverse, and livestreamed on [CityofWS.org](http://CityofWS.org). The festival, sponsored by the city’s Human Relations Department, celebrates cultures from all over the world through music, dancing, fashion shows, food and more. Organizers hope to resume the in-person festival in 2022.

### Human Relations Commission Retreat

The Winston-Salem Human Relations Commission held its annual retreat on August 20, 2021 via Zoom. The commissioners kicked off the retreat with an icebreaker, led by Commissioners Preble and Wiggins, called UNESCO Story Circles. UNESCO Story Circles is a partnership with World Council on Intercultural and Global Competence and North Carolina Humanities. The commissioners also participated in ethics training for boards and commissions, conducted by Assis-



tant City Attorney Camile French, who serves as the City Ethics Officer. Ms. Patrice Toney, Assistant City Manager, updated the Commission with the latest news from the City. During the last half of the retreat, commissioners updated, reviewed, and unanimously approved the 2021-2023 Human Relations Commission’s Strategic Action Plan.

### Nondiscrimination Ordinances

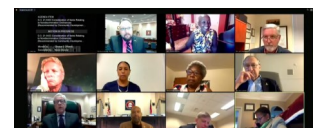
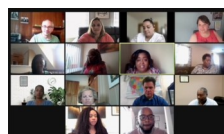
On August 16, 2021 the Winston-

Salem City Council unanimously approved two non-discrimination ordinance amendments for the City of Winston-Salem. The approved amendments are as follows, (1) prohibits discrimination in places of public accommodations or public accommodations which means any place, facility store, other establishment, hotel, motel, business, accommodation, refreshment, entertainment, recreation, or transportation facility of any kind, whether licensed or not, whose goods, services, facilities, privileges, advantages or accommodations are extended, offered, sold or otherwise made available to the public. The terms do not include any private club, bona fide membership organization or other establishment closed to the public, and (2) prohibits discrimination in employment and applies to employers that employ one or more persons within the city limits.

The ordinance amendment does not apply to Forsyth County, the cities within Forsyth County, state or federal government.

There are also a number of other exemptions such as exemptions for religious corporations, associations or societies that employ individuals of a particular religion to perform work connected with the carrying on by the corporation, association, or society of its religious activities. An aggrieved person may file a complaint with the City’s Human Relations Department which will investigate the complaint within sixty (60) days unless there are extenuating circumstances. If the Director finds reasonable cause to believe that a violation of the

Motion Passes		
Yes	No	Abstain
John C. Leisen	0	0
Wanda Allen-Abraha	0	0
Patrice Toney	0	0
James Taylor	0	0
John C. Leisen	0	0
Wanda Allen-Abraha	0	0
Patrice Toney	0	0
James Taylor	0	0



either article has occurred, the Director may attempt conciliation. The parties may agree to a hearing before the hearing board of the Human Relations Commission. The conciliation and hearing processes are voluntary.

The ordinance amendment becomes effective January 1, 2022 and the civil enforcement process becomes effective March 1, 2022.

### Human Relations Intern



Mayra Ramirez Manriquez, was a 2021 Salem College graduate. She received a Bachelors of Art in Spanish and will be receiving a Bachelor in Business Administration in the Spring 2022. Ms.

Ramirez Manriquez was born in Guanajuato, Mexico and moved to the United States when was 10 years old. She is very excited to be part of the Winston-Salem Human Relation Department as an Administrative intern. She enjoys being able to be con-

## Fall Calendar

### September

- 18 International Village Food and Music Festival 3:00 p.m.— via WSTV-13 and City's YouTube Channel
- 28 Youth Advisory Council Meeting 5:00 p.m.— via WSTV-13
- 29 College Advisory Board Meeting, 4:00 p.m.— via WSTV-13
- 30 High School Race Relations Forum 6:30 p.m.— via WSTV-13

### October

- 6 African-American Heritage Initiative Meeting 2:00 p.m.— via WSTV-13
- 7 Non Discrimination Ad Hoc Sub Committee Meeting 4:00 p.m. via WSTV-13
- 26 Youth Advisory Council Meeting 5:00 p.m.— via WSTV-13
- 28 Human Relations Commission Meeting 5:30 p.m. live-streamed via the City's YouTube Channel

## NEXUS Challenge

### Question 1

Assuming they meet the required written income and credit qualifications, a landlord may refuse housing to which of the following types of persons?

- A. A lady with a mental illness
- B. A black male
- C. Muslim family
- D. None of the above

ANSWER: The answer is D. None of the above. A landlord may commit fair housing discrimination by refusing housing to anyone based on disability, national origin, race, color, sex, religion, or family status. If you feel you have been discriminated against, please contact the City of Winston-Salem Human Relations Department.

### Question 2

If a person selling his/her home, who is using a real estate agent, refuses an offer because of the buyer's national origin, who may file a federal lawsuit against the seller?

- A. The prospective buyer
- B. The real estate agent
- C. The federal government
- D. All of the above

The answer is D—All of the above. National origin is protected under the Fair Housing Act. Therefore, any discrimination based on a person's country of origin during the selling and buying process is prohibited. Anyone who has knowledge of an alleged housing discrimination violation may be able to file a fair housing complaint with the City of Winston-Salem Human Relations Department.

## Commissioner's Corner

### Dr. Patrick Usher

Dr. Usher has traveled extensively throughout the United States and the Caribbean Islands, breaking denominational barriers. Though he ministers simplistically, he describes his delivery as profound and effective. He also shared that he is known throughout and around the country as the "Preaching Machine." He is the Pastor of Ishi Pentecostal Temple ("The Church of Champions") and chairman of Breaking Shackles Ministries.



Diocesan Bishop Richard E. Young appointed Pastor Usher to the office of District Elder in Region #4 of the South Carolina State Council of the Pentecostal Assemblies of the World, Inc. He is also a member of the Advisory Board and served as Executive Secretary. In May 2011, Dr. Usher was honored with a Doctorate Degree in Theology from St. Thomas Christian University. In February 2018, Dr. Usher was elevated to Suffragan Bishop by Presiding Bishop Charles H. Ellis, III, serving as Bishop of Information and Technology. Dr. Usher is proud to be a Human Relations Commissioner since Spring of 2020. He, currently, serves on the Human Relations Commission's Community Relations committee.



Winston-Salem

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## “Linking Our Community”

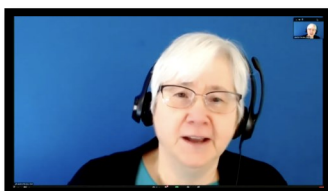
### National Fair Housing Month



Winston-Salem has a fair housing ordinance that mirrors the Fair Housing Act. The Winston-Salem Human Relations Commission and Human Relations Department are responsible for enforcing fair housing laws locally to ensure fair and equal housing access and treatment for all people regardless of race, color, national origin, gender, disability, family status, or religion.

This year’s Fair and Affordable Housing Summit took place on April 22, 2021, Virtually through a Zoom conference. During the event the Ujema Community Development Corporation was presented with the Human Relations Commission’s Breaking Barriers Fair Housing Award for 2021.

Assistant Secretary Jeanine Worden, Assistant Secretary for Fair

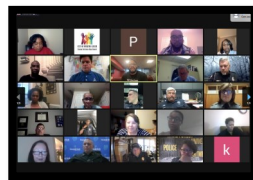


Housing and Equal Opportunity, gave the keynote address for the day. Pan-

elists for the panel discussion included; Dan Kornelis, Dr. Craig Richardson, Bianca Green, Dr. Sherri Lawson-Clark, Ed Sharp, and Dr. Stephen Sills. Topics included: Housing Affordability, Fair Housing through the Lends of the Pandemic

and Social Justice, Evictions and Housing Accessibility, Housing Financial Assistance During the Pandemic, and HUD Fair Housing Policy Updates.

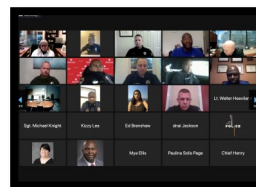
### Collegiate Trust Talks



The City Human Relations staff, College Advisory Board, and commission members facilitated

the annual Collegiate Trust Talks between local university representatives, students, and police representatives on April 10 at 6:00 p.m. Virtually. The purpose was to build community trust by discussing issues and misconceptions that serve as barriers during police interactions with college/university students..

The Human Relations Department has been organizing Trust Talks since 2011 as a way to foster communication between law enforcement and the community.



### Nondiscrimination Study Subcommittee

The Nondiscrimination Study Subcommittee is an ad hoc subcommittee of the City of Winston-Salem Human Relations Commission. Its goal is to advise the HRC and City Council on critical issues and opportunities facing the LGBTQIA+ community and recommend policies and procedures that will

advance social and economic equality for the LGBTQIA+ community. At the end of an 18-month period, the committee will issue a final report with recommendations and suggested action plans.

Requirements of Committee Members:

- Be a member of the LGBTQIA+ community
- Reside in Winston-Salem
- Commit to attending at least 75% of regularly scheduled monthly meetings.

Seven Members have been selected along with two alternate members. The Committee will start meeting on July 1, 2021.



### Juneteenth Celebration

The city of Winston-Salem understands the value the African-American community places on the holiday, Juneteenth. It highlights the news of an end to slavery to African-Americans in Texas, a year after the abolition of slavery. In an effort to join in the annual recognition of this day’s value, the city has sponsored the community celebration.

The city’s sponsorship is a hand-in-hand





partnership of the city's [Human Relations Department](#) working towards unity among the city's diverse population, and the [Diversity, Equity and Inclusion](#) Department's effort to raise awareness of the complexity of diversity in city government.

May this effort create greater awareness, understanding throughout the community. Join us as we celebrate.

## Summer Calendar

### June 2021

6/2/2021—African-American Heritage Initiative Meeting. 2:00 p.m.-Live-streamed via the City's YouTube Channel  
 6/2/21—Human Relations Commission 5:30 p.m.. Live-streamed via the City's YouTube Channel  
 6/19/2021—Juneteenth Festival 12-7:00 p.m.  
 Bailey Park and Biotech Center  
 6/24/2021—Youth Expression Wall Painting; 5:30 p.m., Winston-Square Park

### July 2021

7/1/2021—Nondiscrimination Study Subcommittee—4:00p.m. Live-streamed via the City's YouTube Channel  
 7/7/21—African-American Heritage Initiative Meeting. 2:00 p.m.-Live-streamed via the City's YouTube Channel



### NEXUS Challenge

#### Question 1

Suzy has been diagnosed with severe depression and is disabled as defined by the Fair Housing Act. Her doctor prescribed Suzy a dog to help alleviate some of her symptoms. Suzy asked her landlord if she can have a dog as a reasonable accommodation for her disability. Her landlord's response was,

- A ) Yes, but tells Suzy she'll need to pay a \$250 pet deposit
- B) Yes, but she needs to provide proof that the animal is trained and certified to be a service animal
- C) None of the above

The answer is C, None of the above. The landlord cannot charge Suzy a pet deposit for her animal because it is not a pet, but rather a service/companion animal required for disability. Further, the landlord cannot ask for proof that the animal is trained.

#### Question 2

If a resident violates his or her lease, based on federal fair housing law, which of the following people would be protected?

- A) A divorced female, single parent
- B) A 35 year old single, Muslim man
- C) A 50 year old white man
- D) All of the above

The answer is D, All of the Above. Everyone is protected by the Federal Fair Housing Act as long as the discrimination is based on one of the seven protected classes; Race, Color, Religion, Sex, Handicap, Family Status, and National Origin.

#### Question 3

If a resident violates their lease and you have solid grounds for eviction, you should give that resident a second chance if:

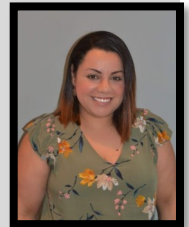
- A) The resident is a member of a protected class and you're worried he will sue you for discrimination.

- B) You are good friends with the resident and you want to give him a break.
- C) You give all your residents a second chance in the same situation.

The answer is C: Treat residents consistently when holding them accountable for breaking the rules. If a resident violates your lease, you may give that resident a second chance only if you give all your residents a second chance in the same situation.

### Commissioner's Corner

#### Michely Preble



Michely Preble, originally from Puerto Rico, moved to Winston Salem NC in 2009. She is a Medical Case Manager at Positive Wellness Alliance, a non-profit dedicated to serving people living with and affected by HIV/AIDS. Michely graduated from the University of North Carolina at Greensboro with a degree in Psychology and Sociology.

Michely is married to her soulmate and best friend Christopher Preble. She is also a loving stepmom to Caden, Lexi, and Jackson Preble, and a dog mom to a 12 year old pug named Lola. When she is not working, or taking care of her family, you can find her at her crafting table making greeting cards.

Michely is a loud advocate for equity and inclusion for all, and she applied to be a commissioner after advocating on behalf of one of her clients who were being discriminated against.



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## “Linking Our Community”

### Annual Race Relations Forum



Students from Winston-Salem/Forsyth County high schools discussed their perspectives on race relations during the annual Student Race Relations Forum, held virtually Thursday, Sept. 24, at 6 p.m. and streamed live on the city's YouTube channel. The students discussed their views regarding racial attitudes, personal experiences, and the overall relevance of diversity for youth today.

Mayor Allen Joines welcomed the students, along with Kerry Wiggins, the vice-chair of the Human Relations Commission; Lionel Kato, the instructional superintendent of the Winston-Salem/Forsyth County Schools; and Effie McMillian, the equity officer for the Winston-Salem/Forsyth County Schools.

The Youth Advisory Council was a co-sponsor of the forum. Council Chair Porsche Smith and Vice Chair James Taylor III moderated the discussion.

### Neighborhood Trust Talks

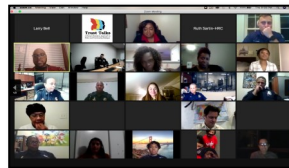


The city Human Relations staff and commission members facilitated a virtual Neighborhood

Trust Talks between police representatives and neighborhood association representatives on Thursday, October 15, at 6 p.m.

The trust talks included such topics as use of force, profiling, cultural perceptions and community policing as they pertain to community-police interactions.

The Human Relations Department has been organizing trust talks since 2011 as a way to foster communication between law enforcement and the community.



### Virtual Newcomers Symposium

The Human Relations Department co-sponsored a virtual Newcomers Symposium on Tuesday, Nov. 10, for organizations throughout North Carolina that assist immigrants, refugees and asylum seekers in some capacity, including non-profit agencies, churches, health-care organizations, schools and government agencies. The symposium was held from 1:30 to 4:30 p.m. via Zoom.

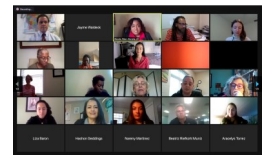
The symposium was free and addressed current issues and



practices related to immigration and refugee resettlement in North Carolina communities. Panel discussions covered such topics as racial equity in local government, local government language access, resources for K-5 English language learners, COVID-19 and fair housing policies, and more. For more information go to

[www.WSBIC.com](http://www.WSBIC.com).

The Newcomers Symposium was sponsored by the Human Relations Department, the Winston-Salem Building Integrated Communities Initiative and University of North Carolina at Chapel Hill Institute for the Study of the Americas.



### Expanding the Fight for Equality

The city Human Relations Department was a co-sponsor for a webinar titled: Expanding the Fight for Equality: The LGBTQ Community and Housing Discrimination. The Continuing Legal Education program focused on the legal fight to eliminate housing discrimination against the LGBTQ Community.

Speakers included: Amy Whelan, Senior Staff Attorney, National Center for Lesbian Rights; Alison Gill, Vice President for Legal and Policy issues, American Athe-

ists; Charly Gilfoil, Staff Attorney, Legal Aid of NC; Ames Simmons, Policy Director, Equality NC; Rev. Deborah Hopkins, Exec. Dir., *T\_h\_e\_r\_e'\_s\_\_S\_t\_i\_l\_l\_\_H\_o\_p\_e\_\_*shelter; Vanity Derville, LGBTQ Center of Durham; Alexander Blades, LGBTQ Center of Durham.

The webinar was held December 9, 2020 at 9:30 a.m.



## Winter Calendar

### January 2021

1/6/2021—African American Heritage Initiative Meeting. 2:00 p.m.—Live-streamed via the City's YouTube Channel

1/19/21—MLK Young Dreamers at City Council Meeting, 7:00 p.m.

1/26/21—Youth Advisory Council 4:00 p.m. Live-streamed via the City's YouTube Channel

1/28/21—Human Relations Commission 5:30 p.m.. Live-streamed via the City's YouTube Channel

### February 2021

2/6/2021—Virtual Showcase of Songs 2:00p.m. Live-streamed via the City's YouTube Channel

2/25/21—Virtual Human Relations Student Awards Celebration, 6:00 p.m., Live-streamed via the City's YouTube Channel



### NEXUS Challenge

#### Question #1

In an advertisement for a small, two-bedroom house in a neighborhood where many families live, which of the following language is clearly improper under the Fair Housing Act?

- A. Small, cozy home in quiet neighborhood
- B. Two-bedroom home, near playground and senior center
- C. Family friendly
- D. No children

The answer is D—No children. This would violate the Fair Housing Act as discrimination against families. It is best to always describe the property and nearby amenities and not the potential buyer when advertising.

#### Question #2

Your community allows residents to reserve the common room for parties and other social activities. If residents are allowed to reserve the room for Christmas and Hanukkah celebrations, then you should allow a resident to reserve the room to host a pagan celebration to mark the winter solstice

- A. True
- B. False

The answer is A. True. Fair housing law bars communities from treating people differently based on their religious beliefs or practices. The law clearly protects members of established religions, but fair housing experts believe it's broad enough to cover a wide variety of religious or spiritual beliefs.

### Commissioner's Corner

#### Melissa Thompson



Melissa has lived in the Triad area for 23 years, calling Winston-Salem home since 2008. She is in her 10<sup>th</sup> year as Director of Operations at SECU Family House, a non-profit lodging facility for patients and caregivers traveling to Winston-Salem for medical care, where her love for hospitality and serving others in a time of need are put to good use.

Melissa attended Salem College and graduated Summa Cum Laude with a BA in Communications and a minor in Nonprofit Management in 2017. She is married to Pierce, her husband of 20 years, and they have two college-aged children, Marissa and Matthew, and a fur-baby named Sundae.

Melissa has served on Guilford County Tourism Development Board, Forsyth County Tourism Development Authority Board, Forsyth County Hotel Association board and is currently President of the Healthcare Hospitality Network, and board member with Leadership Winston-Salem.

After participating in Leadership Winston-Salem, Melissa applied for a seat with the Human Relations Commission to be a part of the change she wants to see in regards to the areas of fairness, equity, and inclusion for everyone living in and traveling to Winston-Salem and Forsyth County.



Winston-Salem

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## “Linking Our Community”

### Virtual Town Trust Talk on Racial Unrest and Social Injustice



A virtual “Town Trust Talk,” moderated by Wanda Starke of WXII and featuring Police Chief Catrina Thompson, Sheriff Bobby Kimbrough and James Perry, the chief executive officer of the Winston-Salem Urban League, was live on Friday, June 26, on WSTV Digital Media.

The trust talk took the form of a panel discussion related to the recent national unrest and the Black Lives Matter movement. Panelists discussed how these national issues have played out locally and explored possible solutions to those issues.

In addition to Thompson, Kimbrough and Perry, the panel also featured Jack Monell, an Associate Professor of Justice Studies at Winston-Salem State University; Robert Leak III, a pastor and the chair of the Human Relations Commission; James Taylor III, a member of the Winston-Salem Youth Advisory Council; and Sonny Haynes, a lawyer and member of the Human Relations Commission. Rev. Laura Spangler, the pastor of Lloyd Presbyterian Church, was also a guest commentator.

Residents were invited to submit questions for the panel in advance or during the program.

Wanda Allen-Abraha, director of Human Relations, said the department organized the discussion primarily because “our residents are hurting, upset, and seeking solutions to historic and systemic issues that affect us all.

“It is important to engage community leaders and residents in a productive discussion in which they can share not only issues and concerns, but recommendations and solutions to our local social injustice and racial inequity problems.”

The Town Trust Talk was sponsored by the Winston-Salem Alumnae Chapter of Delta Sigma Theta Sorority Inc., which assisted in advance publicity for the program.

### Human Relations to Assist Courts by Mediating COVID-Related Rent Disputes

At the request of Chief District Judge Lisa Menefee, the Winston-Salem Human Relations Department will begin mediating landlord-tenant disputes related to the non-payment of rent due to the COVID-19 pandemic. Menefee reached out to the department to help the courts deal with a backlog of landlord-tenant disputes that have collected while the courts have been closed. Having the department deal specifically with rent disputes related to COVID-19 will allow the courts to focus on the other landlord-tenant cases.

All mediations will be conducted remotely.

The department normally mediates landlord-tenant disputes – before they are filed in court – as part of its routine duties and has two trained mediators on staff. To augment them, the department will use lawyers and professional mediators in the community who volunteer their services.

The department also has secured the assistance of law students who staff the free legal clinic operated by the Wake Forest University law school, according to Wanda Allen-Abraha, the director of Human Relations.



The law students went through a training course to make sure they are familiar with landlord-tenant law and the special provisions put in place

under COVID-19 emergency declarations related to non-payment of rent, Allen-Abraha said. This training is also available to lawyers and mediators who do not normally deal with landlord-tenant disputes.

“We are honored to have been asked to partner with the court in this manner,” Allen-Abraha said. “I have been working with the Legal Aid Society, the Housing Authority of Winston-Salem, the Wake Forest School of Law and the city attorney’s office to develop a virtual training program for volunteer mediators. We are also working with former judge Andy Cromer, who has volunteered as a professional mediator, as well as members of the local bar who will, hopefully, volunteer. We think this partnership is the first of its kind in North Carolina.”



Thirty years ago, at the Americans with Disabilities Act (ADA) signing on July 26, 1990, President George H.W. Bush stated:

*“Three weeks ago we celebrated our nation’s Independence Day. Today we’re here to rejoice in and celebrate another ‘Independence Day,’ one that is long overdue. With today’s signing of the landmark Americans for Disabilities Act, every man, woman, and child with a disability can now pass through once-closed doors into a bright new era of equality, independence, and freedom.”*

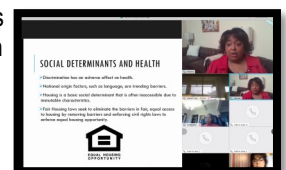
The ADA was the world’s first comprehensive declaration of equality for people with disabilities. It was a collaborative effort between Democrats, Republicans, the legislative and the executive branches, federal and state agencies, and people with and without disabilities.

The ADA Anniversary is a time that we can reflect positively on a law that has made a great impact on the lives of people with disabilities and our country over the past 26 years. The message within the Preamble and history is powerful because it clearly states the Congressional intent that the law is intended “to assure equality of opportunity, full participation, independent living, and economic self-sufficiency for individuals with disabilities.”

The Mayor’s Council for Persons with Disabilities has planned a few events and will continue throughout the year celebrating the ADA. On Tuesday, July 28, 2020, there will be a showing of Peanut Butter Falcon at the Fairgrounds Drive-in Theater for ADA NIGHT. Closed Captioning will be available for this film screening.

### Virtual Presentations

The Human Relations Department has been busy the past few months on virtual outreach regarding Fair Housing. Director, Wanda Allen-Abraha, presented the April Lunch and Learn for the Wake Forest commu-



nity about the Building Integrated Communities program and the Fair Housing Implications within the immigrant and refugee populations. This was a great webinar for the Wake Forest community to learn more about Fair Housing. Director Allen-Abraha also presented to the State of Oregon Human Rights Office about the Trust Talks program and how it could work in other communities. In addition to these presentations, other staff members continue to participate in webinars and virtual groups to continue to share information about Fair Housing and Landlord Tenant rights and responsibilities.

## AAHI-Call for Support



The African-American Heritage Initiative (AAHI) was established by a resolution adopted by the City Council on April 15, 2019. Its purpose is to connect all sectors of the African-American community and create a vision for incorporating African-American contributions into the permanent history of the City of Winston-Salem. It is also intended to take the lead in the preservation of oral, written, and photographic culture of the City.

To ensure the success of the AAHI, it is important to coordinate partnerships among individuals, agencies, and organizations, public and private, for designing a framework that preserves and melds African-American contributions. These partnerships would provide opportunities through establishment of the following subcommittees or teams: Churches, Professionals, Businesses, Government, Arts/Culture/Entertainment, Oral Histories, Civic Groups, Education, and Neighborhoods Teams.

AAHI is asking you to partner with them by selecting a subcommittee team on which to serve, based on your area of interest and/or expertise. Please do not hesitate to contact City Link 311 to select your team based on your area of interest.

## NEXUS Challenge

1. A landlord can refuse housing to which of the following people?

- a. A lady with a mental illness
- b. A black male
- c. Muslim family
- d. None of the above

The answer is D-- None of the above. A landlord can be filled with Fair Housing discrimination by refusing housing to anyone based off; disability, national origin, race, sex, religion, or family status. If you feel you have been discriminated against, please contact the City of Winston-Salem Human Relations Department.

2. Although a community has a no-pets policy, a maintenance worker discovers that a resident has two dogs in her unit. The resident is blind and she states that both dogs are service animals and she needs them due to her disability. The landlord may tell her that:

- a. She should remove the animal immediately.
- b. She may keep one of the dogs as a service animal.
- c. The landlord will evaluate whether to grant her request as a reasonable accommodation to the no-pets policy and ask her to verify that she has a disability and needs to keep both dogs.

The answer is c --Although the community has a right to enforce its rules barring residents from having pets, it is unlawful to deny a resident's disability-related request for an assistance animal.



## Commissioners' Corner

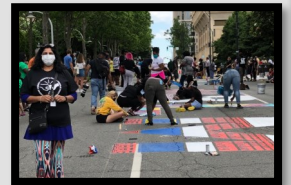
The Human Relations Commission issued the following statement on June 9, 2020;

"The Winston-Salem Human Relations Commission joins the Winston-Salem community as we mourn the loss of life of innocent, unarmed American citizens throughout the United States due to the violent and unwarranted actions of others.

"As a community, Winston-Salem is no different than other communities in the United States. We have experienced the unfortunate repercussions stemming from slavery, segregation, and ongoing discrimination. The effects of this history have resulted in the racial unrest and unequal treatment of the African American community that we are still witnessing today.

"The Winston-Salem Human Relations Commission was created in 1975 to represent the city of Winston-Salem's interest and commitment to addressing racial tensions on behalf of local government. We stand with the Winston-Salem community against racism, inequality and injustice. The commission will continue to work with community stakeholders, such as the Winston-Salem Police Department, to foster a safe dialogue and mutual understanding with the community.

"One of the ways in which the Human Relations Commission facilitates dialogue is through the Trust Talks police-community program. The Human Relations Department developed the Trust Talks program in 2011, in response to the police's desire to build trust in our community. Trust Talks provides a one-on-one opportunity to share concerns, feedback and recommendations for ensuring fair and equal treatment for all citizens and residents. The information learned during Trust Talks sessions is subsequently incorporated into police training. Human Relations hopes to resume Trust Talks in the future, once the pandemic subsides."



**City Council** Mayor: Allen Joines; Vivian H. Burke, Mayor Pro Tempore, Northeast Ward; Denise D. Adams, North Ward; Dan Besse, Southwest Ward; Robert C. Clark, West Ward; John Larson, South Ward; Jeff MacIntosh, Northwest Ward; Annette Scippio, East Ward; James Taylor, Jr., Southeast Ward; City Manager: Lee D. Garrity

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**Human Relations Commission** Chair: Robert Leak III; Vice-Chair: Jeffrey Bloomfield, Sonny Haynes, Joshua Price, Ruth Sartin, Sita Somara, Fred Taylor, Kerry Wiggins

**Human Relations Department Staff** Wanda Allen-Abraha, JD, Human Relations Department Director; Adolfo Briceño, Specialist/Hispanic Outreach; Iris McKnight, Specialist; Jayme Waldeck, Specialist/Outreach;







**Summer 2020**

**Winston-Salem City Council**

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Adolfo Briceño

If you have any suggestions for a featured service or program, please contact Adolfo Briceño, Human Relations Specialist, at 336.734.1225.

**CDC Eviction Moratorium and NC Governor's Executive Order**

**By Adolfo Briceño**

In response to the COVID-19 pandemic, in September 2020, the Center for Disease Control, a US governmental agency, established an Eviction Moratorium until December 31, 2020.

This Eviction Moratorium is meant to lessen the community spread of Covid-19, as explained by the CDC in the Frequently Asked Questions document regarding the Temporary Halt in the Residential Evictions to Prevent the Further Spread of Covid-19. "Housing stability helps protect public health because homelessness increases the likelihood that people may move into close quarters in homeless shelters or other settings. These crowded places put people at higher risk of getting COVID-19."

The CDC also established that this moratorium covers only residential tenants who are behind in rent because of reasons related to Covid-19, like loss of work or reduced hours. Other reasons for evictions are not covered by this order, which means that people could still be evicted if they engage in criminal activity, breach the lease, are a threat to the safety or well-being of the property or other residents, among others. Nevertheless, the order explicitly says that the landlord cannot use a COVID-19 diagnosis to evict a tenant on the basis that he or she is a health threat to other residents.

To be protected under the moratorium protection, the tenant must sign and date a form, located on the CDC website, and give it to the landlord. The tenant can give the landlord the form either electronically, in person, or by mail. It is advised that the tenant read the document carefully because willfully lying on it could carry criminal penalties. The due rent is not forgiven by this moratorium. It is still owed and the tenant must find ways to pay it or he or she could

be evicted after the expiration date of this protection.

The CDC established that the landlord is neither forced to give the tenant the form, nor inform him of this potential benefit. This is where Executive Order 171 by NC Governor Roy Cooper comes into place. It was issued on October 28, 2020 and ends the 31 of December, 2020, and it forces landlords to provide the CDC form to tenants before starting an eviction procedure. It also clarifies that one declaration per household is enough to cover all residents in the unit.

Executive Order 171 also gives landlords the opportunity to challenge the eviction moratorium protection by providing reasons to the courts as to why the eviction should proceed. If the landlord obtains a Writ of Possession by the courts, despite the submission of the CDC form, the landlord can act on it and proceed with the tenant's eviction. Also, those who are eligible to receive help from the HOPE program (a state run program that gives money to residents who are behind in the rent) cannot be evicted, even if they cannot be covered by the CDC Eviction Moratorium.



**Familial Status Fair Housing Settlement**

**By Adolfo Briceño**

On March 2016, 2020 the National Fair Housing Alliance (NFHA) announced a settlement agreement with Asset Campus Housing, Inc., the largest third-party property management company in the nation for campus living, that will open up access to 140,000 beds across 40 states and 77 cities to families with children. This agreement is the result of a lawsuit filed in 2018 by NFHA, the Lexington Fair Housing Council, the Fair Housing Center of West Michigan, and Asset Campus Housing tenant Maya Moss.

In July of 2018, after receiving complaints from individuals and conducting a year-long investigation, NFHA and its co-plaintiffs filed a lawsuit in federal court in the Western District of Kentucky, alleging that Asset Campus Housing dis-



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criminated against families with children. The company, although marketing itself as student housing, knowingly rented to non-students while enforcing policies that discouraged families with children, even when the parents were students. These practices, according to the plaintiffs, were in clear violation of the federal Fair Housing Act, which prohibits discrimination on the basis of familial status.



For plaintiff Maya Moss and her daughter, Asset Campus Housing's policies created an undue economic burden. The company, which owns or manages hundreds of apartment buildings throughout the country, had a policy that no more than one person could reside in each bedroom. Even a mother and two-year-old child could not live in a large one-bedroom apartment under one lease. So, Maya and her daughter had to sign two leases and pay double the rent.

Asset Campus Housing is just one of many student property management companies in the U.S. This industry has experienced significant growth over the past decade. Between 2010 and 2018 alone, the volume of investment in the U.S. student housing market jumped from under \$2 billion to \$11 billion, according to a report by CBRE. As this industry expands, it's even more important for companies like Asset Campus Housing to understand and accommodate an increasingly diverse college student demographic.

Policies, like the one implemented by Asset Campus Housing, unnecessarily add to expenses for students and can cause them to take on higher student loan debt. Almost 45 million borrowers owe \$1.56 trillion in student loan debt — an average of roughly \$35,000 per student. This compares with an average of \$20,000 per student a little over 10 years ago. Finding a decent affordable place to live can be extremely challenging for students. One study found that 14 percent of community college students are homeless.

"The modern college student population is no longer just comprised of 18- to 24-year olds. It's made up of people from all age groups and backgrounds. Some have spouses and children and others are single parents," said NFHA President and CEO, Lisa Rice. "Moreover, our country is grappling with an affordable housing crisis. Student housing management companies need to be aware of this and must not implement policies that illegally discriminate against people and make housing inaccessible to vulnerable groups," Rice added.

## Minority Business Owners and the Wealth Gap

By **Adolfo Briceno**

In March 2020, the National Community Reinvestment Coalition (NCRC) sponsored and publicly released a study, that revealed disparities and inequities in small business lending that negatively affect Black and Hispanic business owners, in particular. The NCRC explained that the study took into consideration small business lending made by banks, from 2008 to 2016, in seven large metropolitan areas: Atlanta, Houston, Los Angeles, Milwaukee, New York, Philadelphia, and Washington, D.C.

The study was done using Credit Reinvestment Act (CRA) and the Federal Financial Institutions Examinations Council (FFIEC) data, which provides publicly available data on loans by census tract and

income category; however, it aggregates the loans by revenue size of the business (above and below \$1 million) and loan dollar amount (below \$100,000, \$100,000–\$250,000 and above \$250,000).

The study showed that, from 2008 to 2016, the amount of bank deposits increased, but the financing provided to small business owners diminished, except in Houston, where it stayed the same.

The summary of the study is, as follows:

- Business owners in wealthier areas received the largest share of loans - 85% in Milwaukee. In fact, in six of seven metro areas analyzed, more than 70% of loans went to middle- and upper-income neighborhoods.
- The number of bank branch locations declined 10% since 2009, likely affecting small businesses that are highly dependent on local-level banking relationships.
- Banks have not reinvested the increased capital that they accumulated through deposits after the end of the Great Recession back into small businesses. The most significant difference between deposits and loans occurred in New York City metro area, where deposits increased by 100%, but lending decreased by nearly 40%.
- There are tremendous gaps in Black and Hispanic business ownership relative to their population size. Although 12.6% of the U.S. population is Black, only 2.1% of small businesses with employees are Black-owned. Hispanics are 16.9% of the population yet own only 5.6% of businesses with employees.

One of the most significant findings of the study is that wealthier areas receive a disproportionate large share of loans. In every study area, more than 40% of CRA loans go to areas in which borrowers' incomes exceed 120% of the median family income. In New York City, 24% of loans go to borrowers in moderate-income areas and 12% of loans go to borrowers in low-income areas. The biggest disparity was seen in Milwaukee, as already explained.

Another important finding is that Blacks and Hispanic are underrepresented in business ownership. For instance, Blacks are 12.60% of the population, but own only 9.50% of all the firms in the USA, regardless of size, but they only own 2.1% of the business with employees. Hispanics are 16.90% of the population, own 12.20% of all firms, but only 5.60% of the firms with employees. In comparison, Whites are 62.80% of the population, but own 70.90% of all firms and 81.60% of the companies with employees. Similarly, Asians are 5% of the population, own 7.10% of all firms in the USA, but own 9.40% of the ones with employees.

The study noted that it could not determine the number of business loans and the amount given to minority small business owners because the figures are not reported so that banks and financial institutions in the country are not forced to report such numbers so that their performance with race groups can be tracked.







Otoño 2020

### **Cabildo de Winston-Salem**

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John Larson, South Ward;  
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Annette Scippio, East Ward;  
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Hispanic Outreach;  
Iris McKnight, Specialist  
Jayme Waldeck, Specialist/Outreach  
Karlyn Duncan, Admin. Asst./Intake

### **Enlaces de Tu Comunidad**



Adolfo Briceño

Si tiene alguna sugerencia sobre uno de los artículos o programas publicados, por favor póngase en contacto con Adolfo Briceño, Especialista en Relaciones Humanas al 336-734-1225.

### **Moratoria de Desalojo del CDC y la Orden Ejecutiva 171 del Gobernador de Carolina del Norte** *Por Adolfo Briceño*

En respuesta a la pandemia del Covid-19, en Septiembre de 2020 el Centro para el Control de Enfermedades (CDC, por sus siglas en inglés), una secretaría de estado del gobierno de Estados Unidos, estableció una Moratoria de Desalojos válida hasta el 31 de diciembre de 2020.



Esta moratoria de desalojos tiene el objetivo de disminuir la posibilidad de contagio comunitario del Covid-19. Así lo explicó el propio CDC en el documento de Preguntas Frecuentes sobre la Prohibición Temporal de Desalojos Residenciales para Prevenir la Propagación del Covid-19. "La estabilidad de vivienda ayuda a proteger la salud pública porque la indigencia incrementa la posibilidad de que la gente se mude a condiciones de hacinamiento en refugios para indigentes u otros semejantes. Estos lugares concurridos ponen a los individuos en un riesgo mayor de contraer el Covid-19".

El CDC también estableció que esta moratoria solamente cubre a inquilinos residenciales que están atrasados en la renta por razones que tienen que ver con el Covid-19, como pérdida del empleo u horas reducidas. Otras causas por las que alguien puede ser desalojado no están cubiertas por esta orden, lo que significa que hay gente que podría ser expulsada de su vivienda si se involucran en actividad criminal, violan los términos del contrato de arrendamiento, son una amenaza para la seguridad o el bienestar de la propiedad o de otros residentes, entre otros. Sin embargo, la orden explícitamente dice que un propietario tiene prohibido usar un diagnóstico positivo de Covid-19 para desalojar a un inquilino bajo la excusa de que él o ella es una amenaza a la salud de otros residentes.

Para ampararse bajo la protección de esta moratoria, el inquilino tiene que firmar y poner fecha a un documento localizado en el sitio de internet del CDC y dárselo al propietario. La forma puede ser entregada de manera electrónica, en persona o por correo regular. Se recomienda, sin embargo, leer el documento muy

determinadamente porque mentir a propósito podría generar un cargo criminal contra el individuo. La renta que no se ha pagado no se condona ni se elimina por esta moratoria. Todavía se debe y el inquilino tiene que encontrar maneras de pagarla o podría ser desalojado después de la fecha de expiración de esta protección.

El CDC estableció que el propietario no está obligado a dar al inquilino la mencionada forma ni informarlo acerca de este potencial beneficio. Es aquí donde entra la Orden Ejecutiva 171 del gobernador de Carolina del Norte, Roy Cooper. Esta fue emitida el 28 de octubre de 2020, expira el 31 de diciembre de 2020 y fuerza al propietario a dar al inquilino la mencionada forma del CDC antes de iniciar un proceso de desalojo. También clarifica que un documento por vivienda es suficiente para cubrir a todos los residentes que viven en la unidad.

La Orden Ejecutiva 171 también confiere a los propietarios la posibilidad de enfrentar esta moratoria de desalojo proveyendo a las cortes las razones por las cuales el proceso de desalojo debe seguir su curso. Si el propietario obtiene una Orden de Desalojo emitida por las cortes, a pesar de que el inquilino estaba protegido por esta moratoria, el propietario puede aplicarla y proceder con el desalojo del inquilino.

También, todos los que son elegibles para recibir ayuda de HOPE (un programa del gobierno de Carolina del Norte que da dinero a los inquilinos que están atrasados en su renta), no pueden ser desalojados aún si no quedan cubiertos por la Moratoria de Desalojos del CDC.

### **Acuerdo Legal de Vivienda Justa y Estatus Familiar**

#### *Por Adolfo Briceño*

En marzo de 2020, la Alianza Nacional de Vivienda Justa (NFHA, por sus siglas en inglés) anunció haber llegado a un arreglo extrajudicial con Asset Campus Holding, Inc. la compañía más grande en la nación especializada en manejar propiedades de terceros ubicadas adentro de campus universitarios, el cual abrirá acceso a 140,000 camas en 40 estados y 77 ciudades a familias con niños. Este acuerdo es el resultado de una demanda llenada en 2018 por la NFHA, el Consejo de Vivienda Justa de Lexington, el Centro de Vivienda Justa



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del Oeste de Michigan y Maya Moss, inquilino de Asset Campus Housing.

En Julio de 2018, después de haber recibido quejas de varios individuos y de haber conducido una investigación de un año, la NFHA y las otras organizaciones mencionadas, presentaron una demanda ante la corte federal del distrito del Oeste de Kentucky alegando que Asset Campus Housing discriminaba en contra de familias con niños. La compañía, aunque se promocionaba como una promotora de vivienda para estudiantes, a sabiendas le rentaba a personas que no eran estudiantes mientras que aplicaba políticas que desalentaban a familias con niños, aún cuando los padres eran estudiantes. Estas prácticas, de acuerdo con los que-rellantes, estaban en clara violación del Acta de Vivienda Justa, la cual prohíbe la discriminación basada en el estatus familiar.

Para la demandante Maya Moss y su hija, las políticas de Asset Campus Housing crearon una carga económica indebida. La compañía, que es propietaria o maneja cientos de edificios de apartamentos en el país, tenía la política de que no podía haber más de una persona por cuarto. Incluso una madre y su hija de dos años, no podían vivir en un apartamento con un cuarto grande bajo el mismo contrato de arrendamiento. Así que Maya y su hija tuvieron que firmar un segundo contrato de arrendamiento y pagar la misma renta dos veces.

Asset Campus Housing es solo una de muchas compañías que administran propiedades para estudiantes universitarios en Estados Unidos. Esta industria ha experimentado un crecimiento significativo en la última década. Solo entre 2010 y 2018, el mercado de casas para universitarios aumentó de dos millardos a once millardos de dólares, de acuerdo con un reporte de Coldwell Banker Richard Ellis (CBRE, por sus siglas en inglés, una compañía que provee servicios a empresas de bienes raíces). Como esta industria está en expansión, es importante que compañías como Asset Campus Housing entiendan las leyes y acomoden en su inventario a una demografía estudiantil que está creciendo en diversidad.

Políticas como las implementadas por Asset Campus Housing, añaden gastos innecesarios para los estudiantes y pueden provocar que se endeuden todavía más. Casi 45 millones de personas deben 1.56 billones de dólares en deuda estudiantil, un promedio de \$35,000 por alumno. Esa misma cifra era de \$20,000 hace diez años. Encontrar vivienda decente y asequible puede ser extremadamente difícil para estudiantes. Un estudio encontró que el 14% de los matriculados en un colegio comunitario carecen de una vivienda.

“La población moderna de estudiantes universitarios ya no está solamente formada por gente de entre 18 y 24 años. Está formada por personas de todas las edades y antecedentes. Algunos están casados y tienen hijos y otros son padres solteros”, dijo Lisa Rice, Presidente y Director Ejecutivo de la NFHA. “Y aún más, nuestro país está luchando con una crisis de vivienda asequible. Las compañías de administración de vivienda deben estar conscientes de esto y no deben implementar políticas que ilegalmente discriminan en contra de ciertas personas y hacen la vivienda inaccesible para grupos vulnerables”, añadió Rice.

### **Negocios de minorías raciales y la brecha de la riqueza** **Por Adolfo Briceno**

En marzo de 2020, la Coalición Nacional de Reinversión Comunitaria (NCRC, por sus siglas en inglés) patrocinó y diseminó un estudio que reveló disparidades e inequidades en el financiamiento a pequeños negocios que afectan de manera negativa a los propietarios afroamericanos e hispanos en particular.



La NCRC explicó que el estudio tomó en consideración préstamos a pequeños negocios hechos por bancos de 2008 a 2016 en siete áreas metropolitanas: Atlanta, Houston, Los Angeles, Milwaukee, Nueva York, Filadelfia, y Washington, D.C.

El estudio se realizó usando información del Acta de Reinversión del Crédito (CRA, por sus siglas en inglés) y del Consejo de Examinaciones de Instituciones Financieras Federales (FFIEC, por sus siglas en inglés), el cual provee información disponible al público en préstamos dados por lote censal y categoría de ingreso; sin embargo, clasifica los préstamos por el tamaño de ingreso de los negocios (arriba y abajo de un millón de dólares) y la cantidad del préstamo (abajo de \$100,000, entre \$100,000 y \$250,000 y arriba de \$250,000).

El estudio mostró que de 2008 a 2016 la cantidad de depósitos bancarios se incrementó, pero el financiamiento proveído a los pequeños negocios disminuyó, excepto en Houston, donde se mantuvo igual.

El resumen del estudio se presenta a continuación:

- Los dueños de negocios en áreas de alto ingreso recibieron la concentración más alta de préstamos, con el 85% en Milwaukee. De hecho, en seis de las siete áreas metropolitanas analizadas, más del 70% de los préstamos fueron para zonas de ingreso mediano y alto.
- El número de sucursales bancarias disminuyó 10% desde 2009, afectando muy probablemente a pequeños negocios que son altamente dependientes de relaciones bancarias al nivel local.
- Los bancos no han reinvertido en pequeños negocios el capital que acumularon a través del incremento de los depósitos después de la Gran Recesión. La diferencia más significativa entre los depósitos y los préstamos ocurrieron en el área metropolitana de Nueva York donde los depósitos se incrementaron un 100%, pero los préstamos disminuyeron casi 40%.

Hay una brecha tremenda en los porcentajes empresariales de afroamericanos e hispanos de acuerdo con su tamaño poblacional. Aunque el 12.6% de la población es negra, solo el 2.1% de las empresas con empleados son propiedad de afroamericanos. Los hispanos son el 16.9% de la población, pero solo poseen el 5.6% de los negocios con empleados. En comparación, los blancos son el 62.80% de la población, pero son propietarios del 81.60% de las compañías con empleados. De manera semejante, los asiáticos son el 5% de la población, pero son dueños del 9.40% de las firmas con empleados.

Uno de los hallazgos más significativos del estudio es que las zonas de ingresos más altos recibieron un número desproporcionadamente elevado de préstamos. En cada una de las áreas de estudio, más del 40% de los préstamos de CRA fueron para solicitantes con ingresos que exceden en 120% la media de ingresos familiares en la zona. En Nueva York, el 24% de los préstamos fueron para prestatarios ubicados en áreas de ingresos moderados y el 12% fueron para gentes de escasos recursos. La mayor disparidad se encontró en Milwaukee, como ya se dijo.

El estudio hizo notar que no pudo determinar el número de préstamos dados a pequeños negocios propiedad de minorías raciales porque las cifras no se reportan de esa manera justamente para evitar que se pueda rastrear qué tipo de financiamiento se da a las minorías raciales.





Spring 2021

**Winston-Salem City Council**

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Adolfo Briceño

If you have any suggestions for a featured service or program, please contact Adolfo Briceño, Human Relations Specialist, at 336.734.1225.

**Rental Assistance Program  
By Adolfo Briceño**

The City of Winston-Salem, in collaboration with Forsyth County, will provide financial assistance to both homeowners and renters under two different programs using federal funds.

Tu Comunidad interviewed Shereka Floyd, from the City's Community Development Department, to find out more about these programs.

**Tu Comunidad:** What is your official title?

**Shereka Floyd:** Continuum of Care Program Manager.

**Tu Comunidad:** What is the official name of the Rental Assistance Program?

**Shereka Floyd:** There are two different programs. One started Monday, March 29, 2021 and it is called RUMA (Rent Utility Mortgage Assistance); the other one is ERAP (Emergency Rental Assistance Program) and started April 5, 2021.

**Tu Comunidad:** Can you briefly describe each one? Let's start with RUMA

**Shereka Floyd:** RUMA provides rent, utilities, and mortgage assistance for individuals who are currently behind on their payments and have experienced housing instability due to COVID-19. Also, they have to be currently in arrears; they have to be in the property for at least three months at the time of the application; their income must be below 80% of the Area Median Income (AMI); and they have to have an economic impact due to COVID-19, such as loss of employment or reduction in hours or have a significant increase in cost.

We have three non-profit organizations disbursing funds for this program: Sunnyside Ministries, 336-724-7558; HARRY Veterans, 336-725-3410, who offers rental assistance; and Financial Pathways of the Piedmont, 336-837-0645 who offers mortgage assistance.

Then, we have the Emergency Rental Assistance Program, ERAP, for anyone who is behind on rent and utilities; it also covers internet payments; you have to have been affected by COVID-19. We are prioritizing people who have been unemployed for 90 days, who have a court eviction pending, and those earning below a

50% AMI. That is the prioritization. You have to have been affected by COVID-19; lost your job or incurred in significant costs, like reduction of work hours, being furloughed, or receiving unemployment due to COVID-19. There is no minimum residency time to apply for this program.

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**Tu Comunidad:** Can you tell us the difference between the two programs?

**Shereka Floyd:** RUMA is for residents only in the city of Winston-Salem and offers mortgage assistance for homeowners and ERAP is for Forsyth County and city residents

and offers internet assistance, which RUMA does not; RUMA is a big push to assist homeowners.

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**Tu Comunidad:** Can people who receive a rent subsidy apply for these funds? How about those who have a housing voucher?

**Shereka Floyd:** They will be able to apply, if they meet basic eligibility, but we won't be able to duplicate the payment. If there is some assistance already given, we won't be able to pay that.

**Tu Comunidad:** For how long will the program be running?

**Shereka Floyd:** It is going to run until September 30, 2021.

**Tu Comunidad:** How much money will there be available?

**Shereka Floyd:** \$10.3 million for ERAP and \$1.3 million for RUMA.

**Tu Comunidad:** What if someone gets denied? Will there be an appeal process?

**Shereka Floyd:** For RUMA there is no appeal process, but for the ERAP there is an appeal process. The person will be informed of the process after the application is denied.

## JP Morgan Settles with HUD Over Appraisal By Adolfo Briceno

The US Department of Housing and Urban Development (HUD) announced, on March 8, 2021 a \$50,000 settlement with JP Morgan Chase over an alleged discriminatory practice in the performing of an appraisal.

According to a HUD press release, an African American female, living in Chicago, filed the complaint because she believed the appraisal of her unit came at a much lower price than she anticipated because of her race.

"The race of a homeowner and the racial composition of their neighborhood must not influence the valuation of a home," said Jeanine Worden, HUD's Acting Assistant Secretary for Fair Housing and Equal Opportunity. "The Fair Housing Act prohibits the consideration of race as a factor in the appraisal of a home and in the provision of other real estate related services. Discrimination in home buying, mortgage lending, and property appraisal deprives qualified individuals of an equal opportunity to pursue homeownership as a path to family stability and financial security. HUD is committed to ensuring that all housing, whether for rent or for sale, is free from discrimination."

According to the press release, JP Morgan Chase agreed to pay \$50,000 to the complainant and will provide its home lending advisors and client care specialists with mandatory training on the Reconsideration of Value Process and fair lending issues related to appraisals, including how to handle discrimination complaints in the process.

As part of the agreement JP Morgan Chase is also going to include in their appraisals the following language "Chase is committed to maintaining appraiser independence and preventing attempts to influence appraisers in the preparation of appraisal reports, as well as avoiding any discrimination or bias in the appraisal process. If you believe that any person has attempted to influence the appraiser in the preparation of the appraisal of your property, or have any concerns with the reliability or credibility of the appraisal, please contact Chase mortgage support by calling 1-855-242-7346 Option "0," to report any concerns of discrimination or bias or to discuss your options to contest the reliability of the appraisal."

Because of the nature of HUD's conciliation agreements, very few details of the case have been made public, other than the complainant is an African-American female who lives in Chicago. Nevertheless, housingwire.com published on its website the following statement by a JP Morgan Chase spokesperson. "Appraisers are independent contractors who are not employed by the bank. They are specialists in the specific regions and use market-based



comparisons to come up with a value. Our internal review of the appraisal assessment, as well as a market analysis, found no substantive issues and supported the appraiser's value."

According to the spokesperson, JP Morgan Chase entered into the agreement "solely for the purpose of obtaining expeditious administrative closure of this matter."

## Louisiana landlord accused of renting to females only, banned from managing his own property By Adolfo Briceno

Jerry W. Kelly, Jr., a 54-year old White male who owns several apartment complexes in New Orleans, Louisiana, signed in March 2021 a conciliation agreement with the Greater New Orleans Fair Housing Action Center, a Fair Housing Assistance Program (FHASP), by which he agreed to allow a property management company to handle his properties so that he will have no contact with his tenants for at least ten years.

According to nola.com, Kelly signed the agreement after a federal judge denied his request to dismiss the complaint. This Louisiana newspaper said that Kelly had a reputation of only renting to "White skinny girls" and there were also allegations that he would enter the female renters' units unannounced and openly ask to trade rent for sexual favors.

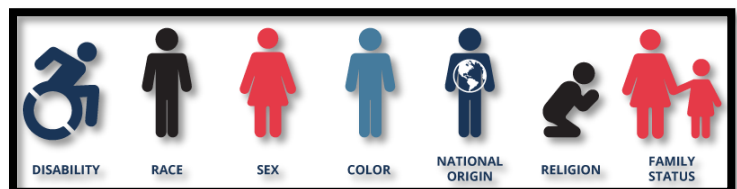
In a brief interview with the paper, Kelly denied the allegations and mentioned that he liked to "keep it with just girls" at one of his apartment complexes. He owns more than 100 properties in the area, according to the newspaper, but the complaint is based on only one apartment complex.

Cashauna Hill, Director of the Greater New Orleans Fair Housing Action Center, said that she was happy that no more female tenants would have to deal with Kelly's advances. "We are incredibly grateful to the former tenants and witnesses who made this case possible and we implore any person with knowledge of similar behavior to report their suspicions to the Fair Housing Center."

According to court documents found on Google Scholar, the first allegations that there were sex discrimination issues at a Louisiana apartment complex were received by the Greater New Orleans Fair Housing Action Center in 2017. The Center conducted four Fair Housing tests as a result of the allegations. All of the tests yielded more or less the same result: Kelly would, personally, assist the female testers, but would tell male testers that the apartment was already rented or would simply refuse to return the phone call.

According to this court document, in one test, the female tester felt so uncomfortable being in the same room with Kelly that she did not follow up with the test. Kelly never returned the male tester's phone call regarding the same apartment.

In another test, the female tested was offered an application on the spot and was told by Kelly that he would waive all the credit check requirements, if she completed the application. When the male tester called, he was told that he needed to complete an application, pass a credit check, bring proof of employment, and pay a \$950 deposit. He never followed up with male tester when he called a second time to fill out the application.





# Tu Comunidad

Invierno 2021

## Cabildo de Winston-Salem

Alcalde: Allen Joines;  
Denise D. Adams, Mayor Pro Tempore, Distrito Norte;  
Barbara H. Burke, Distrito Noreste;  
Kevin Mundy, Distrito Suroeste; Robert C. Clark, Distrito Oeste;  
John Larson, Distrito Sur;  
Jeff MacIntosh, Distrito Noroeste;  
Annette Scippio, Distrito Este;  
James Taylor, Jr., Distrito Sureste;  
Gerente del Ayuntamiento: Lee D. Garrity

## Personal de Relaciones Humanas

Wanda Allen-Abraha, Director;  
Adolfo Briceño, Especialista/  
Enlace Hispano;  
Iris McKnight, Especialista  
Jayme Waldeck, Specialist/Enlace Externo; Karlyn Duncan, Asistente Administrativo.



Adolfo Briceño

Si tiene alguna sugerencia sobre uno de los artículos o programas publicados, por favor póngase en contacto con Adolfo Briceño, Especialista en Relaciones Humanas al 336-734-1225.

## Programa de asistencia de alquiler Por Adolfo Briceño

El Ayuntamiento de Winston-Salem, en colaboración con el Condado de Forsyth, proveerá asistencia financiera tanto a propietarios de casas y edificios como a inquilinos bajo dos diferentes programas usando fondos federales. Tu Comunidad entrevistó a Shereka Floyd, del Departamento de Desarrollo Comunitario del Ayuntamiento de Winston-Salem, para saber más acerca de estos programas.

Tu Comunidad: ¿Cuál es su título oficial?

Shereka Floyd: Administrador del Programa de Cuidado Continuo.

Tu Comunidad: ¿Cuál es el nombre oficial del Programa de Asistencia de Rentas?

Shereka Floyd: Hay dos programas diferentes. Uno empezó el 29 de marzo de 2021 y se llama RUMA (Rent Utility Mortgage Assistance); el otro es ERAP (Rent Utility Mortgage Assistance Program) y empezó el 5 de abril de 2021.

Tu Comunidad: ¿Puede brevemente describir cada uno? Vamos a empezar con RUMA.

Shereka Floyd: RUMA provee pagos de renta, agua, luz, gas y asistencia con la hipoteca para individuos que están atrasados en sus pagos y han experimentado inestabilidad en vivienda por el Covid-19. Tienen que estar atrasados en sus pagos y haber vivido por lo menos tres meses en la unidad al momento de la solicitud. Su ingreso tiene que estar por debajo del 80% del promedio del área (80% below of the Area Median Income, en inglés) y tienen que haber tenido un impacto económico por el Covid-19 como pérdida del empleo, o reducción de las horas laborales, o haber experimentado un ingreso significativo en los costos del hogar.

Tenemos tres organizaciones sin fines de lucro que están administrando los fondos de este programa: Sunnyside Ministries, [336-724-7558](tel:336-724-7558); HAR-RY Veterans, [336-725-3410](tel:336-725-3410), que ofrece asistencia en la renta y Financial Pathways of the Piedmont, [336-837-0645](tel:336-837-0645), que ofrece asistencia con la hipoteca.

También tenemos el Emergency Rental Assistance Program, ERAP, para cualquiera que esté atrasado en el pago de la renta, la luz, la electricidad o el agua potable. También cubre pagos de internet; tienen que haber sido afectados por el Covid-19. Estamos dando prioridad

a los que han estado desempleados por 90 días, tienen una orden de desalojo pendiente o aquellos que ganan menos de 50% del Ingreso Promedio del Área (AMI, por sus siglas en inglés). Esas son las prioridades. Tienen también que haber sido afectados por el Covid-19, haber perdido su trabajo o incurrido en incrementos significativos en los gastos del hogar o que les hayan reducido sus horas laborales, los hayan mandado a casa sin recibir su salario o haber recibido beneficios de desempleo por el Covid-19. No hay un mínimo de haber residido en la casa para solicitar ayuda de este programa.

Para ERAP usted puede llenar su solicitud en línea o llamar a un centro de atención. Si necesita ayuda para completar su solicitud, puede hacer una cita con el Departamento de Servicios Sociales del Condado de Forsyth, pero la manera más rápida será

llenar la solicitud en línea en esta dirección: <https://portal.neighborlysoftware.com/ERAP-WinstonSalemNC/Participant>.

También puede llamar al 855-838-6776 para recibir más información.

Tu Comunidad: ¿Nos puede decir la diferencia entre los dos programas?

Shereka Floyd: RUMA es solo para residentes de la ciudad de Winston-Salem y ofrece asistencia de hipotecas para los dueños de casas, mientras que ERAP es para el condado de Forsyth y residentes de Winston-Salem y ofrece ayuda con los pagos de internet, mientras que RUMA no. RUMA intenta ayudar a dueños de casas con sus mensualidades atrasadas.

Tu Comunidad: ¿Puede el dueño de la propiedad solicitar la ayuda a nombre del inquilino que está atrasado en la renta?

Shereka Floyd: El inquilino tendría que hacer la solicitud directamente para cumplir con los requisitos básicos de elegibilidad.

Tu Comunidad: ¿Hay un límite de cuánto dinero puede recibir una persona en particular?

Shereka Floyd: RUMA puede proveer hasta seis meses de asistencia. ERAP puede proveer hasta 12 meses de mensualidades atrasadas y podría ofrecer asistencia desde ese punto en adelante, si hay fondos disponibles.

Tu Comunidad: ¿Quién recibe el dinero: el dueño de la propiedad o el inquilino?

Shereka Floyd: El dinero para RUMA se paga directamente al dueño de la propiedad o la compañía que provee la electricidad, el agua o el gas; para ERAP, si no hemos podido comunicarnos con el dueño de la propiedad después de varios intentos, entonces le daremos el dinero directamente al inquilino.



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no. Tenemos que haber pasado 14 días de intentar localizar al propietario; si no podemos, entonces le daremos la renta al inquilino.

Tu Comunidad: ¿Tienen que cumplir los propietarios algún requisito para recibir el dinero?

Shereka Floyd: El propietario tiene que llenar una solicitud y proveer una forma W9 (para el pago de impuestos) y también una prueba documental que confirme que son dueños de la propiedad; pueden imprimir la información que está publicada en la base de datos de impuestos municipales.

Tu Comunidad: ¿Hay condiciones especiales para que los dueños reciban el dinero?

Shereka Floyd: Un inquilino no puede ser desalojado 90 días después de que la renta se pagó usando fondos de este programa y no se pueden cobrar multas ni recargos por la renta atrasada pagada por el programa.

Tu Comunidad: Las personas que reciben subsidios para pagar la renta ¿pueden acceder a estos fondos? ¿Qué hay de los que reciben un Cupón de Vivienda?

Shereka Floyd: Van a poder llenar una solicitud si cumplen con los criterios básicos de elegibilidad, pero no vamos a poder duplicar pagos. Si ya se les dio asistencia federal, ya no podrán recibir ayuda por esa cantidad.

Tu Comunidad: ¿Por cuánto tiempo estará vigente el programa?

Shereka Floyd: Hasta el 30 de septiembre de 2021.

Tu Comunidad: ¿Cuánto dinero hay disponible?

Shereka Floyd: Hay 10.3 millones para ERAP y 1.3 millones para RUMA.

Tu Comunidad: ¿Qué pasa si alguien es rechazado? ¿Habrá un procedimiento de apelación?

Shereka Floyd: Para RUMA no hay un proceso de apelación, pero para ERAP sí. La persona será informada de esta posibilidad después de que la solicitud sea rechazada.

## JP llega a un acuerdo extrajudicial con HUD por un avalúo

### Por Adolfo Briceño

El Departamento de Vivienda y Desarrollo Urbano (HUD, por sus siglas en inglés) anunció el 8 de marzo de 2021 haber llegado a un acuerdo extrajudicial por \$50,000 con el banco JP Morgan Chase por el alegato de que incurrió en una práctica discriminatoria durante la práctica de un avalúo.

De acuerdo con un comunicado de prensa de la mencionada dependencia, una mujer afroamericana que vive en Chicago, presentó una queja por discriminación en vivienda porque juzgó que, por su raza, el avalúo de su propiedad fue mucho más bajo de lo que ella anticipó.

“La raza del propietario y la composición racial del vecindario no deben influenciar el avalúo de una casa”, dijo Jeanine Worden, el Secretario Asistente Interino de HUD para la Vivienda Justa y la Igualdad de Oportunidades. “El Acta de Vivienda Justa prohíbe considerar la raza como uno de los factores para evaluar una casa y al momento de proporcionar otros servicios relacionados con los bienes raíces. La discriminación al comprar una propiedad, al dar financiamiento y evaluar una propiedad niega a los individuos calificados la oportunidad equitativa de aspirar a ser un propietario como un camino para llegar a la estabilidad familiar y la seguridad financiera. HUD está comprometido a asegurar que todas las viviendas, en venta o en renta, estén libres de discriminación”.

De acuerdo con el comunicado de prensa, JP Morgan Chase aceptó pagar \$50,000 a la quejosa y proveerá a sus Asesores Financieros y Especialistas de Servicio al Cliente con entrenamiento obligatorio relacionado con el Proceso de Reconsideración del Avalúo y, en general, con asuntos de financiamientos basados en avalúos, incluyendo cómo se manejan las quejas de discriminación en el proceso.

Como parte del acuerdo, JP Morgan Chase también incluirá en sus avalúos el siguiente aviso: “Chase está comprometido con mantener la independencia de los evaluadores y con prevenir los intentos de influenciar a los evaluadores en la preparación de sus reportes, así como evitar la discriminación y la parcialidad en el proceso del avalúo. Si usted cree que alguien ha intentado influenciar al evaluador en la preparación del avalúo de su propiedad, o tiene cualquier duda o preocupación acerca de la confiabilidad o credibilidad del avalúo, por favor póngase en contacto con Servicio al Cliente de la Unidad Hipotecaria de Chase al teléfono 1-855-242-7346 opción 0 (cero), para reportar cualquier sospecha de discriminación o parcialidad o para discutir sus opciones para poner en duda la fiabilidad del avalúo”.



Por la naturaleza de los acuerdos conciliatorios de HUD, hay pocos detalles que pueden hacerse públicos fuera del hecho de que la quejosa es una mujer afroamericana que vive en Chicago.

Sin embargo, housingwire.com publicó en su sitio de internet la siguiente cita pronunciada por un vocero de JP Morgan Chase. “Los evaluadores son contratistas independientes que no están empleados por el banco. Ellos son especialistas que operan en regiones específicas y usan comparaciones basadas en sus mercados para llegar al valor específico. Nuestra investigación interna del proceso del avalúo así como el análisis del mercado no encontró ningún problema significativo y validó el valor sugerido por el especialista”.

De acuerdo con este vocero, JP Morgan Chase accedió a firmar el acuerdo conciliatorio “solo con la intención de obtener un rápido cierre administrativo de este asunto”.

## Propietario de Lusiana es acusado de rentar solo a mujeres; se le prohíbe manejar su propio complejo

### Por Adolfo Briceño

Jerry W. Kelly, un hombre blanco de 54 años quien es dueño de varios complejos de apartamentos en Nueva Orleans, Luisiana, firmó un acuerdo conciliatorio con el Centro de Acción en Vivienda Justa del Área Metropolitana de Nueva Orleans, por medio del cual el acusado acordó permitir que una compañía especializada en administración de propiedades maneje el complejo para que él no tenga contacto directo con sus clientes por lo menos en los próximos 10 años.

De acuerdo con el periódico en línea nola.com, Kelly firmó el acuerdo conciliatorio después de que un juez federal negó su petición de desechar la demanda. Este medio informativo dijo que Kelly tenía la reputación de rentar “solo a mujeres blancas y delgadas” y hubo también alegatos de entraba sin anunciarse a las unidades de estas mujeres blancas y abiertamente le sugería intercambiar la renta por favores sexuales.

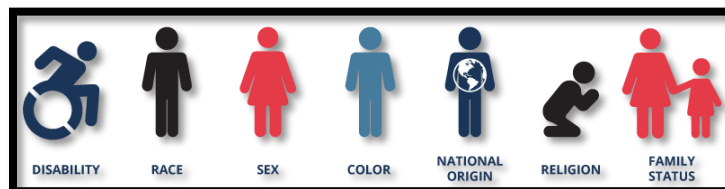
En una breve entrevista con este periódico, Kelly negó los cargos, pero mencionó que prefería a las mujeres como inquilinos en uno de sus complejos. Él es dueño de más de 100 propiedades en el área, de acuerdo con este medio de comunicación, pero la queja se basa solo en uno de los complejos de apartamentos.

Cashauna Hill, Director del Centro de Acción en Vivienda Justa del Área Metropolitana de Nueva Orleans dijo estar contenta de que ya no habrá mujeres que tengan que lidiar con las tentativas de Kelly. “Estamos increíblemente agradecidos con los ex inquilinos y los testigos que hicieron este caso posible e imploramos a cualquier persona con conocimiento de comportamientos sospechosos similares que se ponga en contacto con el Centro”.

De acuerdo con documentos legales encontrados en Google Scholar, las primeras denuncias de que había discriminación en base al género en un complejo de apartamentos de Luisiana empezaron a llegar al Centro de Acción en Vivienda Justa del Área Metropolitana de Nueva Orleans en 2017. El Centro condujo pruebas de Comprador Incógnito como resultado de esas quejas. Todas las pruebas dieron el mismo resultado: Kelly atendía personalmente a los compradores incógnitos mujeres, pero a los varones les decía que el apartment estaba rentado a veces, simplemente, no regresaba la llamada.

De acuerdo con documentos de la corte, en una prueba de comprador incógnito, una cliente mujer se sintió tan incómoda estando en el mismo cuarto con Kelly que se salió y ya no terminó la prueba. Kelly no le regresó la llamada al comprador incógnito varón que también solicitó vivir en la misma unidad.

En otra prueba, a un comprador incógnito mujer se le ofreció una solicitud en la unidad mientras la estaba revisando y Kelly dijo que eliminaría todo el chequeo del crédito si ella llenaba la solicitud. Sin embargo, cuando el comprador incógnito varón llamó, se le dijo que había que competir la solicitud, pasar el chequeo crediticio, traer prueba de empleo y pagar el depósito de \$950. Kelly jamás le devolvió la llamada al varón cuando este llamó por segunda vez por estar interesado en llenar una solicitud.







Summer 2021

**Winston-Salem City Council**

Mayor: Allen Joines;  
Denise D. Adams, Mayor Pro Tempore, North Ward; Barbara H. Burke, Northeast Ward; Kevin Mundy, Southwest Ward; Robert C. Clark, West Ward; John Larson, South Ward; Jeff MacIntosh, Northwest Ward; Annette Scippio, East Ward; James Taylor, Jr., Southeast Ward; City Manager: Lee D. Garrity

**Human Relations Staff**

Wanda Allen-Abraha, Director;  
Adolfo Briceño, Specialist/  
Hispanic Outreach;  
Iris McKnight, Specialist  
Jayme Waldeck, Specialist/  
Outreach  
Karlyn Duncan, Admin. Asst./Intake

**Tu Comunidad Liasion**



Adolfo Briceño

If you have any suggestions for a featured service or program, please contact Adolfo Briceño, Human Relations Specialist, at 336.734.1225.

**Rental Assistance Program  
By Adolfo Briceño**

The City of Winston-Salem, in collaboration with Forsyth County, will provide financial assistance to both homeowners and renters under two different programs using federal funds.

Tu Comunidad interviewed Shereka Floyd, from the City's Community Development Department, to find out more about these programs.

**Tu Comunidad:** What is your official title?

**Shereka Floyd:** Continuum of Care Program Manager.

**Tu Comunidad:** What is the official name of the Rental Assistance Program?

**Shereka Floyd:** There are two different programs. One started Monday, March 29, 2021 and it is called RUMA (Rent Utility Mortgage Assistance); the other one is ERAP (Emergency Rental Assistance Program) and started April 5, 2021.

**Tu Comunidad:** Can you briefly describe each one? Let's start with RUMA

**Shereka Floyd:** RUMA provides rent, utilities, and mortgage assistance for individuals who are currently behind on their payments and have experienced housing instability due to COVID-19. Also, they have to be currently in arrears; they have to be in the property for at least three months at the time of the application; their income must be below 80% of the Area Median Income (AMI); and they have to have an economic impact due to COVID-19, such as loss of employment or reduction in hours or have a significant increase in cost.

We have three non-profit organizations disbursing funds for this program: Sunnyside Ministries, 336-724-7558; HARRY Veterans, 336-725-3410, who offers rental assistance; and Financial Pathways of the Piedmont, 336-837-0645 who offers mortgage assistance.

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**Tu Comunidad:** For how long will the program be running?

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## JP Morgan Settles with HUD Over Appraisal By Adolfo Briceno

The US Department of Housing and Urban Development (HUD) announced, on March 8, 2021 a \$50,000 settlement with JP Morgan Chase over an alleged discriminatory practice in the performing of an appraisal.

According to a HUD press release, an African American female, living in Chicago, filed the complaint because she believed the appraisal of her unit came at a much lower price than she anticipated because of her race.

"The race of a homeowner and the racial composition of their neighborhood must not influence the valuation of a home," said Jeanine Worden, HUD's Acting Assistant Secretary for Fair Housing and Equal Opportunity. "The Fair Housing Act prohibits the consideration of race as a factor in the appraisal of a home and in the provision of other real estate related services. Discrimination in home buying, mortgage lending, and property appraisal deprives qualified individuals of an equal opportunity to pursue homeownership as a path to family stability and financial security. HUD is committed to ensuring that all housing, whether for rent or for sale, is free from discrimination."

According to the press release, JP Morgan Chase agreed to pay \$50,000 to the complainant and will provide its home lending advisors and client care specialists with mandatory training on the Reconsideration of Value Process and fair lending issues related to appraisals, including how to handle discrimination complaints in the process.

As part of the agreement JP Morgan Chase is also going to include in their appraisals the following language "Chase is committed to maintaining appraiser independence and preventing attempts to influence appraisers in the preparation of appraisal reports, as well as avoiding any discrimination or bias in the appraisal process. If you believe that any person has attempted to influence the appraiser in the preparation of the appraisal of your property, or have any concerns with the reliability or credibility of the appraisal, please contact Chase mortgage support by calling 1-855-242-7346 Option "0," to report any concerns of discrimination or bias or to discuss your options to contest the reliability of the appraisal."

Because of the nature of HUD's conciliation agreements, very few details of the case have been made public, other than the complainant is an African-American female who lives in Chicago. Nevertheless, housingwire.com published on its website the following statement by a JP Morgan Chase spokesperson. "Appraisers are independent contractors who are not employed by the bank. They are specialists in the specific regions and use market-based



comparisons to come up with a value. Our internal review of the appraisal assessment, as well as a market analysis, found no substantive issues and supported the appraiser's value."

According to the spokesperson, JP Morgan Chase entered into the agreement "solely for the purpose of obtaining expeditious administrative closure of this matter."

## Louisiana landlord accused of renting to females only, banned from managing his own property By Adolfo Briceno

Jerry W. Kelly, Jr., a 54-year old White male who owns several apartment complexes in New Orleans, Louisiana, signed in March 2021 a conciliation agreement with the Greater New Orleans Fair Housing Action Center, a Fair Housing Assistance Program (FHASP), by which he agreed to allow a property management company to handle his properties so that he will have no contact with his tenants for at least ten years.

According to nola.com, Kelly signed the agreement after a federal judge denied his request to dismiss the complaint. This Louisiana newspaper said that Kelly had a reputation of only renting to "White skinny girls" and there were also allegations that he would enter the female renters' units unannounced and openly ask to trade rent for sexual favors.

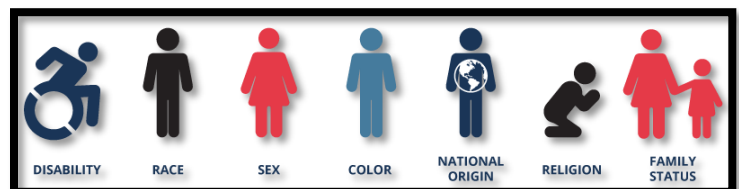
In a brief interview with the paper, Kelly denied the allegations and mentioned that he liked to "keep it with just girls" at one of his apartment complexes. He owns more than 100 properties in the area, according to the newspaper, but the complaint is based on only one apartment complex.

Cashauna Hill, Director of the Greater New Orleans Fair Housing Action Center, said that she was happy that no more female tenants would have to deal with Kelly's advances. "We are incredibly grateful to the former tenants and witnesses who made this case possible and we implore any person with knowledge of similar behavior to report their suspicions to the Fair Housing Center."

According to court documents found on Google Scholar, the first allegations that there were sex discrimination issues at a Louisiana apartment complex were received by the Greater New Orleans Fair Housing Action Center in 2017. The Center conducted four Fair Housing tests as a result of the allegations. All of the tests yielded more or less the same result: Kelly would, personally, assist the female testers, but would tell male testers that the apartment was already rented or would simply refuse to return the phone call.

According to this court document, in one test, the female tester felt so uncomfortable being in the same room with Kelly that she did not follow up with the test. Kelly never returned the male tester's phone call regarding the same apartment.

In another test, the female tested was offered an application on the spot and was told by Kelly that he would waive all the credit check requirements, if she completed the application. When the male tester called, he was told that he needed to complete an application, pass a credit check, bring proof of employment, and pay a \$950 deposit. He never followed up with male tester when he called a second time to fill out the application.





Winter 2021

**Winston-Salem City Council**

Mayor: Allen Joines;  
Denise D. Adams, Mayor Pro Tempore, North Ward; Barbara H. Burke, Northeast Ward; Kevin Mundy, Southwest Ward; Robert C. Clark, West Ward;  
John Larson, South Ward;  
Jeff MacIntosh, Northwest Ward;  
Annette Scippio, East Ward;  
James Taylor, Jr., Southeast Ward;  
City Manager: Lee D. Garrity

**Human Relations Staff**

Wanda Allen-Abraha, Director;  
Adolfo Briceño, Specialist/  
Hispanic Outreach;  
Iris McKnight, Specialist  
Jayme Waldeck, Specialist/  
Outreach  
Karlyn Duncan, Admin. Asst./Intake

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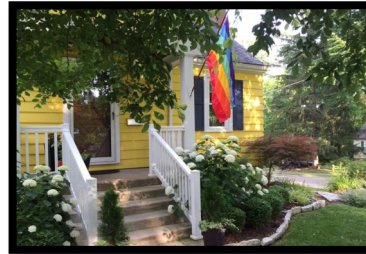
Adolfo Briceño

If you have any suggestions for a featured service or program, please contact Adolfo Briceño, Human Relations Specialist, at 336.734.1225.

**New Sex Discrimination Protections under the Fair Housing Act**

**By Adolfo Briceño**

In February 2021, the US Department of Housing and Urban Development (HUD) announced an expanded interpretation of sex discrimination protections under the Fair Housing Act (FHA), by which sexual orientation and gender identity will be included.



In a memorandum, issued on February 11, 2021, Jeanine Worden, the Acting Assistant Secretary for Fair Housing and Equal Opportunity, explained that HUD based this interpretation on the US Supreme Court decision in *Bostock v. Clayton County*. In *Bostock* case, the Court established that sexual orientation and gender identity should be included under sex.

Gerald Bostock was employed by Clayton County, Georgia, and was fired in 2014 for conduct “unbecoming” of a county employee shortly after he began participating in a gay recreational softball league. The county always contended that Mr. Clayton was fired for performance issues. He filed an employment complaint under Title VII of the Civil Rights Act for wrongful termination based on sex.

After several appeals, in which both parties received verdicts in their favor, the case reached the Supreme Court, which, ultimately, de-

termined that sex discrimination includes sexual orientation and gender identity. Prior to the Court’s ruling, in 2016, there was an attempt by the Trump administration to interpret sex as only binary males and females.

Although the US Supreme Court decision was based on an employment complaint, HUD decided to extend these protections for Fair Housing allegations as well. In the meantime, HUD’s Fair Housing Assistance Programs, like the City of Winston-Salem Human Relations Department, are authorized to investigate claims of housing discrimination for LGBTQIA+ populations.

It is estimated that some 10 million people in the United States identify themselves as Lesbian, Gay, Transgender, or other non-binary identities. It is estimated that they disproportionately experience high incidence of discrimination in housing when renting or buying a house or place to live. It is expected that these figures will be impacted once enforcement measures are applied.

**Familial Discrimination Allegation in Durham**

**By Adolfo Briceño**

The apartment complex, 810 Ninth Street Apartments, in Durham, North Carolina, reached an agreement with the Durham Human Relations Commission after this City’s Department filed a fair housing complaint against the company over familial status.

According to a press release by the Legal Aid of North Carolina Fair Housing Project, the company adver-



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tised on their website that their units were for people “21 and up,” indicating a preference or limitation that could discourage families with children from applying.

The Durham Human Relations Commission signed a conciliation agreement with the complex by which the company agreed to remove this language from their advertisement and website. The staff will also undergo Fair Housing training.

Jeff Dillman, Co-Director of the Fair Housing Project, said, “We appreciate the Durham Human Relations Commission and the Respondents for working quickly to address our complaint and remove the housing advertisements that denied equal housing opportunities to families with children. Not only do these types of advertisements violate the Fair Housing Act, but they harm our communities by discouraging families with young children from ever even applying to live in these desirable apartment communities.”

Ninth Street Apartments is in downtown Durham. On their website, the company advertises that they are two blocks away from Duke University. It has been recently renovated, as a part of Durham’s downtown revitalization project.

## **Man Jailed over Fair Housing Violation**

*By Adolfo Briceno*

On November 23, 2020, the Department of Justice (DOJ) announced that Douglas Matthew Gurkins, 34, was sentenced to 28 months in prison, followed by three years of supervised release after he pled guilty to one count of criminal interference with the Fair Housing Act (FHA).

It is extremely rare to get jail time over a Fair Housing Act violation, but it can happen when the criminal aspects of the law are tripped. This is exactly what happened to this North Carolina man. According to the Justice Department in December 2014, Mr. Gurkins drove an African-American family out of their home by yelling racial slurs at them and threatening to be physically violent with them. According to a press release by DOJ “the defendant told the family that they did not belong in their home and then threatened to shoot the family, including four minor children, and any other African-American that came onto the property. After making this threat, the defendant brandished a metal rod in a threatening manner.

The family moved out of the neighborhood a few days after this incident. Within the next four years,

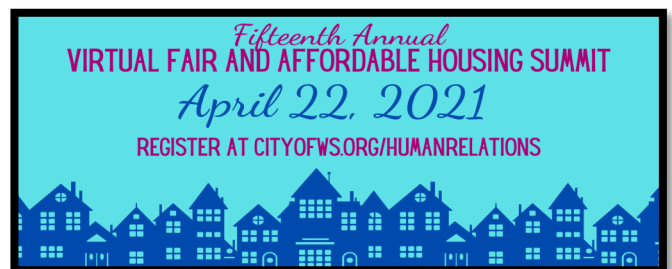
the defendant engaged in similar criminal conduct toward two other African-American families living in the same neighborhood.

“This defendant threatened citizens of this district - a mom and her four children - because of their race. This is not who we are as Americans and prejudice of any kind is intolerable,” said U.S. Attorney Robert J. Higdon Jr. for the Eastern District of North Carolina. “The defendant’s threats violate the laws designed to ensure fair and equal treatment for us all and I am pleased we could bring this matter to federal court to vindicate those rights and to stand with this mom and her children to see that justice is served.”

Even though Mr. Gurkins will be serving jail time, his problems stemming from his peculiar activities are not over because he was sued in civil court over similar fair housing violations. He is expected to appear before a judge sometime in 2021 to answer these allegations. According to the Greensboro News and Record, a “retired black couple accused him of threatening, intimidating and insulting them starting in 2017 after he moved in the other side of a duplex they rented from Gurkin’s aunt. He repeatedly referred to them using racial slurs and threatened to “beat her black a\*\*ss” when speaking to the wife. Gurkin yelled these comments at the couple when they were outside their home and through the walls of the duplex. The couple subsequently took a court order against Gurkin.”



Legal Aid of North Carolina is also involved in this civil suit where Gurkin’s aunt, Mary Vanderburg, and the managing company, Remco East Inc. of Greenville, South Carolina, were also named as co-defendants because the African-American couple allegedly complained and, instead of trying to intervene against the abuse, they were asked to vacate. The Respondents have denied the allegations.





**Invierno 2021**

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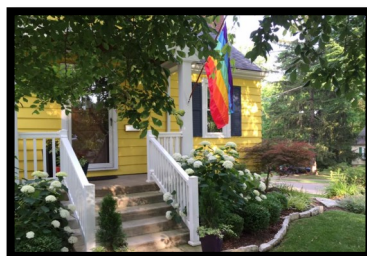
Adolfo Briceño

Si tiene alguna sugerencia sobre uno de los artículos o programas publicados, por favor póngase en contacto con Adolfo Briceno, Especialista en Relaciones Humanas al 336-734-1225.

**Nuevas protecciones en vivienda bajo la categoría de género**

**By Adolfo Briceno**

En febrero de 2021, el Departamento de Desarrollo Urbano y Vivienda de Estados Unidos (HUD, por sus siglas en inglés), anunció que expandiría la interpretación de lo que constituye discriminación en vivienda bajo la categoría de "Sexo", de tal forma que ahora la orientación sexual y la identidad de género quedarán protegidos.



En un memorando emitido el 11 de febrero de 2021, Jeanine Worden, la secretaria asistente interina del Departamento de Vivienda Justa y Equidad de Oportunidades, explicó que HUD basaba su interpretación en la decisión de la Suprema Corte de Justicia en el caso *Bostock v. Clayton County* en donde el tribunal supremo determinó que la orientación sexual y la identidad de género deben quedar protegidos bajo la categoría "sexo".

Gerald Bostock estaba empleado por el Condado de Clayton, en Georgia, pero fue despedido por una conducta "inapropiada" en un empleado municipal después de que empezó a participar en una liga de "softball" para homosexuales. El Condado de Clayton siempre ha dicho que Bostock fue despedido por cuestiones de desempeño profesional. El susodicho presentó una queja laboral bajo el Título VII del Acta de Derechos Civiles por despido injustificado basado en el sexo de la persona.

Después de varias apelaciones, en las que ambos bandos recibieron veredictos a su favor, el caso llegó a la Suprema Corte de Justicia, la cual, ultimadamente, determinó que la discriminación por sexo incluye la orientación

sexual y la identidad de género. Antes de este fallo, en 2016, hubo un intento por parte de la administración del presidente Donald Trump de interpretar el sexo de forma binaria, es decir, como hombre y mujer.

Aunque la decisión de la Suprema Corte de Justicia se basó en un queja laboral, HUD decidió extender estas protecciones a los alegatos de discriminación en vivienda. En el ínterin, los Programas de Asistencia de Vivienda Justa

(FHAP, por sus siglas en inglés), como el Departamento de Relaciones Humanas del Ayuntamiento de Winston-Salem, están autorizados para investigar quejas de discriminación en vivienda en contra de las poblaciones que forman el universo de la homosexualidad en el país (LGBTQIA+, según la notación comúnmente aceptada en inglés).

Se estima que existen cerca de 10 millones de personas en Estados Unidos que se identifican como lesbianas, homosexuales, transgénero u otras identidades fluidas y alejadas de las concepciones tradicionales de género. También se estima que este colectivo tiene incidencias desproporcionadamente altas de discriminación cuando de trata de rentar o comprar una vivienda. Se espera que esta incidencia se reduzca una vez que los nuevos parámetros empiecen a aplicarse.

**Alegatos de Discriminación Familiar en Durham**

**By Adolfo Briceno**

El complejo multifamiliar Apartamentos 810 de la Calle Novena, en Durham, Carolina del Norte, llegó a un acuerdo con la Comisión de Relaciones Humanas de esta ciudad después de que Legal Aid de Carolina del Norte presentó una queja de vivienda justa basada en el estatus familiar.

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prensa del Proyecto de Vivienda Justa de Legal Aid de Carolina del Norte, el mencionado complejo multifamiliar publicó en su sitio de internet que sus unidades eran para gente "de 21 años para arriba", indicando una preferencia o limitación

que podría desalentar a familias con niños a llenar una solicitud.

La Comisión de Relaciones Humanas de Durham firmó un acuerdo de conciliación con el complejo por medio del cual la compañía accedió remover este lenguaje de su publicidad y de su sitio de internet. El personal de la empresa también tomará un curso de vivienda justa.

Jeff Dillman, co-director del Proyecto de Vivienda Justa de Legal Aid de Carolina del Norte dijo "apreciamos que la Comisión de Relaciones Humanas de Durham y los acusados trabajaron rápidamente para resolver nuestra queja y eliminar los anuncios que negaban el acceso equitativo a la vivienda a familias con niños en Carolina del Norte. Este tipo de anuncios no solo violan el Acta de Vivienda Justa, sino que lastiman a nuestras comunidades desalentando a las familias con niños de meter una solicitud para vivir en estos complejos de apartamentos muy buscados".

Apartamentos 810 de la Calle Novena está en el centro de Durham. En su sitio de internet, la compañía se precia de estar a dos cuerdas de la Universidad de Duke. Fue recientemente renovado y es parte del proceso de revitalización del centro de Durham.

## Encarcelado por violar el Acta de Vivienda Justa

**By Adolfo Briceno**

El 23 de noviembre de 2020, el Departamento de Justicia (DOJ, por sus siglas en inglés) anunció que Douglas Matthew Gurkins, de 34 años, fue sentenciado a 28 meses de prisión, seguidos por tres años de libertad supervisada, después de declararse culpable de interferencia criminal contra el Acta de Vivienda Justa (FHA, por sus siglas en inglés).

Es extremadamente raro recibir una condena de cárcel por una violación contra el FHA, pero puede suceder cuando se quebrantan los aspectos criminales de esta ley. Esto es exactamente lo que le sucedió a este individuo de Carolina del Norte. De acuerdo con el Departamento de Justicia, en diciembre de 2014 el señor Gurkins orilló a una familia afroamericana a abandonar su hogar por gritarles insultos raciales y amenazarlos con violencia física. De acuerdo con un comunicado de prensa del DOJ "el acusado dijo a la familia que esa casa era mucho para ellos y amenazó con dispararles, incluso a los niños, y a cualquier afroamericano que viniera a la propiedad. Después de proferir esta amenaza, sacudió una barra de metal en el aire de forma amenazadora".

La familia se salió del vecindario unos días después del incidente. En los cuatro años siguientes, el individuo se comportó de manera semejante con otras dos familias afroamericanas que se asentaron en el vecindario.

"El acusado amenazó a ciudadanos de este distrito – una madre y sus cuatro hijos- por su raza. Esta actitud no representa lo que somos como estadounidenses y el prejuicio de esta clase es intolerable", dijo el fiscal de los Estados Unidos, Robert J. Higdon Jr, del Distrito Este de Carolina del Norte. "Las amenazas del indiciado violan las leyes diseñadas para asegurar el tratamiento justo y equitativo de todos nosotros y estoy muy complacido de que pudimos traer este asunto a la corte federal para vindicar esos derechos y apoyar a esta madre y sus hijos y ver que se haga justicia".

Aunque el señor Gurkins estará sirviendo una condena de cárcel, los problemas derivados de sus acciones no se han acabado porque fue demandado en una corte civil por violaciones semejantes en contra del FHA. Se espera que comparezca ante un juez en algún momento de 2021 para responder a estos alegatos.

De acuerdo con el Greensboro News and Record "una pareja de afroamericanos retirados lo acusaron de insultarlos en intimidarlos desde 2017 después de que ellos se mudaron a un duplex que rentaron de la tía de Gurkins ( Gurkins vivía justo al lado de ellos ocupando una de las dos unidades del edificio). De acuerdo con el matutino, Gurkins de manera reiterada, se refería a ellos con epítetos raciales y amenazó con "romperle la m\*\*\*\*re", cuando se refirió a la esposa. El indiciado supuestamente también gritó estos comentarios a la pareja cuando estaban en la calle y también cuando ambos estaban adentro del duplex, lo que pudieron escuchar a través de las paredes. La pareja, eventualmente, obtuvo una orden de restricción en contra de este hombre.

Legal Aid de Carolina del Norte está involucrada en esta demanda civil en contra de Gurkin en donde la tía de él, Mary Vanderburg, y la compañía administradora de bienes raíces, Remco East Inc. de Greenville, Carolina del Sur, también están nombrados como demandados porque esta pareja de afroamericanos supuestamente se quejó y, en lugar de intervenir en contra de este abuso, se les pidió abandonar la unidad. Los indiciados han negado todas las acusaciones en su contra.

