



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

Meeting Agenda

Human Rights Commission

Wednesday, September 14, 2022

5:15 PM

Eagle Room

This meeting is also being held virtually. E-mail kuhlmanl@cityoflacrosse.org if you have trouble logging in.

Join Zoom Meeting: <https://us06web.zoom.us/j/89582231794?pwd=ZGRiL2tZNTZGS0ZGOUZ2bW5Pak10dz09>

One tap mobile: +13126266799,,89582231794#,,, *907234# US (Chicago)

Call to Order

Roll Call

Approval of Minutes

Agenda Items:

- 1 [22-1118](#) Discrimination Complaint - Kou Andy Vang v. Lee Bishop and Bob Daugherty - Determination whether the complaint alleges sufficient facts that if true, relief could be granted and therefore whether complaint is actionable.

 Attachments: [HRC Complaint - Kou Andy Vang Redacted.pdf](#)
 [Lee Bishop Statement](#)
 [Robert Daugherty Statement](#)
- 2 [22-1168](#) September Updates from Racial Equity Team, REACH, and Homelessness Coordinator
- 3 [22-0343](#) Strategic Planning

 Attachments: [20220913 Vision Mission Core Values Draft.pdf](#)
- 4 [22-1024](#) Discussion on housing as a human right.

 Attachments: [The Right to Adequate Housing - Training Module](#)
 [What Does the 'Human Right to Adequate Housing' Mean?](#)
 [Cities for Adequate Housing Declaration](#)
 [Toronto Housing Charter – Opportunity for All](#)
 [City of Madison - Housing as a Human Right Resolution Draft](#)

- 5 [22-0062](#) Discussion on Civil Rights Dept.

Attachments: [Madison Civil Rights Dept Interview Notes](#)

Adjournment

Notice is further given that members of other governmental bodies may be present at the above scheduled meeting to gather information about a subject over which they have decision-making responsibility.

NOTICE TO PERSONS WITH A DISABILITY

Requests from persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (608) 789-7510 or send an email to ADAcityclerk@cityoflacrosse.org, with as much advance notice as possible.



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Text File

File Number: 22-1118

Agenda Date: 9/14/2022

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In Control: Human Rights Commission

File Type: General Item

Agenda Number: 1

City of La Crosse Human Rights Commission Complaint Form

[Click here](#) to download a printable version of this form.

COMPLAINANT INFORMATION (YOURSELF)

Name * Kou Andy Vang

Address * 1027 Caledonia St. La Crosse, WI 54603

Phone [REDACTED]

Email [REDACTED]

RESPONDENT INFORMATION (PERSON/PERSON(S) YOU FEEL HAVE DISCRIMINATED AGAINST YOU)

Name * Lee Bishop (Tenant) and Bob Daugherty (Property Owner)

Address * 1033 Caledonia St. La Crosse, WI 54603

Phone [REDACTED]

Email

TYPE OF DISCRIMINATION ALLEGED

Check the appropriate Category, indicate the Address or Location of facility you were denied the equal opportunity to use or enjoy, and the Basis of the alleged discrimination.

Applicants must be able to demonstrate that they were denied the equal use/enjoyment of a facility **located in the City of La Crosse**.

Category: *

- ☒ Housing
- ☐ Place of Public Accommodation or Amusement [i.e. restaurant, hotel, retail shop]
- ☐ City Facility

Address/Location: *

K. Andy Vang Residence
1027 Caledonia St.
La Crosse, WI 54603

Basis (Check all those you feel may apply):

- ☐ Sex
- ☒ Race
- ☐ Religion
- ☐ Age
- ☐ Disability
- ☐ Marital Status
- ☐ Color
- ☐ National Origin or Ancestry
- ☐ Lawful Source of Income
- ☐ Physical Appearance
- ☐ Sexual Orientation
- ☐ Gender Identity or Expression
- ☐ Political Activity
- ☐ Familial Status
- ☐ Domestic Partnership
- ☐ Student

FACTS

To the best of your ability, give a detailed statement regarding the facts giving rise to this Complaint. The statement must include the date or dates of the alleged discrimination. City Ordinance provides that a written Complaint **must be filed within 180 days** after the complainant knew or should reasonably have known that the alleged act or acts occurred. Additional pages may be attached to this form if necessary.

Statement *

I am writing to document a racist incident that happened to me at my home at 1027 Caledonia St. La Crosse, WI 54603 on Monday, August 8th at approximately 11:15 AM between a tenant named Lee living next door at 1033 Caledonia St. La Crosse, WI 54603. I don't know the tenant's last name.

I was at my mother's residence at 1019 Caledonia St., two houses down from my home at 10:45 AM checking in on her and a relative that stays with her and left back home around 11:05 AM and was confronted by Lee on the sidewalk outside of my home asking me why I thought he was a "nuisance" to the neighborhood. I explained to him that I texted Bob Daugherty – property owner of the 1033 Caledonia St. property about multiple concerns that I had about him and his family since moving into the apartment like his son riding his ATV on the street like a vehicle, his son burning pretreated wood/construction materials, having junk on the premise/backyard, smoking marijuana in his backyard, and the use of foul language everyday outside when we have children present. Lee asked me why I didn't go to him directly about these complaints and why to Bob, and I explained to Lee that Bob is the property owner and that he is only a tenant so I communicate my concerns from property owner to property owner and not to tenant. With this confirmation from Lee, I knew that Bob had shared my texts to Lee directly and that was the cause for his anger/rage. That is when all hell broke loose with Lee and his conduct towards me as he was pointing fingers in my face, cussing, wanting to fight, and acting belligerent like a crazy maniac. We argued back and forth for about 10 minutes as he continued to point his hand in my face. I slapped his hand away from my face and that was when he called the cops saying that I assaulted him. My brother – Ying Vang stopped over to check on my mother around 11:30 AM and saw the commotion and tried to de-escalate the situation and this was the moment where this situation went from a domestic dispute to a racist incident as Lee hurled a racial slur of "Fuck you gooks" at my brother and I as he tried to drive off.

I was shocked at this idiot's conduct but kept my composure and went inside my home to gather my thoughts. I return back out to my front yard around Noon to find two La Crosse police officers present talking to Lee. Eventually a third officer showed up as well and talked to me and got my statement. The three officers were present for about 20 mins and left and asked that both parties stay away from each other and to call them back if one party would fail to comply with this order. I had no issue with the order as Lee was the aggressor and the one acting disorderly.

I've kept my distance from Lee and vice versa since the incident. My concern with this whole incident is that Lee is a racist by his conduct and hurling of the Asian racial slur at my brother and I and this block/neighborhood has no place for a racist as it is a multicultural neighborhood with Blacks, Asians, Caucasians, Hispanics, and other minority groups all living in harmony. Lee will have a "slip of the tongue" again so I fear from him as I was patient with his behavior but others that he hurls racial slurs to will not be and will cause severe bodily harm to him. I have four small children and I don't know what to tell them about this incident and that we are living next to a racist and that he will say Asian racial slurs again to them or others when he gets angry.

The only solution in this incident is to evict/remove Lee from the property and put him in an area that he feels comfortable in or an area without people-of-color so his racist intentions are not at display. I have lived on the 1000 block of Caledonia St. for over 30 years and I have never had a person hurl a racial slur right in my face until this incident. The neighborhood consists of a variety of single-family homes and apartment rentals and everyone respects each other, except for Lee and his family. We need to hold this rental property owner accountable for these types of incidents. If you want the community to feel safe and to promote La Crosse to communities-of-color and other minority groups then we need to eliminate/minimize these types of "bad apples" like Lee and his family from our neighborhoods. I am writing to ask for your assistance and challenge the City of La Crosse and County of La Crosse to make a statement to eliminate these types of incidents. If it's not the tenant then it needs to be the property owner that needs to be held accountable.

I have the incident recorded on my Nest Cam and have the Police CAD report and 911 call made by Lee as well for this incident.

[REDACTED]

Thank you for your time and assistance,
K. Andy Vang

Lee Bishop's E-mailed Statement

I am recording this because of the landlord sent me a message Monday night on August 8th and showed me the messages that the neighbor was complaining about so Tuesday on August 9th at 11:00 a.m. I seen Andy walking down the sidewalk and I approached him and I asked him why he thought I was a nuisance and said that he should have came to me with the problem's instead of going to the landlord and when I said that he said he was going after Bob because he wanted to make Bob pay and I ask him again why he did not come to me and he repeated the same thing he wanted to make Bob pay and at that time I was pointing my finger at him he told me to get my finger out of his face and he slapped my hand and he said I'm going to kick your ass old man then his brother started to take his shoes off and Andy and his brother were wanted to fight and I called him a gook poor choice of words but this should have never happened this way all I want to do is raise my family in peace I'm not a racist and never have been and now I just want to get this taken care of and go on with my life and raise my kids. If he would have came to me instead of going to the landlord and telling me his problems I would have taken care of it myself not involving the landlord and this would not have gotten out of control and none of this would have happened !! I think Andy has a lot of issues I think he's a gang member at least somebody told me that and now I'm afraid for my life !

Robert L. Daugherty, Jr.'s E-mailed Statement

This is my side of the situation - Monday morning on August 8th 2022 at 9:40 a.m. Andy Vang texted me about Lee having a fire in his yard that morning asked me why he was having a fire that early so I said I would talk to him then he voiced his opinion on some of his concerns on Lee's son riding the ATV language in the yard Etc I told Andy I would talk to Lee take care of these concerns I asked him if he had talked to Lee about his and he said no so this is the first time Lee or myself ever knew there was a problem going on if we would have been notified in advance this could have all been solved and been avoided. I have rented too many different kinds of people and Lee has been renting from me for 8 years helping me with many projects on my properties rather they be black Hispanic Asian or Indian or gay or lesbian Lee has always shown his respect politeness and is never used any racial slurs in the past at any of my tenants. So I got a hold of Lee told him what was going on I did send Lee some of Andy's text messages but not all of them just the ones voicing the concerns and Lee said he would take care of the problems. And then on Tuesday August 9th I got a messages at 12:30 p.m. from Andy stating that him and Lee got into an argument then he called me about the situation and Andy wanted me to come over but I was actually working and was unable to leave the job while I was on the phone I could hear voices raised by Andy Vang and by Lee Bishop this was a two-sided event two people got into an argument it escalated tempers Rose and things were said by both parties the louder the conversation got the more heated it became and Andy's brother came out kicked his shoes off and threw them in the lawn and Andy and his brother threatened to beat up Lee Andy said to Lee (I'll f@**k you up Old man) lee called him a (G@*^ck) that was a poor choice of words on both sides and things exploded and that is when Lee called the cops so that there wouldn't be any physical fighting going on. Then Andy had texted me and told me to take care of this problem otherwise on Wednesday he was filing a complaint that's when I got a hold of Lee again and discussed everything with him and Lee said he would stay away and not cause any problems and stop all issues that Andy was concerned about which is what the police had told both of them when they were there . I got another message from Andy Wednesday morning at 8:59 a.m. stating that he had filed a complaint with the city of La Crosse discrimination Department on Tuesday afternoon and he got a lawyer and is going after Lee and myself for discrimination even though he said he would give me till Wednesday to solve this situation and this is when I found out about the actual complaint being filed and having to go to meetings and everything else. On Wednesday August 14th officer Voe had called me questioning me about the incident we talked for about 10 minutes he said he felt everything has been taken care of and for me to make sure both parties stay in their own areas so I thought this was the end of it but unfortunately it wasn't. So this is Robert L Dougherty Jr and this is my side of the story and what I know happened I was actually on the phone and heard majority of it and unfortunately if I would have been informed of this 2 months earlier when Andy said it all started I could have de-escalated the situation and taking care of all the problems and none of this would have ever started but unfortunately I wasn't notified or informed of anything until Monday August 8th 2022. If you look in Mr vang's complaint he also personally States that there has been no issues or problems since that Tuesday August 9th . I would also like to ask Mr Vang to stop calling the city inspections departments using them as a tool to harass me we have passed every inspection that was asked of us and I don't think it's fair for him to use that as a tool to keep aggravating us. I do feel that this was a very unfortunate incident and Lee and I both feel bad but at the same time I don't feel that this has just cause to label Lee as a racist it was an unfortunate incident one word one time and it will never happen again.



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City of La Crosse, Wisconsin

City Hall
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Text File

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Agenda Number: 3

Draft Vision & Mission Statements

Vision

To be a trusted resource for resolving discrimination in the community.

Mission

To be a forum for reviewing discriminatory complaints; providing tenant/landlord resources; and promoting diversity, equity, and inclusion in the community.

Core Values

- Providing quick access to legal and housing resources
- Creating a clear complaint process with a quick response
- Continuing engagement with the community to identify their needs
- Collaborating with other agencies
- Being a positive presence in support of other anti-discrimination organizations
- Having trust in a fair hearing
- Housing as a human right
- Working for the dignity and safety of the La Crosse community by promoting
- diversity, equity and inclusion considering social, economic and environmental factors
- Providing an impartial forum to educate about, monitor for, and implement fair practices.
- Equity and justice
- Having open minds with critical thinking



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City Hall
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City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

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