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STATE OF CIVIL RIGHTS IN NEVADA - 1982
Nevada Advisory Committee
to the
United States Commission on Civil Rights

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TRANSCRIPT OF PROCEEDINGS
June 24, 1982
Reno, Nevada

Reported by: LORI JUDD
Transcription: POLLY C. FERREIRA

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Meet.
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A P P E A R A N C E S

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2 State Advisory Committee
3 Members:

STEVEN WALTHER
EDDIE SCOTT
WOODROW WILSON, Chairman
SUSAN DELUCA

4
5 Staff:

SALLY JAMES
TOM PILLA
IRENE GARCIA

6
7
8 Speakers:

JERRY HOLLOWAY, Commissioner
DELIA MARTINEZ, Nevada Equal
Rights Commission

9
10
11 JANICE FREEMAN for
12 JOSEPHINE GONZALES, Executive
13 Director Inter-Tribal Council
14 of Nevada

15
16 ONIE COOPER
17 SAM GIBSON
18 BILL MITCHELL
19 Reno-Sparks National
20 Association for the
21 Advancement of Colored People

22 WILLIAM N. MOON, Chairman
23 Northeast Reno Outreach Council

24
25 SUZANNE BROOKS
Affirmative Action Officer
University of Nevada, Reno

Open Session

H. JOHNSON
DEVINE TURNER

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1 RENO, NEVADA, FRIDAY, JUNE 24, 1982, 1:00 P.M.

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3
4 WOODROW WILSON: Good afternoon ladies and
5 gentlemen, this meeting of the Nevada Advisory Committee
6 to the United States Commission on Civil Rights will now
7 come to order.

8 We are convening here today to get the
9 information on the civil rights problems in Nevada and
10 recommendations to resolve these problems.

11 I'm Woodrow Wilson, Chairman of Nevada
12 Advisory Committee. The Advisory Committee will receive
13 information and make recommendations to the Commission
14 in areas in which the Committee or any of its
15 subcommittees are authorized to study. Other members
16 of the Committee in attendance here today are Susan
17 Deluca of Las Vegas, Steve Walther and Ed Scott of Reno.
18 Also with us today, a Staff from the Commission's regional
19 office in Los Angeles.

20 This fact-finding meeting is being heard
21 pursuant to Federal Rules applicable to State Advisory
22 Committees and regulations by the United States Commission
23 on Civil Rights. The Commission on Civil Rights is an
24 independent agency of the United States Government,
25 established by Congress in 1957 and directed to:

1 1. Investigate complaints alleging that
2 citizens are being deprived of their rights to vote by
3 reason of their race, color, religion, sex, age, handicap,
4 or national origin; or by reasons of fraudulent practices;

5 2. Study and collect information concerning
6 legal development constituting discrimination or denial
7 of equal protection of law under the Constitution, because
8 of race, color, religion, sex, age, handicap or national
9 origin, or in the administration of justice;

10 3. Appraise Federal laws and policies with
11 respect to discrimination or denial of equal protection
12 of the law;

13 4. Serve as a national clearing house for
14 information about discrimination and submit reports,
15 findings and recommendations to the President and Congress.

16 I would like to emphasize this is a
17 fact-finding meeting and not an advisory proceeding.
18 Individuals having been invited to come and share with
19 the Committee information relating to the subject of
20 today's inquiry. Each person who will participate has
21 voluntarily agreed to meet with the Committee. Since
22 this is a public meeting, the press and radio and
23 television stations, as well as individuals are welcome.

24 Persons meeting with the Committee may
25 specifically request that they do not be televised. In

1 this case, we will comply with their wishes.

2 We are concerned that no defamatory material
3 be presented at this meeting and in the unlikely event
4 that this situation should develop, it will be necessary
5 for me to call this to the attention of the person making
6 the statements and request that they desist in their
7 actions. Such information will be stricken from the
8 record if necessary.

9 If the comments a person is offering, however,
10 is of sufficient importance, the Commission will hear
11 the information in that event. The person against whom
12 allegations are made will have ample opportunity to
13 respond by making statements before the Committee or
14 submitting written statements if they desire.

15 Efforts have been made to invite persons
16 who are knowledgeable about the problems in the areas
17 to be dealt with here today. In addition, we have
18 allocated time this afternoon to hear from anyone who
19 wishes to share information with the Committee about
20 the state of civil rights.

21 Those wishing to participate in the open
22 session, must contact the Commission Staff. If you are
23 here this afternoon, and have not contacted the Staff
24 and wish to appear, please do so during the interim.

25 This afternoon, the first person that will

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1 appear before us will be Mr. Jerry Holloway, Commissioner,
2 Nevada Equal Rights Commission. Mr. Holloway.

3 JERRY HOLLOWAY: Thank you, Mr. Chairman.

4 Members of the Commission, I'd first like
5 to commend you, the Commission, for interest in providing
6 a forum for the citizens of the State of Nevada, the
7 opportunity to give their perceptions of civil rights
8 in the State.

9 I'd like it to be pointed out and noted by
10 this Commission that discrimination in the State of
11 Nevada has improved over the last 20 years. Much of that
12 improvement has been because of Federal and State laws
13 that have been passed to help alleviate some of the
14 problems that many minorities have had in the past.

15 I do, however, believe that people today
16 have become somewhat complacent about discrimination.
17 During the past few years, this, I believe, has occurred
18 because of the fact that there have not been as many
19 major upheavels. So, subsequently, I think that the
20 people think that the problems of discriminations have
21 ceased and desist, which is, as we all know, not correct.

22 As the economic conditions of our society
23 worsen, the jobless rate will increase, and usually that
24 means less jobs for minorities, and a particular concern
25 are the teenage minorities and the high rate of

1 unemployment among those teenagers, which I believe could
2 eventually lead to far reaching problems.

3 The statistics for the State of Nevada
4 indicate that race and color, age, sex, national origin,
5 physical handicap, are the major areas where complaints
6 are filed. As we all know, discrimination is difficult
7 to prove, because it's not as obvious as it has been in
8 the past.

9 Even though it's difficult to prove, the
10 law at the State and Federal levels have been instrumental
11 in helping citizens gain some more equal rights. The
12 Nevada Equal Rights Commission is committed to using its
13 existing powers and improving those powers so that every
14 citizen in this state has their rights protected.

15 As I perceive the problems to be in Northern
16 Nevada, as well as the state, I will outline those and
17 speak to them for a moment if I could.

18 Sex discrimination, as near as I can
19 determine from the statistics that we receive in our
20 office in Reno and Las Vegas, indicate that this is on
21 the increase. I believe that there is a direct
22 correlation between laws passed, peoples' understanding
23 of laws, and familiarity with laws as to the increase in
24 the number of complaints filed.

25 Once people find out that they do have

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1 somewhere to go for justice, they go to that place for
2 justice, and we see that this is becoming an area of
3 increase.

4 **Physical and visually handicapped.** Again,
5 this is a new emerging area in the areas of discrimination,
6 but again, what you have is people becoming more aware
7 that they are being disenfranchised, and are going to
8 places to have their complaints addressed. The Nevada
9 Equal Rights Commission is seeing noted increases in
10 the number of citizens who are filing complaints.

11 **Age discrimination.** Another new emerging
12 area, is also becoming a larger area in terms of the
13 number of people who are coming in. The number of people
14 in the past looked toward retirement at age 62 or 65,
15 find it difficult to do that in today's economy, or
16 people really don't want to retire at any given age, and
17 there are laws on the books that indicate that in some
18 regards, people do not have to retire.

19 As they are made more aware of those laws,
20 the number of complaints are increasing.

21 The area that started the ball to moving
22 in the area of civil rights, **basically the race and**
23 **color issue, is still a continuing problem in the state.**
24 I believe as the economic conditions and jobs become more
25 difficult to obtain, we'll see an increasing number of

1 minorities find themselves disenfranchised with jobs, and
2 the likelihood of more complaints being filed. There is
3 a need for people in the state to be aware that
4 discrimination does still exist, although there is no
5 legitimate way to legislate attitudes of people.

6 I think both the State and Federal Government
7 need to increase the funding, so that the caseloads that
8 are there won't increase, and the amount of time devoted
9 to a particular case won't decrease.

10 What we find, is if the amount of dollars
11 available to do the job decrease, the number of complaints
12 increase. The amount of available time to do a job seems
13 to be rather lengthy, and if we cannot come up with some
14 legitimate way to arrive at a solution, too much time
15 passes and the person who has been discriminated against
16 finds it extremely difficult to have their case done in
17 a timely fashion.

18 It would seem to me that this Advisory
19 Committee, through the President of the United States,
20 needs to have the President and Congress be aware that
21 discrimination does exist in the State of Nevada, as
22 throughout the United States.

23 I think we need to impress upon his office
24 that they need to provide some degree of leadership in
25 the area of civil rights, and that we need to continue

1 to fund civil rights, even more so than in the past, in
2 the future -- as we did in the past.

3 One of the things that is happening is because
4 of the difficulty with us trying to prove discrimination,
5 it requires a degree more sophistication and training
6 on the part of the personnel that comes into jobs with
7 the Commission. If we do not have the availability of
8 dollars and training that has been provided by the
9 Federal Government, I think we will do less of an
10 effective job of providing the citizens of the State of
11 Nevada with equal rights.

12 Another one of the problems that I will hope
13 this Commission would address is the ever increasing
14 problems of the number of non-English speaking students
15 coming into the schools throughout the United States,
16 but more specifically here in Washoe County. This past
17 year, as an example, our non-English speaking students
18 increased by over 200 students. This was more than a
19 40 percent increase in the number of students in the
20 program.

21 This is an area where I would hope that the
22 Commission would look at as priority in the coming years
23 to come up with some position paper or policy regarding
24 this area, so that citizens of the State of Nevada are
25 more aware and believe and have a concern for people who

1 are coming into the United States as non-English speaking
2 people or who are desirous to be people, citizens of the
3 United States.

4 I believe that people, when times are tough,
5 they are not as open to things, it seems to me, that there
6 is a growing concern among the population that individuals
7 coming in from other countries will take jobs away from
8 them, because of the fact that they'll work for a small
9 wage, people become concerned. I would hope this
10 Commission can address that concern.

11 I'd like to end with a quote from a optimistic
12 civil rights leader, which stated, "If I weren't an
13 optimist, I would have shot myself long ago."

14 I believe that black people will make it,
15 and I'd like to say that I believe all people will make
16 it.

17 I believe they only lack a chance to prove
18 they can. You can only do so much for people, then you
19 have to let them go for themselves.

20 I'm confident that if the people of this
21 country are permitted to go for themselves according to
22 their own likes, they will go like nobody dreamed. I think
23 that is the theme of what we are trying to do, is having
24 everybody develop their dream without discrimination.

25 I'd be happy to entertain any questions and

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1 I appreciate the opportunity to speak to the Commission.

2 WOODROW WILSON: Does the Committee have
3 questions they would like to ask?

4 SUSAN DELUCA: Does the Nevada Equal Rights
5 Commission accept complaints from the orally handicapped,
6 the deaf and the retarded, and the mentally ill?

7 MR. HOLLOWAY: I think, basically, we accept
8 complaints from the visually handicapped more so than the
9 areas you described.

10 DELIA MARTINEZ: Yes, we do accept for
11 physically and orally handicapped, but not mentally,
12 because it's not within the statutes.

13 SUSAN DELUCA: How about hearing defects?

14 DELIA MARTINEZ: Yes, that's in there. But,
15 the only one that is not is mentally.

16 SUSAN DELUCA: Thank you.

17 WOODROW WILSON: In your statement, you
18 mentioned there is a number of students in the school
19 district that were not English speaking students.

20 Do you feel that the district adequately
21 supplied opportunity for education of these students,
22 or do you feel that much is needed in that area at this
23 time?

24 JERRY HOLLOWAY: I think, Mr. Chairman, that
25 based upon the financial resources of the school district,

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1 we are providing for students in Washoe County.

2 We, even before the Federal Supreme Court
3 ruled that we could not take into consideration whether
4 or not the students were here legally or not, the Washoe
5 County School District has taken the posture that we
6 would serve the students regardless of whether or not they
7 were here legally or illegally.

8 I think one of the things that happens is
9 the amount of dollars outside of the State of Nevada that
10 is available for education for non-English speaking
11 students is slowing but surely drying up. I don't think
12 the district is trying to alleviate its responsibility
13 to educate youngsters, but what I think people have to
14 understand when you have the increased numbers that we
15 seem to be receiving year in and year out, there's a need
16 for additional monies to be appropriated, if they are to
17 do the job.

18 We are, at the present time, handling the
19 situation, but if larger numbers continue to flow in and
20 State dollars become tighter, it's going to put an
21 increasingly difficult task on the district to provide
22 to the numbers of students.

23 WOODROW WILSON: At this point, do the
24 districts receive Federal funding to provide this
25 education?

1 JERRY HOLLOWAY: We receive, Mr. Chairman,
2 less than one percent of our budget from Federal funds.
3 The funds that are expended to non-English speaking
4 students in the district are between 98 and 99 percent
5 district funds.

6 WOODROW WILSON: Okay.

7 Any other questions?

8 EDDIE SCOTT: Mr. Holloway, I want to ask
9 if the Commission -- does the Commission initiate its
10 own investigations into areas of general areas, perhaps
11 that need exploring, where complaints are not coming, or
12 if complaints are coming?

13 JERRY HOLLOWAY: We have not, in the last
14 five or six years initiated any complaints. I think for
15 about five or six years, although, the Equal Rights
16 Commission did initiate complaints against three hotels
17 in the Northern Nevada area.

18 But, to my knowledge, since that time, we
19 have not done so. We have -- it's under discretion at
20 this particular time as to how we will proceed, but one
21 of the things that we have engaged in doing is trying to
22 solve individual complaints. When you get involved in
23 individual complaints, it's more time-consuming, and does,
24 it leaves less time for initiation of complaints.

25 The other thing is, as I'm sure most of you

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1 are aware, the amount of money that is available to the
2 State offices has decreased in the last couple months. We
3 have had to decrease by another ten percent, losing several
4 more staff people, which was already understaffed. If
5 you are understaffed, there's no way to alleviate the
6 problem of initiating complaints, if you can't address
7 those if you initiated them.

8 EDDIE SCOTT: Is it your belief though, that
9 in the process of first initiating complaints by the
10 Commission, that this will minimize the individual
11 complaints sometimes in a particular area?

12 JERRY HOLLOWAY: I think Mr. Scott, that
13 that would have the great impact, and I have had discussion
14 with the ex-Executive Director towards those ends, if,
15 as an example, we are getting even one complaint out of
16 a large employer or out of an employer, why don't we
17 enlarge the scope of the complaints to look at the entire
18 operation. It may be that if this Commission was found
19 for a particular thing, let's say race and color, it may
20 be that it is existing there, other than with that one
21 complaint.

22 So I would hope that in the next year that
23 we would take a harder look as a Nevada Rights Commission
24 that's going in and having the scope of an individual's
25 complaint or a group complaint enlarged to look at the

1 entire operation of a particular employer.

2 EDDIE SCOTT: May I ask about the personnel
3 of Hispanics and educational positions in the school
4 districts, as well as the University of Nevada, or maybe
5 not only in the teaching areas, as well as blacks, as
6 far as administration, but also Native American Indians,
7 Hispanics in teaching positions in the school system,
8 as well as the University, and to also include
9 administration, as well as blacks and women also, if I
10 can get that through.

11 JERRY HOLLOWAY: I understand what you're
12 saying.

13 I can't speak very well for --

14 EDDIE SCOTT: I'm not asking this as of
15 schools, not the personnel of the school -- I think the
16 Equal Rights Commission and its --

17 JERRY HOLLOWAY: I'm not absolutely certain
18 what the status is at UNR. I can give you some idea, in
19 terms of the Washoe County School District.

20 The Washoe County School District, in terms
21 of Hispanic administrators --

22 EDDIE SCOTT: Or teachers.

23 JERRY HOLLOWAY: Or teachers, the number is
24 probably less than two percent of the total population.

25 The same thing would exist in terms of

1 administration of blacks in the school systems. As far
2 as teachers is concerned, the number of black teachers
3 in the system is probably closely correlated to the
4 percentage of blacks in the district.

5 The number of Native Americans is even less,
6 probably less than one percent, in terms of the teaching
7 population, or somewhere around one percent, administratively,
8 none.

9 Females, the female population in terms of
10 the teaching profession has always been extremely high.
11 The number of administrators in the district is
12 significantly increasing. Within the last three years
13 the number of female administrators probably has increased
14 by four or five. That area seems to get a larger number
15 of females applying for and getting administrative
16 positions.

17 If you look at the other minorities in either
18 the administration or teaching profession, it's extremely
19 difficult to get minorities, blacks particularly, to come
20 into the teaching profession in Washoe County.

21 The number of applicants that come into the
22 teaching profession in Washoe County is minimal, and
23 part of the problem is the fact that there is no way to
24 determine on a job application whether or not an
25 individual is a minority. The other thing is we do get a

1 rather large percentage of teachers from the University
2 of Nevada-Reno. If you are familiar with the University
3 of Nevada-Reno, there is now a number of minorities
4 coming out of that university in the educational field.
5 Those who come out of UNR's educational field and are
6 interested in staying in the area have been able to secure
7 employment. We don't actively recruit, and so if you
8 don't actively recruit outside of Washoe County, the
9 chances of getting larger numbers of minorities will be
10 less, and so that's basically where we are.

11 EDDIE SCOTT: Mr. Holloway, since it seems
12 like the Native Americans seem to be way down on the
13 totem pole in these areas, do you think maybe the
14 Commission might look at that as perhaps, you know, that
15 initiating some efforts on its part to try to find out
16 why Native Americans are left so far behind?

17 JERRY HOLLOWAY: I think it would be
18 worthwhile to take a look, Mr. Scott, not only in relation-
19 ship to Native Americans, but you might want to explore
20 why blacks and other minorities don't come to Northern
21 Nevada and see if a determination could be made as to
22 why, and if there are methods by which that particular
23 problem could be alleviated.

24 I would think that would be a worthwhile
25 activity for this Commission.

1 EDDIE SCOTT: A report to the City and County,
2 and also it was in the paper recently, as well as some
3 type of legal action against the City of Reno because of
4 lack of black fire fighters in the city. This city has
5 existed for so many hundred years and even up into the
6 modern times, like the '80's where black fire fighters
7 are still excluded.

8 Has the Commission looked at the Cities
9 and the Counties on this employment status, and when
10 I ask that question, I want to ask you if there's any
11 Native Americans on the Equal Rights Commission staff?

12 JERRY HOLLOWAY: To my knowledge, there is
13 not a Native American on the Equal Rights Commission staff.

14 DELIA MARTINEZ: There's one.

15 EDDIE SCOTT: There is one Native American?

16 DELIA MARTINEZ: Half Native American, so
17 that means she's still Native American.

18 EDDIE SCOTT: All right, that leaves some
19 question marks involved.

20 The City and County and fire fighters --

21 JERRY HOLLOWAY: We haven't looked specifically
22 at the City and County in terms of its employment
23 practices, Mr. Scott.

24 What we would do if a complaint came into the
25 office, regardless of City or County, they would entertain

1 the idea of looking at that complaint and process that
2 complaint, but to look at its total employment position
3 with respect to hiring, no, we have not looked at that
4 in any way specifically.

5 EDDIE SCOTT: Just one more thing.

6 I wanted to go to the State level and State
7 Department hiring. Has the Commission looked at the
8 State agencies as to what they look like, as far as their
9 minority and women employment practices?

10 JERRY HOLLOWAY: When you say look at --

11 EDDIE SCOTT: Meaning the Commission kind
12 of oversees the State to see what the State's doing on
13 the practice of the quality.

14 JERRY HOLLOWAY: I think we worked with the
15 State and what they're doing, but to oversee the State
16 in terms of its hiring procedures and process, no. We
17 understand the procedures under which they operate, and
18 they have worked with the Equal Rights Commission in
19 relationship to the kinds of affirmative action activities
20 that take place there, but to oversee them, no.

21 EDDIE SCOTT: I would like to clarify. I
22 didn't mean oversee them, but the Commission does have
23 jurisdiction to look at State employment.

24 JERRY HOLLOWAY: If a complaint is filed
25 against the State of Nevada, we would proceed on that.

1 STEVEN WALTHER: Sir, in terms of helping
2 people find legal assistance, do you, when you see a
3 problem, when a complainant who not only might have a
4 problem or might not be able to solve it, but needs legal
5 assistance, do you have any liaison with the Washoe Legal
6 Services or any other legal service organization to find
7 them counsel that are knowledgeable and will give them
8 assistance?

9 JERRY HOLLOWAY: What we attempt to do for
10 people in talking with the office recently, we get well
11 over 300 inquiries per month regarding people needing
12 help, either they feel they have been discriminated in
13 some way or not, or they need help.

14 What they attempt to do is we are aware
15 of the agencies that provide certain kinds of services
16 based upon what the individual is calling for and about,
17 and we would refer individuals to the appropriate agency
18 for help. If we felt that legal help is something they
19 needed, we would refer them to Legal Aid or whomever they
20 would require.

21 We could not determine for that person
22 whether or not he met the guidelines of Legal Aid, we
23 would refer them to the agency that would be most
24 appropriate. We do that all the time.

25 STEVEN WALTHER: What about the legislation,

1 the session coming up. Do you have any pact that you
2 intend to propose to shore up some areas in the law that
3 you think need it and I ask that because in terms of
4 your statement that I agree with, that knowledge of the
5 law is probably one of the most important issues you
6 need to solve, in addition to just money -- now that we
7 don't have much money, some kinds of legislation can be
8 effective in certain areas.

9 JERRY HOLLOWAY: One of the areas in which
10 we are looking at very hard is subpoena power. Being
11 able to subpoena documents and information, even if the
12 appropriate party is not wanting us to do it.

13 As a matter of fact, next week the Nevada
14 Equal Rights Commission will be meeting, and the
15 Executive Director and Attorney General's office will be
16 proposing general changes in the law to extend the law
17 for us to be able to do a better job.

18 That's an area I think sometimes people look
19 at, and there's a great deal of debate around the state
20 as to how much power this Commission does have. When
21 we go into a hearing, if you're an attorney from the
22 other side, we have little power. We exercise the
23 degree of power that we can in regards to solving the
24 problem as we see them.

25 If they look at a particular law, and we look

1 at it and we think it needs changing, that is what we
2 try to propose to the sessions and see if we can't get that
3 law changed. So we are, we will be looking at a number
4 of changes in the legislation to see if they can't do a
5 better job.

6 The other thing we attempt to do is training
7 of personnel. That is as important as anything else and
8 we would like to stress that. Many of the people that
9 we place, there's no place in the state to necessarily
10 get the kind of training that one needs, so it would be --
11 if you get people in, it's more like an on-the-job
12 training activity.

13 If the Federal Government don't continue to
14 support at the Federal level, that is one of the most
15 positive things that we have had come out, is the fact
16 that we could send staff members to training sessions
17 provided by the Federal Government. That has been
18 helpful to us, being able to do a more complete job in
19 investigation of complaints in arriving at solutions for
20 people.

21 STEVEN WALTHER: One of our main purposes
22 here is to gain an awareness among ourselves.

23 Yesterday in Las Vegas, and today in Reno
24 some of the areas that we can do the most good, we as
25 members of the Civil Rights Commission, given our help and

1 our resources, if you were us, for example, and seeing the
2 problems as you see them from your point of view, where
3 are the areas you think we could be most affectively
4 spending our time and money in the next year or so
5 investigating areas of discrimination and possibly making
6 recommendations to the Federal Government how to solve
7 these.

8 JERRY HOLLOWAY: It seems to me that in the
9 areas of race and color, sex, age and handicapped, to
10 me, if I look at all the statistics that are coming out,
11 they are evening themselves out in the number of complaints,
12 across the board, coming very close together, which leads
13 me to believe that these are the major areas we need to
14 address.

15 Another major area is what can we expect from
16 the Advisory Committee in relationship to a position
17 regarding non-English speaking students who are coming
18 into the State of Nevada and being able to address their
19 needs.

20 That is a different kind of a problem that's
21 emerging for various cities around the state, and Northern
22 Nevada is not any different, but coming up with some
23 position so that there's some leadership on the part of
24 the Federal Government in the area.

25 If we are going to provide an opportunity

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1 for people to come in or are we going to pass laws that
2 say you're not in a policing kind of position. These
3 people are here, they need service and we need to have
4 the leadership come from outside the State of Nevada and
5 coming from Washington D. C. saying this is proper to do.

6 I'm not necessarily saying they're coming,
7 and would like to see some activity in that area.

8 STEVEN WALTHER: What kind of leadership do
9 you mean?

10 JERRY HOLLOWAY: In the area of saying this
11 is an appropriate thing to do, that --

12 STEVEN WALTHER: Appropriate to do what?

13 JERRY HOLLOWAY: To have citizens of
14 non-English speaking background come into the various
15 states and have the services provided to them as they
16 would any other citizen. That is the reason that they're
17 coming, is because they feel that the life style in the
18 United States is better than where they were.

19 If they don't provide some leadership to
20 show them that life in the United States is better, then
21 they come with another broken dream.

22 It seems to me we need to look at that and
23 put emphasis in that area.

24 STEVEN WALTHER: Do you allocate your
25 budget towards a certain problem in the school system,

1 or just generally.

2 Do you, when you appropriate a budget for your
3 department, allocate for certain areas or just money-wise --

4 JERRY HOLLOWAY: We look at where there may
5 be problems or the potential of problems, and then allocate
6 based on that.

7 STEVEN WALTHER: Where is most of your money
8 allocated?

9 JERRY HOLLOWAY: Most of our money is
10 allocated -- are you saying the Equal Rights Commission
11 budget?

12 STEVEN WALTHER: Yes.

13 JERRY HOLLOWAY: It's allocated basically
14 evenly across those areas that I outlined, because those
15 are the areas we have the most complaints being filed,
16 and so a great deal of our time is spent in those four
17 areas.

18 The other thing we do a lot of, is try
19 and provide some work with companies on the equal rights,
20 so that they're aware of it.

21 STEVEN WALTHER: Do you have any statistics
22 on minorities being disenfranchised in particular?

23 Is there any studies that you have done or
24 your department has access to that show some minorities
25 are not having the same access for some reason or another

1 to the polls as others.

2 JERRY HOLLOWAY: No, we don't -- again, our
3 resources go mainly towards investigation, and if we
4 continue to drop in staff, I'm not sure what we're going
5 to do.

6 SUSAN DELUCA: Mr. Holloway, would you
7 comment on any differences you see between the north and
8 south, and the types of complaints that are issued. I
9 know you mentioned one thing, black people don't come
10 to the north.

11 In terms of the type of complaints, do you
12 see any differences?

13 JERRY HOLLOWAY: I don't think there are
14 major differences, I think the basic for areas are the
15 areas where we are going to continue to see complaints
16 coming, and we could pick one and determine which one is
17 going to emerge as number one.

18 In the past, we could look at race and color,
19 particularly in Northern Nevada as being the most
20 prevalent thing that people were filing complaints in.
21 But that is slowly beginning to even itself out in terms
22 of sex and handicapped and age. So it's hard to say.

23 I think that you probably would have at
24 this point in time, in Southern Nevada maybe more race
25 and color because of the fact that you have a larger

1 population of minorities in Southern Nevada than you do
2 in Northern Nevada, so there are some differences.

3 The thing that I would like to see is some
4 information develop, by whom, I don't know, that would
5 give us some insight as to concrete reasons why people
6 avoid coming to Northern Nevada, or if they come, they
7 don't stay.

8 SUSAN DELUCA: Thank you.

9 WOODROW WILSON: Any other questions?

10 I only want to make a statement. I was very
11 happy that you did not state that because blacks did not
12 come to Northern Nevada was because of the cold weather.
13 That was stated at the administrative level sometime ago.

14 One of the things that I would like to add
15 to what has been said. Education-wise, is that in
16 Southern Nevada the, in the Clark County School District,
17 you have an active and aggressive recruiting program for
18 black teachers down there. They go out of the state,
19 they go throughout the south where most of the black
20 universities are and recruit, and I think until we do that
21 kind of thing here, you will find that you'll not have
22 many because of the structure of the educational system
23 in Nevada, where you cannot transfer seniority, and this,
24 from one district to another. That makes it difficult
25 for teachers to transfer from one district to another.

1 But we do have in Southern Nevada, in Clark
2 County District, an active recruiting program. That is
3 one of the areas that should be considered.

4 JERRY HOLLOWAY: Sure.

5 WOODROW WILSON: Thank you.

6 JERRY HOLLOWAY: Thank you.

7 WOODROW WILSON: We have next speaking for
8 Josephine Gonzales, the Inter-Tribal Council of Nevada,
9 Janice Freeman.

10 JANICE FREEMAN: Chairman, Committee members,
11 I'd like to explain my background today, and why I'm
12 here. I went out in the hall at the wrong time and
13 Josephine couldn't make it.

14 I am with the EMS program with the
15 Inter-Tribal Council, and that was a Title 12 Federal
16 program, and afterwards went into the State block grants.
17 We have been competing for those monies, and she felt
18 that I had enough background to tell you some of the
19 problems that the Inter-Tribal Council is facing with the
20 Federal cutbacks.

21 I brought you in some maps because often
22 people don't realize where the colonies and reservations
23 are in Nevada.

24 There is 23 Federally recognized reservations
25 and colonies in the state. There's 13,000 Native Americans

1 that reside on these areas.

2 If the tribe is big enough, or sophisticated
3 enough, they'll contract directly with the Federal
4 Government to provide services for their people on these
5 lands. This was part of the Treaty Agreement.

6 However, some of the smaller tribes, they
7 don't have the sophistication, they don't have the
8 finance department, they don't know how to keep books,
9 that is why all 23 tribal organizations joined together
10 and they formed the Inter-Tribal Council of Nevada.

11 It's a non-profit organization, and was
12 established to provide the health, social and economic
13 development of these areas.

14 With the cutbacks in this fiscal year,
15 Indian tribes are suffering. Before there was the
16 Indian self-determination act. By this, you could
17 638 a position. In other words, if the Federal Government
18 was providing a job for passing out food stamps, whatever,
19 if the tribe thought that they could do the job, they
20 could contract with them. What that would do is increase
21 employment on their own reservations and so on and so
22 forth.

23 But with all the cutbacks, the individual
24 tribes are really hurting. They're finding they can't
25 even 638 any positions because of the substantial

1 cutbacks.

2 As far as health delivery care systems, this
3 is one of our real concerns. This back table on the back
4 page lists the different communities and the distance to
5 the IHS, which is the Indian Health Service unit.

6 Most of these live over a hundred miles
7 to even health care. But what's happened is it's used
8 for people -- someone walks into the emergency room with
9 a cut finger, they say you get everything free from the
10 Federal Government. Please go to the Indian Health
11 Services.

12 Sometimes the members don't even have a car
13 to go there. So they just have to let it heal or get
14 infected, and then when it's real severe, if it's a life-
15 threatening emergency, the hospital accepts them. But
16 if it's not life-threatening, they send them away.

17 So we are really facing that problem. What
18 it used to be is this state is on contract care dollars,
19 because these facilities are so far away.

20 But the Indian Health Service runs out of
21 money in about July of every year. So what they do is
22 when Humboldt County Hospital turns in a bill, they just
23 deny to pay it.

24 That doesn't make the County Commissioners
25 of any of these little counties real happy to take Indian

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1 claims, when they know they are going to be picking up
2 the bill.

3 It's a problem that is very severe to these
4 Indian people. They have no alternative for health care
5 at all.

6 66 -- I have the employment figures here for
7 you on this page, and 66 percent of Nevada Indians are
8 unemployed or earn less than \$7,000 a year, so they can't
9 maintain a third-party insurance policy.

10 Most of them still believe the government
11 will take care of them. That is one of the components
12 that was put in the Treaty, that the Federal Government
13 will provide health care.

14 So, our health care delivery systems to
15 Indians, there is a summary you can read later on, the
16 impact of the next budget on the service unit hospital,
17 but what is anticipated, it looks like what's going to
18 happen now is, they're just going to turn both of the
19 Owyhee service units into clinics.

20 There would be no more in-patient, where
21 people can go in there and have their illness cured or
22 taken care of. They'll just treat it at the clinic now,
23 because they don't have the money to maintain a staff on
24 a 24-hour basis. They don't have the supplies, due to
25 the budget reductions.

1 As far as the CETA program, I was to touch
2 on CETA.

3 In most of these areas, you're probably not
4 familiar with most of them, but say from Yomba, to get
5 to Yomba, you go 35 miles out of Gabbs. There just isn't
6 a whole lot of economic development out there.

7 There's no place that really wants to take
8 their business, it's pretty far from any major towns or
9 cities. So there's very little employment out there for
10 them to better themselves.

11 The CETA program has helped a lot. In Goshute,
12 which is way over here by the Utah border.

13 To get there, you go 73 miles on a dirt
14 road. They have one phone out there, but it's locked
15 at night, and the Tribal Chairman, you have to find him
16 to use it. So it's really a severely isolated area.

17 But they have taken their CETA program, and
18 now they build cattle guards, and those are the big steel
19 things you see over the highway, and they actually have
20 a contract now with the Federal Government to provide
21 those and send those out.

22 That's one of the examples of how it could
23 work, how it could have a positive effect.

24 However again, this program has been facing
25 extreme cuts, so they don't know what's going to happen

1 to this.

2 The Indians in rural Nevada, I'm not going
3 to make a blanket statement, but in some communities
4 you'll still hear the old thing about the drunken Indian,
5 or they're on Indian time. So consequently, if they go
6 into a community to find employment, they have no training,
7 they're often turned away because of the past beliefs
8 about the individual or, they're not so much letting the
9 individual have the chance, they're already prejudging
10 them on the stereotype.

11 With this, the Indians in this state have
12 one of the highest alcoholism and suicide rates. It's
13 higher than any other race in this state.

14 So that's just touching on the CETA aspect
15 a little bit.

16 As far as block grants go -- you can
17 interrupt me any time, because there's a lot to be said
18 in each area, and I'm supposed to touch on a little of
19 each.

20 On State block grants, last year in fiscal
21 year '80-81, we got a Title 12 grant to study the EMS
22 system and how we could develop any system in the Indian
23 areas.

24 The big problem here is that often the State
25 doesn't want to go in, or County government, they have a

1 big problem in putting in any type of government thing
2 out there, because it's a jurisdictional problem.

3 First of all, the Indians aren't paying
4 taxes, so that will anger other people and the second
5 problem is once we put a service out there, like an
6 ambulance service, you're exempt from our regulations.

7 So they have been reluctant, so we get the
8 grant to work with the State and because the Indian people
9 realize that an EMS system has to be uniform, you can't
10 have one ambulance stop at the Federal line, and have
11 the County ambulance pick it up.

12 They put the money through as flow-through
13 money, through the Department of Human Resources. When
14 the block grant came about, in '80, '81 the base allotment
15 for that money went into the allocations for the State
16 for F.Y. '82-83.

17 So our money went in with that, into
18 preventative health, and health services block grants.
19 Once that happened, we have been having a heck of a time
20 fighting for it.

21 One week we're funded, the next week we're
22 not. What has basically happened, because the State's
23 hurting, too. With the property taxes, you know the
24 change from having the property taxes and having the new
25 sales tax, it hasn't picked up the revenue like it was

1 anticipated. So consequently, their programs are
2 underfunded.

3 We've had it said to us, funding you is
4 like going across the street and buying groceries for
5 someone when we can't afford to buy groceries for ourselves.

6 However, there was a legal obligation, it
7 was spelled out in the Omnibuds Reconciliation Act, so
8 it does appear that we will be funded for next year.

9 However, one of our real concerns is still
10 block grants, and we can see future problems with them
11 if WIC is blocked, and we have to go through the State
12 instead of the Federal Government, and that's one of
13 the main things we'd like this Commission to study.

14 We are concerned about the block grants and
15 the method in which they are allocated, and that's about it.

16 Now that I've ran through everything, I'll
17 slow down to answer any questions.

18 WOODROW WILSON: Anyone have any questions
19 of Janice?

20 EDDIE SCOTT: Janice, you raised a thousand
21 questions.

22 You talked about the high unemployment,
23 possibly 66 percent earn less than \$7,000.

24 How did we determine whether 66 percent
25 earn less than \$7,000, so we know better about the

1 unemployment, maybe.

2 JANICE FREEMAN: Okay, it's broken down here.

3 The unemployment rate for the Nevada Indian
4 population is 45 percent. That's statewide.

5 EDDIE SCOTT: 45 percent?

6 JANICE FREEMAN: Yes.

7 However, you go to areas like McDermitt,
8 Nevada, and the unemployment rate is 75 percent.

9 This is a statewide average.

10 EDDIE SCOTT: Is that problem with the fact
11 that if you live on the reservations, you can receive
12 some type of support, but if you leave and go to town,
13 you lose that support?

14 Is there a problem with coming to the urban,
15 or staying on the reservation?

16 JANICE FREEMAN: No, I don't think so --

17 EDDIE SCOTT: In receiving benefits.

18 JANICE FREEMAN: Yeah, I can see, like
19 commodity foods.

20 I don't think that's any problem, the main
21 problem is they have no employment out there, nothing to
22 do, and it's because they have a lack of things to do,
23 that's why they drink and they have a lack of self-esteem
24 and it leads to suicide and other social problems.

25 EDDIE SCOTT: Let me go again.

1 If the McDermitt, or any of those come to
2 Reno or any other cities to seek employment, if there's
3 any benefits affecting the reservations, are they entitled?

4 JANICE FREEMAN: Yes, like when the
5 government pays off so much money for their land, is that --

6 EDDIE SCOTT: No, services or benefits of
7 that kind.

8 JANICE FREEMAN: Oh, they would still receive
9 the benefits, as long as they stay on the tribal roster.

10 They have to stay active on the tribal roster.

11 EDDIE SCOTT: What do you have to do to stay
12 on the roster, anything?

13 JANICE FREEMAN: You just keep in contact
14 with them.

15 The only time they would change this, is if
16 they were changing to another tribe. You know, say they
17 were dropping their enrollment in Pyramid Lake to become
18 a Reno-Sparks member.

19 EDDIE SCOTT: You speak of health services
20 and the distance to go there and what else, and then you
21 said perhaps they would become clinics.

22 So, these people, in order to get services
23 have to drive these distances or take their chances on
24 being turned down at the County level?

25 JANICE FREEMAN: Yes.

1 EDDIE SCOTT: So that seems to me, the service
2 situation gets to be an academic thing. One don't have a
3 way, accidents don't pick their time to happen.

4 So what services, are you talking about
5 ambulance or isn't there kind of a car, community car
6 available, not an ambulance, but say, funding for automobiles
7 available to assist people in getting there?

8 JANICE FREEMAN: They have community health
9 representatives that usually take the individuals to the
10 nearest hospital that will accept them.

11 However, in F.Y. '83, the current administration
12 has targeted this program to be terminated. In
13 Congressional hearings they said it would be nothing more
14 than a glorified taxi service.

15 A lot of people don't understand Nevada and
16 its sparse distance. I think that's one of the problems.
17 They don't see that that actually is a vital service to
18 the residents out there with no other means of transportation.

19 WOODROW WILSON: I would like to ask what is
20 your title with the Tribal Council.

21 JANICE FREEMAN: My title is Emergency Medical
22 Services Planning Specialist.

23 WOODROW WILSON: The next question I would
24 like to ask you, if you had a recommendation to this body
25 today, on what you felt was the most important thing that

1 we could recommend to the President and Congress and back
2 to the State of Nevada to help provide the necessary
3 services and do the things that we should, the State and
4 the nation should be doing for the Indians of a tribal
5 situation, what would you recommend?

6 JANICE FREEMAN: I'd recommend that they
7 keep the relationship directly between the Indians and
8 the Federal Government, so that all contracts are
9 negotiated directly between them.

10 Because, when you get other entities
11 in between, it's not always a fair negotiation process,
12 and so forth.

13 As the Treaty spelled out, it was supposed
14 to be a unique relationship with the Federal Government.

15 WOODROW WILSON: So that would be directly
16 to the Tribal Council?

17 JANICE FREEMAN: Right.

18 WOODROW WILSON: Do we have any other
19 questions.

20 EDDIE SCOTT: Janice, looking at this high
21 unemployment rate, in which you talked about the jobs,
22 does the people on the reservations know what the Equal
23 Rights Commission is?

24 JANICE FREEMAN: I doubt it, severely doubt it.

25 EDDIE SCOTT: Is there any kind of communication

1 to the reservations to the staff from the Nevada Equal
2 Rights Commission letting them know this service is
3 available to them, have you heard anything about that?

4 JANICE FREEMAN: I haven't, but I'd hate to
5 say no, because again, I work with the Emergency Medical
6 Services, and it would be unfair to say that another
7 agency was neglecting them and so forth.

8 I know when we go out, you have to go out
9 there and spend days in the field, and you have to find
10 the people, and you have to let them get to know you.
11 They won't talk to you, they don't trust you, and it's
12 not an easy problem to solve.

13 EDDIE SCOTT: I'm addressing the fact, the
14 unemployment again, in the areas where people can be
15 helped, in areas where perhaps some statement has already
16 been appropriated and sometimes agencies like these can
17 be effective if they are aware of these things. My point
18 was an awareness of it.

19 JANICE FREEMAN: Right.

20 EDDIE SCOTT: I can give someone else a
21 chance to ask questions?

22 Now, what about voter registration?

23 JANICE FREEMAN: What they have done is that,
24 they have an annual convention every year, and they named
25 that as one of their top priorities this year, to get more

1 Indians politically active and registered.

2 One of the first things that Josephine
3 Gonzales did is become a registrar, and she's now, as she
4 goes out to the communities, she has certain hours
5 available where individuals right in the community can
6 come in and vote and register, sign up to be registered
7 voters.

8 WOODROW WILSON: How can she do this from
9 one jurisdiction to another --

10 JANICE FREEMAN: Oh, that's right, she can't.

11 She went in and she can only do it for a
12 certain jurisdiction, so they appointed different people
13 in different jurisdictions.

14 Thank you for clarifying that for me.

15 SALLY JAMES: Can I just get a couple of
16 clarifications.

17 You said that the Inter-Tribal --

18 JANICE FREEMAN: The Inter-Tribal Council,
19 which includes all 23 affiliate tribes.

20 SALLY JAMES: Okay.

21 And you said that the community health dates,
22 this administration is eliminating, you mean the Federal
23 administration is eliminating them?

24 JANICE FREEMAN: The Federal administration.

25 SUSAN DELUCA: Any problems that you see

1 with police, or law enforcement?

2 JANICE FREEMAN: Yes.

3 SUSAN DELUCA: How is that?

4 JANICE FREEMAN: Because it's true in some
5 ways, the prejudices have built up because of the
6 jurisdiction problem.

7 If they need help on a reservation, they
8 don't hesitate to call and they want someone right away.

9 However, if the law enforcement is coming
10 in on an arrest for maybe a member of their family, they
11 think it's harassment.

12 So, often some of the law enforcement agencies
13 don't want to respond too fast to help when all they do
14 is get harassed, and that's something in our program
15 we're trying to eliminate. We're trying to go for the
16 establishment of mutual aid agreements, so that they would
17 work in both capacities, instead of just for the benefit
18 of one or the other.

19 SUSAN DELUCA: Thank you.

20 EDDIE SCOTT: One more thing.

21 When announcement comes out that the
22 government is giving so much money to the reservations,
23 perhaps, is there any clarification coming from the
24 reservations to clear information to the rest of the
25 population so people don't feel that every Indian person

1 is now going to become rich overnight.

2 As you say, the counties now are reluctant
3 to wait on them when they're sick, and so forth.

4 Do you think that may have some affect on
5 the attitude of the other part of the population, they're
6 well off and they --

7 JANICE FREEMAN: I think it definitely has
8 an effect.

9 EDDIE SCOTT: And are they well off?

10 JANICE FREEMAN: No.

11 EDDIE SCOTT: Well, how can this be eliminated
12 from the --

13 JANICE FREEMAN: Oh, well, I can see, you
14 know -- I think they have to become more politically
15 active, start coming to groups like this and telling
16 their economic conditions.

17 It's true that at times they get settlements,
18 but those settlements are not what they used to be.

19 EDDIE SCOTT: But my point is, the Tribal
20 Council itself, through representatives of the various
21 Indians can make this population very much aware that
22 all at once they're not well off.

23 Secondly, is that when the announcement
24 comes out, the money doesn't come out with the announcement.
25 Sometimes it's ten, twelve years later, sometimes it's more

1 sooner.

2 My question is whether there has been some
3 improved communication so Tribal Council can make the rest
4 of the population aware that these people are not so well,
5 they can have all their medical and all their expenses
6 paid.

7 JANICE FREEMAN: Yes, I can --

8 Right now, there has been no communication
9 from the Tribal Council to any other sectors of the
10 population.

11 I think that's one of the things that they
12 have to address and start working on.

13 WOODROW WILSON: Any other questions?

14 Thank you very much.

15 JANICE FREEMAN: Thank you very much.

16 WOODROW WILSON: At this time we will take
17 a five-minute break.

18 (A recess was taken.)

19 WOODROW WILSON: Ladies and gentlemen, we
20 will reconvene this session.

21 The next speaker will be Mr. Cooper, Mr.
22 Onie Cooper, Sparks-Reno National Association for the
23 Advancement of Colored People branch.

24 ONIE COOPER: Mr. Chairman, you have already
25 given my name and what organization I am with.

1 I'd like to ask you a question at this time.

2 Will this Commission be able to give us some
3 feedback as to what items you will recommend that will be
4 on your agenda from us?

5 WOODROW WILSON: We'll not be able to give
6 you that kind of information. We'll furnish you a report
7 when we receive response from the Commission, United
8 States Commission in Washington D. C.

9 Our recommendations will be sent to Washington,
10 they will be formulated and returned to us in a report
11 from the National Commission, and you will be recipients
12 of a copy of that report.

13 ONIE COOPER: It will be a combined --

14 WOODROW WILSON: Composite report, north
15 and south for the State of Nevada.

16 ONIE COOPER: Be that as it may, the next
17 thing, I would like to answer a question that I believe
18 was asked by the Commission person here as to how they
19 could best spend their time as a community person of the
20 Reno area.

21 I certainly suggest strongly to you that your
22 money could be well spent by gathering evidence, as you're
23 not doing, from the people throughout wherever is necessary,
24 particularly in this state.

25 Secondly, I strongly suggest that you put out

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1 some good lobbying for new and better legislation as a
2 result of the new information that you gained.

3 Those are two areas I feel are very, very
4 important.

5 We have several items here in the NAACP
6 that I'd like to continue with.

7 Social security. The amount of people on
8 social security income and the I.R.S.

9 We would like to see the people who are being
10 cut off from social security and disability without just
11 cause be looked into thoroughly before any action is taken.
12 Where monies are being cut in any way to lower these
13 people's payments whatsoever they may be.

14 We would like for this to be adhered to
15 along the same likeness, make sure every rule is followed.

16 Secondly, jobs. What is happening to the
17 Sky Caps at the Reno Airport, if there is anything that
18 can be done about that issue, the State of Nevada's hiring
19 practices, there are no blacks in meaningful positions
20 within the State of Nevada, as well as meaningful other
21 agencies within this state.

22 I'm talking about governmental agencies,
23 not to even mention -- and yes, do mention the State
24 businesses. It has been previously mentioned at some of
25 these, such as the City of Reno Fire Department has no

1 blacks. We're talking about within meaningful positions
2 within the fire department.

3 We think it is appalling as to how the
4 situation is at this moment.

5 Postal employees, we have a situation where
6 minorities pass with a high score and one received a score
7 of 96 and he has not been hired. Things of that nature
8 should be looked into to see what the problems are.

9 Alien workers in the community, probably
10 throughout the state as well as the nation, we feel are
11 taking jobs that many of the citizens should have,
12 certainly I can attest of that. I have a 17 year old who
13 is a junior and he hasn't been able to find a job yet
14 because all the jobs such as busboys that the high school
15 students usually do is not available. He has been going
16 daily trying to find that small type job. So, certainly
17 citizens should have the first shot.

18 We also are concerned about how African
19 students are being treated in this country. Particularly
20 in this area, of which we are aware, some of the hostile
21 treatment that they are getting. Whatever can be done
22 along that realm, we'd like to see it.

23 Also, the Nevada Equal Rights Commission, it's
24 one of our items, local group. We feel that they are
25 somewhat deficient in handling complaints for local citizens

1 in our local area, for whatever they may be, the race,
2 discrimination, jobs, in that like.

3 Thirdly, housing. Lost-cost housing, we
4 would like to see low-cost housing be available to those
5 who have lived in areas where people have had to move out
6 to renovate or rebuild, they should have the first choice
7 to come back at the most reasonable rate, retain the
8 houses that they have once held.

9 In addition to what we have said, I strongly
10 urge that a thorough look be given to the Title 7 Civil
11 Rights Act. I believe that was 1964, and I believe it
12 deals with where a person who has been discriminated
13 against, where alleged discrimination, charged
14 discrimination have to prove the intent of discrimination
15 before they are given any sensible or reasonable kind
16 of consideration.

17 Again, my strong insistence and urgency is
18 that this wording or verbiage be taken out of it
19 immediately.

20 It is almost, if not impossible in the
21 minds of jurors today to prove what's in someone's mind
22 who discriminates no matter the reason. When it's sex,
23 race, religion, national origin, handicapped or whatever.
24 They are not that stupid that they are going to say I
25 discriminated because he's black or she's a female or he's

1 handicapped or whatever. They're not going to say that.

2 So we have juries just sitting and listening
3 to these kinds of stuff and saying you have not proved the
4 intent.

5 I think we ought to get as fast action out
6 of this item as we are getting out of the Hinkley case,
7 the man who shot the President, and I'm not indicating
8 that he was right in doing it. I'm talking about the fast
9 action part of it.

10 Mr. Edwin Meese in this morning's paper of
11 the Nevada State Journal says that he is expecting some
12 fast action in that law, about that law being changed
13 because of the innocent verdict that was rendered along
14 these lines.

15 We feel that, and I personally feel that
16 people who are discriminated against need the same fast
17 action to take place.

18 I also am inferring that the kind of verbiage
19 be put -- taken out of the Title 7 Civil Rights Act
20 as is being put into the Voting Rights Act, or being taken
21 out of the Voting Rights Act, rather. And this also was
22 in this morning's newspaper where it goes on to say in
23 brief, I won't read the whole article.

24 "When this new law takes affect, it will
25 make moot the recent Supreme Court's decision on

1 which suing local officials would have to prove
2 intentional discrimination."

3 So that verbiage is to me a good piece of
4 legislation that's going to be signed by the President,
5 they say he's going to sign it.

6 So, it is imperative along the same lines
7 that the Title 7 have this type of language put into it.

8 Just this week I sit in on a case whereby
9 a sex discrimination was charged, the lawyer was able to
10 bring enough witnesses forward and make enough people
11 understand, including the judge that the person terminated
12 did not falsify the record, which is the grounds they
13 terminated the person on in the first place. He ruled
14 that much, she did not falsify the record.

15 So, in order to get this thing into Court,
16 we found out there was a man who had a similar charge
17 levied against him, was retained on his job, he was
18 voluntarily sought after to come in and talk about the
19 problem as it arose or when it arose.

20 The woman was not sought after and upon her
21 request to have a hearing before the supervisor, it was
22 denied.

23 So when the judge finally gave his decision,
24 he said you have not proved the intent, of the supervisor,
25 to discriminate.

1 But in the meantime, the only reason the
2 person was terminated in the first place is because they
3 said you had lied. So if they had not have gone along
4 with that erroneous kind of statement, she would have
5 been on the job today, I feel.

6 That's the kind of thing I am inferring.

7 Washoe County School District. I feel there
8 are enough black teachers who have been alluded to in this
9 hearing. We also believe that there ought to be some
10 black administrative people. Women, there are none.
11 None to my knowledge. There are some qualified black
12 minority teachers, if you want to use the two words, in
13 this community, who have been overlooked every time a
14 job comes up.

15 They have the necessary requirements to get
16 them into the job, with their degrees in Business
17 Administration, but they have been overlooked.

18 We feel more needs to be done on that.
19 Yesterday was too late, meaning it should be done
20 immediately.

21 So, with that brief explanation before you,
22 members of this Committee, I'll conclude and I'm now open
23 for any questions that you might want to ask me or the
24 other two people who are on the list, as well as the
25 President is -- maybe taking one of the persons -- I think

1 one of them is here.

2 STEVEN WALTHER: I have a question of Washoe
3 County School District.

4 Do you have some statistics on employment
5 practices, both with respect to teaching and administration
6 in Washoe County as opposed to other counties in Nevada,
7 and do you have some statistics which we could take a
8 look and see whether there is any potential bypassing of
9 administrators or teachers.

10 ONIE COOPER: The statistics, to answer your
11 questions, I do not have statistics, nor do I have the
12 total number of teachers in the Washoe County, but that's
13 something that --

14 STEVEN WALTHER: I just wondered if you had
15 it as part of the basis of what you are talking about.

16 ONIE COOPER: I don't have --

17 STEVEN WALTHER: But you must have some
18 instances you're referring to, you said you had another
19 hearing along the line of in some area in which there has
20 been bypassing of teachers or administrators.

21 ONIE COOPER: Yes, I have the name, I have
22 at least two teachers -- one teacher that has been trying
23 to get into the Washoe County School District for more
24 than a year and a half or two years.

25 I know her personally, she has talked to me.

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1 I personally introduced her to Dr. Dalton, hoping that
2 he would be able to direct her in how she could get the
3 job, to get into elementary, a master's ought to be
4 enough to get at least your foot in the door, and I know
5 another lady who had the necessary requirements for an
6 administrator, even though she is a black woman, she has
7 been bypassed and I'm taking her word for it, and I
8 believe it, cause I know she doesn't have the job, and
9 by visual inspection, I have not seen any women in
10 administrators of any sort in Washoe County School District,
11 and I have been on it 12 years plus.

12 STEVEN WALTHER: When I think about the State
13 of Nevada itself in its employment practices, it may well
14 be that would be one of the areas we could go into now.

15 Do you have some statistics on that, or do
16 you have some facts that you might want to give us at
17 this point to form a basis of your statements that the
18 State has not been adequately hiring minorities in
19 meaningful positions?

20 ONIE COOPER: Let me give you a brief example.

21 I know to bodies like this, statistics
22 mean a lot, and in some cases they do mean a lot.

23 Numbers have more importance to me. The
24 State Personnel Department, number one example, has
25 something like three hundred, more or less, employees.

1 Any job that's paying \$35,000, \$30,000 and
2 up is not there for blacks. You come out on the list,
3 you can be number one, they find a reason to go around
4 you. Then again you have to prove the intent of the
5 employer not to hire you, but I think the act itself ought
6 to be sufficient, in adding to what I was saying.

7 So, I don't have any statistics, numbers is
8 all I have. I know they're not there, we have the north
9 and the south. Reno, Carson City and Las Vegas, which
10 is the two largest areas of the State Personnel Department,
11 State Employment Personnel Department, which hires people.

12 STEVEN WALTHER: When you say you have
13 numbers and not statistics, isn't that the same? I see
14 those as being somewhat the same.

15 ONIE COOPER: I think maybe I misunderstood
16 you, I was assuming you meant statistics, percentage-wise.
17 But you meant just numbers, that's what I have. So, we
18 misunderstood each other, but we're together now.

19 EDDIE SCOTT: Mr. Cooper, has NAACP been
20 successful in obtaining numbers or figures from the State
21 in the last several years upon their request from the
22 State for numbers and statistics. Have they been
23 successful in obtaining that information from the State?

24 ONIE COOPER: Well, I'm going to refer that
25 question, specifically as you ask it, because when I was

1 President, I was able to find out what the numbers were,
2 but recently I don't know.

3 UNIDENTIFIED SPEAKER: No recent figures.

4 STEVEN WALTHER: Doesn't the State have a
5 position --

6 ONIE COOPER: Affirmative Action Officer?

7 STEVEN WALTHER: Affirmative Action Officer,
8 that's supposed to gather statistics and bring to the
9 attention of the Governor and anybody that might be
10 interested in the facts on which we are talking about
11 here, lack of interest in employing minorities.

12 ONIE COOPER: Sir, you're exactly right.
13 Supposed to, supposed to.

14 STEVEN WALTHER: Your feeling is whatever
15 job is being done isn't being done adequately?

16 ONIE COOPER: Definitely not, absolutely not.

17 They put people in these positions who could
18 care less about affirmative action, who have had no gut
19 level or otherwise experience in doing it, and all they're
20 after, from what I've experienced, is the dollar. It's
21 a good paying job.

22 We fought for it as black folk and a few
23 other minorities, and a few other good people, and I won't
24 say what I want to say --

25 STEVEN WALTHER: You fought for that job

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1 because --

2 ONIE COOPER: We fought for this position,
3 the NAACP locally fought to have this position retained
4 within the State Employment itself.

5 We, or no other black person or minority
6 got the job. They saw fit to place a Caucasian into that
7 job, which I think is absurd.

8 I was number one on that list incidentally,
9 but they found a reason not to get me -- of the top five.

10 EDDIE SCOTT: Mr. Cooper, I'm asking if the
11 NAACP, as you're referring it --

12 ONIE COOPER: I have -- back off -- I have
13 answered because she gave me an answer, she's not requested
14 any numbers.

15 EDDIE SCOTT: Let me just clarify a little
16 more.

17 What I'm asking is that when NAACP sent
18 a request to the State asking the State, because the
19 State's the only one that has those kind of figures,
20 large employers -- so obviously that smaller employer
21 wouldn't be able to obtain those figures on their own,
22 they'd have to come through an employer.

23 Have the State, in their requests to the State
24 agencies asking for that type of information, have they
25 been successful or not in getting it?

1 ONIE COOPER: I can't answer --

2 EDDIE SCOTT: Have they given out that type
3 of information?

4 ONIE COOPER: I can't answer that question
5 any more than I have.

6 I was able to get the figures from her.

7 EDDIE SCOTT: You mentioned the City Fire
8 Department's practice of hiring blacks.

9 Are there any other jobs in the City
10 administration where black are working or being appointed
11 to work as salaried people, that you know of?

12 ONIE COOPER: I don't know of any, and that's
13 counting from the City Hall right on down all the way into
14 the other governmental agencies where they are being
15 appointed in meaningful, what I mean in above the clerical
16 jobs, that kind of thing, if that's what you're asking.

17 EDDIE SCOTT: I want to ask the question on
18 the County level, for jobs on the County level.

19 ONIE COOPER: In the Government seat itself,
20 this is --

21 EDDIE SCOTT: Washoe County, for blacks
22 employment in Washoe County, speaking in terms of the
23 County, not the hospital.

24 ONIE COOPER: Let me see if I can separate
25 this.

1 The County administration, the County
2 Commission, no. I don't know of any meaningful jobs there
3 that black people are in, none.

4 WOODROW WILSON: None at the administrative
5 level?

6 ONIE COOPER: None in the administrative level.

7 EDDIE SCOTT: Let's go below the administrative
8 level.

9 ONIE COOPER: They have a few here and there.

10 EDDIE SCOTT: Do you know anything they're
11 doing to understand what there are, some of them in the
12 County?

13 ONIE COOPER: They have some medical staff
14 working within the County.

15 EDDIE SCOTT: Outside the hospital?

16 ONIE COOPER: Outside the hospital, within
17 the Health Department, and within some of the other
18 outreach areas that deal with health, these kinds of things.

19 EDDIE SCOTT: Let me ask you about the
20 airport.

21 What is the minority employment, blacks and
22 other minorities -- while I may refer to one race, maybe
23 black and Hispanics, but I include all minority groups
24 in my questions, if you don't see it that way.

25 The airport, what about the employment of

1 blacks or other minorities in jobs at the airport?

2 ONIE COOPER: The numbers, dealing with
3 minorities, as answering your question as stated, is very,
4 very low. They do have some in the low echelon, such as
5 cleanup services.

6 But ticket sales people, administrative people,
7 they are not there. I think they have one at the most
8 who is a security policeman or security guard working there.
9 They did have at least several blacks employed with this
10 Red Cap group there, but through some maneuvering, that
11 was put on the back burner.

12 In other words, kind of ousted, from what
13 I read in the paper.

14 EDDIE SCOTT: Are you indicating that the
15 minority employment in the large agencies, like County,
16 State and City are down, down on the list, referring to
17 that minority employment on the City, County and State?

18 ONIE COOPER: Yes.

19 EDDIE SCOTT: Or has a lot to be improved?

20 ONIE COOPER: Has a lot to be desired. That's
21 what I'm saying, and the reason I think it has a lot to
22 be desired is because agencies and people who are hired
23 within the agencies, such as the Affirmative Action Officer
24 for the State, and such as your Commission, I don't believe
25 they are doing what they could do.

1 You see, there is a lot of power in assuming
2 the duties, and this is what my suggestion is to this
3 body here, that people don't take upon themselves to
4 utilize. Just by the position that's assumed.

5 I don't think that they're doing it, and that's
6 why there's so much to be desired at this moment. They're
7 not checking with these agencies, keeping tabs on these
8 agencies under their jurisdiction, I mean all of them,
9 that they're working with in any way to get the most for
10 the people they are put there in the first place to help.
11 Those who have been affected by adverse action.

12 EDDIE SCOTT: Could you just mention the
13 University of Nevada, what the employment status is like
14 for minorities in jobs in the University of Nevada?

15 ONIE COOPER: Well, from the NAACP's
16 standpoint and from my standpoint, particularly as a
17 citizen, I have not seen the kind of input there as it
18 ought to be.

19 I think I saw -- I see their Affirmative
20 Action Officer here, and I'd like to leave the particulars
21 to her, I haven't been in that agency for a bit, but from
22 all outside information that I have been gathering, it's
23 very low, also.

24 Course, this person is just new, she just got
25 here. We hope within time she'll be able to go outside

1 and I believe someone in this Committee I heard them
2 talking about it, I think that's a good suggestion, and
3 if you don't find them here, but first of all, I'd like
4 to see them seek some of these people out at home, that
5 I know about, and if these people would contact agencies
6 or organizations, a particular organization like the NAACP,
7 we can always give some input to where people are available
8 from time to time to give some assistance. We don't
9 want to take the job over, because we don't have a big
10 enough staff, but we'd like some input.

11 SUSAN DELUCA: Mr. Cooper, would you comment
12 on the employment picture in the gaming industry in terms
13 of women and minorities in the upper regions, the
14 administrative level?

15 ONIE COOPER: Bad as the rest, or worse.

16 Those \$50,000 from what I hear, they pay
17 salary jobs, they don't have the minorities there.

18 I mean, the noticeable minorities, I'm not
19 talking about somebody that you can't tell what they are,
20 people like me, you know what I am without a doubt. That
21 kind of thing. They need a lot to happen, there needs to
22 be a lot happen within the organization.

23 WOODROW WILSON: Any other questions?

24 I have only one coming from the administrative
25 level.

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1 In the hotel industry, do you have any
2 number of say, pit bosses, floormens, dealers, what is
3 the situation in that level of employment in the industry?

4 ONIE COOPER: In the minority realm?

5 WOODROW WILSON: In the minority realm.

6 ONIE COOPER: We do have a few, I think I
7 know two pit bosses, and that's high as I know that have
8 been able to get.

9 We do have quite a few dealers of minority
10 groups, but higher than that, the people who make the
11 policies to hire and fire and these kind of things where
12 I think we ought to be in order to fairly show to me and
13 other people of this community that you are playing the
14 game fair, as far as employment policies ought to be, in
15 every aspect, in all agencies.

16 Not just the gaming, and yes, the gaming,
17 I'm talking about everything, but we're not there. And
18 I just want to see more done and I'm suggesting and urging
19 again, this Commission please recommend some stronger
20 material up to the Congressmen and to the President, get
21 somebody to sponsor some bills to get some things happening
22 for things that's not being done.

23 For things that are being done, I would like
24 to see a recommendation that people who are in these
25 positions get on the job and if they can't do the job, as

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1 we said, if it's too hot, get out of the kitchen.

2 SUSAN DELUCA: Mr. Cooper, you mentioned the
3 African student awhile ago, and are you speaking of at
4 the University of Nevada, and give me kind of a feel for
5 what is happening to them?

6 ONIE COOPER: Some of the things I have been
7 getting input from them as to how they are treated so
8 coldly, they are like they are aliens that's improperly
9 here, or some criminal, when that has started to be a
10 problem, for example with the police department or when
11 they are thought to have violated some law.

12 They are not treated as well as they ought
13 to be treated as citizens of the community, as well as
14 other citizens.

15 This is a particular problem for the Africans
16 who are strangers in our country.

17 EDDIE SCOTT: When I asked you about the --
18 speaking in terms of jobs and high level jobs, are you
19 aware of any appointments made by the Governor of blacks
20 and minorities in higher positions?

21 ONIE COOPER: Not only am I not aware, but
22 the positions usually that they are in are ones that
23 blacks and other minorities have been in traditionally.

24 For example, there were two County Commissioner
25 positions, the positions became vacant right here in Washoe

1 County, and the prior Governor had an opportunity to
2 appoint one of these positions at least, to a minority,
3 and particularly a black.

4 He never did, so the numbers are very, very
5 few.

6 We know of a few, like the Equal Rights
7 Commission, we know that, and the Chairman of the Equal
8 Rights Commission, this kind of thing.

9 But, I'm talking about within the employment
10 spectrum itself.

11 Now, the numbers are so small that I can
12 count them on one hand.

13 EDDIE SCOTT: Those kinds of positions already
14 exist in terms of any, even any higher positions by the
15 Governor in appointing --

16 ONIE COOPER: I don't know of any, I don't
17 know of any.

18 EDDIE SCOTT: You do know of one.

19 Bob Perkins, Department of Commerce.

20 ONIE COOPER: Well, I wasn't even aware of
21 that one.

22 EDDIE SCOTT: Is that a salary position?

23 WOODROW WILSON: \$50,000.

24 ONIE COOPER: I didn't even know about that
25 one.

1 EDDIE SCOTT: I think while the Chairman is
2 on that, I want to give this input from Clark County, are
3 there any others that you're aware of?

4 WOODROW WILSON: At State?

5 EDDIE SCOTT: Yes.

6 WOODROW WILSON: Not at State. The government,
7 yes. The government has appointed at State.

8 I'm not aware of any other appointment at
9 this time. There was one, but it's been removed.

10 But at State, that was the major one.

11 EDDIE SCOTT: The other end of my question was
12 have the NAACP met with the government to discuss these
13 matters with the government or have you tried to meet with
14 the government?

15 ONIE COOPER: First part of your question,
16 no, we haven't met, and the second part we tried and we
17 have been overlooked for whatever reason, and I think
18 that's appalling.

19 EDDIE SCOTT: So you haven't had a chance to
20 meet with the Governor?

21 ONIE COOPER: We haven't had a chance to meet
22 with this Governor or any Governor in the past as the
23 NAACP body to talk about some things we feel that's
24 important to this community.

25 EDDIE SCOTT: So are you saying that the

1 NAACP has been denied then, by the Governor to meet with
2 him?

3 ONIE COOPER: That's right, that's exactly
4 right.

5 I was the President at the time the letter
6 was written, so I know what I'm talking about.

7 EDDIE SCOTT: Thank you.

8 WOODROW WILSON: Thank you.

9 I would like to say here, thank you, Mr.
10 Cooper, for that presentation.

11 Due to the fact that the time situation
12 existed from Mr. Cooper, we let him speak out of turn,
13 and at this moment we ask Mr. Moon to relinquish his
14 time and we're going to have him come forth now to make
15 his presentation.

16 WILLIAM MOON: Thank you, Mr. Chairman and
17 members of the Commission, ladies and gentlemen.

18 My name is William Moon. I am the Chairman
19 of Northeast Reno Outreach Council.

20 I'll limit my remarks to only affirmative
21 action. There are so many other areas, certainly, that
22 we can talk about. I would like to limit it just to that
23 area.

24 As a way of opening, I want to state, for the
25 record, that it is an erroneous perception that color

1 is irrelevant.

2 I wish to state emphatically that I believe
3 most decisions, whether they are socially, economically,
4 or politically, they are based on the color in the State
5 of Nevada.

6 The President of the United States, I believe,
7 is nominating and the Congress of United States are
8 confirming people to positions with great authority to
9 enforce affirmative action who are diametrically opposed
10 to affirmative action. This has caused great suffering
11 to black people, especially in this county and to other
12 minorities as well, who look to its government for
13 protection.

14 We wish that the messages that are being
15 expressed here today will somehow be related to the
16 proper sources, and that effective remedies are fashioned.

17 For instance, the office of Federal Contract
18 Compliance, that agency must be strengthened if it's going
19 to be effective. One of the problems that has emerged
20 recently is that the monitoring devices, not only of the
21 office of Federal Contract Compliance, but also the
22 Equal Employment Opportunity Commission, they have been
23 weakened.

24 We feel that proper procedures are not in
25 place to monitor the affectiveness of these agencies.

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1 For instance, the statistics that the
2 Federal Government requires agencies receiving Federal
3 funds are no longer being required, such as the EEO forms
4 which outline employment statistics. Contractors
5 previously were required to submit on an annual basis
6 and sometimes on a semiannual basis those statistics
7 which measure the progress that minorities and women
8 were making in the construction areas.

9 This is no longer being emphasized, none
10 of those measuring devices are being enforced.

11 If I were to ask you today how many companies,
12 I'm talking about construction now, that have been
13 denied Federal funding in the last five years because
14 of noncompliance, I would venture to guess it would be
15 very few. There is none that I'm aware of.

16 I believe that this Commission would serve
17 its purpose well if they were to emphasize that statistics,
18 as a starting point, on how well compliance is being
19 carried forth be strengthened, not weakened. That
20 emphasis be placed on affirmative action as a violation
21 of the law when compliance is not reached.

22 I believe that by the mere fact of the
23 absence of any strong sanction being placed against
24 agencies receiving Federal funds is like the green light
25 for them to do whatever they wish to do. The only way

1 affirmative action will work is if there is strong
2 enforcement from the Federal Government.

3 I hear the comments being made within the
4 State so often, is that we don't want the Federal
5 Government on our backs. I would say fine, as long as
6 the Federal Government takes their money with them and
7 then let the State try to survive without those dollars.
8 As long as the Federal Government is subsidizing the
9 states with dollars, with Federal funds, I believe that
10 those controls should remain intact and strong actions,
11 strong sanctions be taken again to the agencies who fail
12 to live up to the agreements that they made when they
13 received those funds.

14 EEOC, the Equal Employment Opportunity
15 Commission, I believe should be required to expeditiously
16 enforce decisions against Federal agencies.

17 For instance, when Federal agencies are
18 brought to tasks for violating employment discrimination,
19 that whenever probable causes are found against those
20 agencies, there is an undue delay.

21 The EEOC enforcing decisions of the EEOC.
22 For instance, I am aware that there are agencies in this
23 city that the EEOC has found out of compliance. There
24 is no effort to expeditiously enforce those decisions
25 and fashion a remedy to alleviate the suffering of those

1 individuals. I believe that there should be some strong
2 support and give EEOC some teeth, some power with some
3 teeth to enforce.

4 I know that there has been some discussion
5 already on high unemployment, so I would just briefly
6 elaborate on that.

7 During high unemployment, blacks are indeed
8 the victims of layoffs at a higher rate than non-blacks,
9 and I think we only need look at the statistics that
10 we see printed on the newspapers and talked about over
11 the television station at the disproportionate number of
12 blacks being laid off during periods of high unemployment.

13 I believe the Federal law should reign
14 supreme, in essence it should, but in effect, I don't
15 believe it does in terms of seniority where unions have
16 fashioned those systems which tend to keep minorities
17 and women at the bottom of the rung. This should be,
18 there should be emphasis placed on affirmative action,
19 be mandated by any agencies receiving Federal funds and
20 that those affirmative action programs not be dismantled
21 when reductions in work force is anticipated.

22 The term intent offends deviously against
23 blacks. It perpetuates a demeaning and time-consuming
24 imposition on victims of discrimination, especially
25 blacks.

1 To prove intent is a nebulous term subject
2 to various interpretations. Intent, another code word,
3 or rather a loophole that should be removed.

4 I hope that some of the comments I have made
5 here today will encourage you to make strong recommendations
6 to the body which you no doubt will report to and that
7 some strong recommendations will be coming back to the
8 State in order to remedy some of these problems.

9 If there are any questions anyone would
10 like to address to me at this time, I'd be more than happy
11 to do so.

12 SUSAN DELUCA: Mr. Moon, I'm curious as to
13 what the Northeast Reno Outreach Council does.

14 Who do you reach?

15 WILLIAM MOON: Mostly it's the Northern
16 Nevada community based organization, trying to make
17 conditions better for people living in a certain settlement
18 of the community.

19 But, their boundaries are unlimited in what
20 they can do. Just a group of people wanting to make the
21 conditions in the community a little better in terms of
22 employment, housing, social conditions and that.

23 SUSAN DELUCA: Do you provide certain activities
24 or what?

25 WILLIAM MOON: Only voluntary service.

1 WOODROW WILSON: Mr. Moon, are you subsidized
2 by any agencies, Federal or State or local entities?

3 WILLIAM MOON: We are not Federally
4 subsidized by anyone. It's all voluntary, and most of
5 the time money is taken out of the individual pockets.

6 WOODROW WILSON: Any other questions of Mr.
7 Moon?

8 Thank you very much.

9 EDDIE SCOTT: I was waiting for someone else.

10 Mr. Moon, you're very strong on affirmative
11 action there.

12 Did you see any efforts being made to either
13 strengthen or weaken the affirmative action.

14 The affirmative action, let me see if I
15 understand this, is from the State or County or City
16 level, is it more or less the bodies to design their own,
17 is there anyone to determine whether that meets any
18 standard or not, or do you know of any?

19 Do they have to report, that you know of,
20 to you, like EEOC or someone to find out, some Federal
21 or some State, to determine if any of these agencies,
22 whether it be County, City or anyone who has developed
23 affirmative action for meeting a certain standard or
24 movement upward, mobility for people who is to be served
25 by the affirmation action plans?

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1 WILLIAM MOON: Well, any agency which receives
2 Federal funds, they must sign assurances from the Federal
3 Government or from that source in which they received those
4 funds that they will not discriminate, based on those
5 impermissible criterias.

6 So they are accountable to some source,
7 whether the sources monitor the accomplishments or not,
8 is rather doubtful in my mind.

9 However, I know from the State level, we
10 are accountable. I happen to be with the affirmative
11 action with the Department of Transportation. We are
12 accountable to the Federal Highway Administration, and
13 they monitor the progress and we have to account to them
14 on an annual basis.

15 Now, on the local level, whether there is
16 some accountability there, I'm not sure in what direction
17 that accountability takes. But I do know the City level,
18 they're in the process of developing an affirmative
19 action program. Whether they are accountable to the
20 citizens of the City of Reno is a question I'm not able
21 to answer.

22 EDDIE SCOTT: Since you've got experience
23 in making accountability to the Federal agencies, are
24 they sensitive about whether or not the affirmative action
25 is adequate or do they require or request upon the

1 department to prove or do something different or do they
2 just accept the reports?

3 WILLIAM MOON: On an annual basis, when they
4 make our reports, they'll come back and disallow certain
5 goals and objectives if they don't meet a real
6 measurement and where it's measurable.

7 It's not just a paper compliance, in fact,
8 it's a real compliance, and we're accountable for our
9 actions.

10 But, that is only one agency that I'm
11 talking about. The other agencies I'm not sure whether
12 they adhere to such strict compliance.

13 STEVEN WALTHER: You talked a little earlier
14 about the office of compliance.

15 Are you referring to, for example, the
16 construction industry? The construction companies, who
17 may be getting contracts to build roads and things like
18 that which are not meeting some kind of affirmative
19 action or at least may be discriminating employment,
20 are you talking about that?

21 WILLIAM MOON: I am using a broad term
22 when I talk of that, because construction companies,
23 they do more than just build roads and highways, they
24 also build houses.

25 STEVEN WALTHER: I understand all that.

1 I was just wondering if seeing it from your
2 perspective as a member of the Department of Transportation --

3 WILLIAM MOON: No, I'm seeing it from a
4 broader perspective than that. I see the construction
5 companies and I'm familiar with some of them that build
6 houses and other kinds of facilities, that their compliance
7 is very weak or their compliance with affirmative action
8 goals and objectives, and it doesn't appear, at least to
9 me, that they are accountable for their actions.

10 STEVEN WALTHER: Mr. Cooper spoke a little
11 earlier about the problem with the State and I gather then,
12 that since he was talking about the inadequacy or
13 evidently the unwillingness of the State to take affirmative
14 action steps, at least in certain departments.

15 Do you feel that there should be more done
16 for example, in your department. That kind of puts you
17 on the spot.

18 WILLIAM MOON: There is always more that
19 can be done.

20 But I feel that we are in compliance and
21 I think we are doing an adequate job and it's not just
22 because I occupy that position.

23 STEVEN WALTHER: Would you tend to disagree
24 then, with the breath of Mr. Cooper's remarks.

25 WILLIAM MOON: I would rather not comment on

1 that.

2 I would be in a very awkward position, since
3 I'm not sure what their compliance posture happens to be.

4 STEVEN WALTHER: You continue to have, either
5 in other major departments of the State, are there
6 affirmative action positions such as yours, that you're
7 aware of?

8 WILLIAM MOON: I believe there are two
9 positions in the State other than mine.

10 STEVEN WALTHER: Which ones are those?

11 WILLIAM MOON: The University of Nevada,
12 and the State Personnel Department.

13 EDDIE SCOTT: Mr. Moon, who regulates the
14 unions? Who regulates the union for their activities?

15 WILLIAM MOON: I think it's the Department
16 of Labor.

17 EDDIE SCOTT: Is there any affirmative action
18 effort there to assure that unions do their share?

19 WILLIAM MOON: I believe they're under
20 similar mandates as the other agencies, but I understand,
21 and this is information that I have gathered from talking
22 to different people, is that whenever, during times like
23 these, high unemployment times, the first attempt is to
24 demantle the affirmative action programs.

25 This is the first approach that is used, and

1 I feel that whoever monitors them should insist that the
2 affirmative action program remain intact and not be the
3 first to go when there is bad times.

4 EDDIE SCOTT: Are you familiar with the
5 program that Mr. Mullins ran, it had to do with
6 coalition, something to that affect?

7 WILLIAM MOON: Yes, I am.

8 EDDIE SCOTT: Is it still in effect?

9 WILLIAM MOON: I am not sure. If it's in
10 effect, I'm not sure how effective it is.

11 Because the program, which was traditionally
12 training minorities and women to enter the construction
13 field, Mr. Mullins was very effective in that position,
14 but since the construction industry is so bad, they chose
15 to eliminate that position, to get rid of that position
16 first, and I feel that that was a poor mistake. That was
17 bad on their part to do that.

18 I think that will adversely affect the
19 program and it's affectiveness, if it remains intact I
20 don't see how it can be.

21 TOM PILLA: Mr. Moon, one quick question.

22 Do you report directly to whoever is in
23 charge of the Department of Transportation?

24 WILLIAM MOON: Yes.

25 TOM PILLA: There is no one in between?

1 WILLIAM MOON: Well, I have what they call,
2 I have a supervisor for my evaluation and affectiveness,
3 and I also report to the director, too. I have two people.

4 TOM PILLA: Has that helped in terms of
5 you fulfilling your role?

6 WILLIAM MOON: I'm sure it has, because you
7 assume some powers that maybe you don't have, but it's
8 a good bluff to use on people who may not wish to comply.

9 WOODROW WILSON: Thank you very much, Mr.
10 Moon, for your presentation.

11 At this time we're going to ask Suzanne
12 Brooks, Affirmative Action Officer of the University of
13 Nevada-Reno.

14 SUZANNE BROOKS: As I stated in my response
15 to your request to be here today, I would pretty much
16 like to limit my comments to the activities of the
17 University of Nevada-Reno.

18 I'm new to Nevada, I moved here in April,
19 and because of that I am somewhat reluctant to make too
20 many statements, since I have been here for such a
21 short time. I'm sure I'll do that later.

22 I did make a prepared statement that you'll
23 be able to read, and I'm just going to kind of skip around
24 on that and some other comments that have occurred to me
25 since I have been sitting here.

1 Generally, I want to convey the idea that
2 the University of Nevada of Reno has embarked on a more
3 vigorous affirmative action, an immediate affirmative
4 action update or increase in activity that began in '79
5 with the reaffirmation of University policy by the
6 President.

7 *Smooth Enrase*
8 Since then, before my arrival, Affirmative
9 Action Committee was developed, they did do some work in
10 reviewing guidelines before my arrival, and were very
11 active in my recruitment here, and since in my previous
12 employment I was known to be a very strong advocate of
13 a number of issues, I have to feel there was some concern
14 on the part of the university in bringing me here and
15 giving me what seems to be a free hand.

16 Since my arrival, the kinds of things we
17 were working on, I have requested funds and been given
18 funds to develop a clearing house for residents and
19 women and minorities on a national basis, I will be
20 sending out a thousand letters later on in the summer
21 requesting agencies of women and minorities and
22 individuals who are identified to me by others in this
23 community and others of my own contact nationwide.

24 This is not a unique idea, in fact, I borrowed
25 it from the Board of Regents in Louisiana, because I had
submitted some things to them myself.

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1 There are numbers of things to do at this
2 time, and it seems to be one of the most effective ways
3 of identifying potential applicants. I have been in the
4 process of doing compliance workshops which I have designed,
5 with these I put together sample compliance folders which
6 I then take with me and do workshops for departments. I
7 will be going throughout the summer, doing workshops for
8 every college, meeting with all department chairs at the
9 request of those deans.

10 I have found out that it has been very
11 effective for me not to assume the advocacy role, and
12 I will not be playing a role as an advocate as such,
13 during my working hours because I think it's important
14 that I be in a neutral investigative position and also
15 be used as a resource to the university.

16 Some of the other kinds of things, I am
17 putting together some sample mailing lists to departments
18 recommending advertising in publications such as the
19 Affirmative Action Register. That kind of compliance
20 has already been done.

21 We have taken out membership for the office
22 and things like the Minority Student Campus Chronical,
23 which then allowed departments on campus to advertise
24 through my office in that kind of publication. And later
25 we're planning some kind of fund-raising device before

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1 we exhaust all the funds available.

2 We have gathered listings of professional
3 and clerical positions available at UNR. We are also
4 feeding it into universities and institutions around
5 the campus and I have that information available for
6 use by members of the university, community and by the
7 general public.

8 It's my opinion that an affirmative action
9 office should be a resource for the community, as well as
10 for the campus and should be a resource for members of the
11 prospective classes.

12 With regard to monitoring activities, I
13 haven't done anything new, other than to rewrite the
14 affirmative action guidelines, to eliminate sexist
15 language and to clarify who has responsibility for
16 advertising. I have made the current policy that the
17 hiring unit is responsible for effective documentable
18 affirmative action advertising for oppositions, rather
19 than to have it done by the graduate dean or graduate
20 assistantship.

21 By holding people individually accountable,
22 it's not my problem to decide how they secure the funds
23 for that. That is their problem within that college.

24 This response has been well accepted. I
25 will also, and have already done my own type of periodic

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1 reports that are going to the President and Vice-President
2 of Academic Affairs, so they can see what I'm doing.

3 I feel the affirmative action should also
4 work to assist the university to be in compliance, and
5 I work to help the university stay in compliance.

6 In addition to the compliance workshops,
7 we have been doing a number of kinds of workshops and
8 training programs. I am developing a training program
9 for those who will be supervisors, we just did a workshop
10 put on by OCR that I cosponsored with the Office of
11 Special Programs.

12 It will also be my posture not to try to,
13 or to try to avoid having workshops that are sponsored
14 only by the affirmative action office.

15 I think the office will be more effective
16 with a lower profile, and I would like to be in concert
17 with other organizations and other offices.

18 I am planning another workshop also, with
19 OCR in the Fall, I did put together a delegation of
20 people from the campus to go to San Francisco. I
21 introduced the members of that delegation to the head
22 of the black student organization as well as the University
23 of Nevada recruiter.

24 I have also met the university recruiter and
25 requested that I be allowed to accompany her, so that I have

1 a chance to see what kinds of recruiting are going on,
2 and how that impacts the minority students.

3 I should say that my job description deals
4 with combined activities as it relates to hiring. I have
5 chosen to interpret my responsibilities in a broad sense
6 and relate that also to minority students, women students
7 and undergraduates as well as graduate students, and that
8 position has also been accepted by the university.

9 I'm working on a publication, it will be coming
10 out of the office probably quarterly beginning in the Fall.
11 That publication will be aimed at giving people some
12 background in simple fashion of applicable laws, and the
13 first issue will deal with sex discrimination.

14 Later, we'll deal with other kinds of
15 legislation.

16 I also plan on recruiting information such
17 as what I call stereotype breaking. Information such
18 as how many black students are graduating in engineering
19 and getting jobs as opposed to what people think, and
20 general trends.

21 Also, things like how do we know whether to
22 call somebody Hispanic, Chicano, Mexican. How to avoid
23 offending people.

24 Some of those things are growing out of
25 observations I'm making as I'm working on campus.

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1 I have a small staff, one secretary and
2 recently screamed for some more help, there's a part-time
3 student working with us as well. I think in listening
4 to one of the speakers earlier, it should be at least
5 mentioned from another point of view that all of us are
6 not extremely well paid, and some of us are working very
7 heavy workloads, 14-hour days and are obviously doing
8 it because of dedication and not for the money.

9 In an effort to develop career development
10 opportunities, which will be applicable to women and
11 minorities on UNR campus the office of the Academic
12 Vice-President instituted an internship program, an
13 administration program that will begin in the Fall.
14 This program will allow people who are members of the
15 faculty to have an opportunity to have half of their
16 work time spent working with one of the vice-presidents.

17 There are four applicants this year and
18 all four applicants were approved for those internships.
19 Two of the applicants were women. There were no minority
20 applicants.

21 We did make a considerable effort to secure
22 minority applicants, but they did not wish to apply at
23 this time, but who are likely to apply for the following
24 year. I would have applied, but I was too new.

25 I did include some salary information here

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1 for you just for your general information. There was a
2 salary subcommittee who did report on salary, and it was
3 not really an adequate study. Overall, the information
4 was suggested there are not salary inequities, but that's
5 accomplished through an averaging process which does not
6 attend to a lot of individual differences. Recognizing
7 the shortcomings of that study and some previous studies
8 and some problems with data selection, we are in the
9 process of having a study done by an institutional studies
10 unit that will look at both salary equity and utilization
11 and concentration of minorities being a part of that
12 study. So, by the end of the year we should have some
13 more on that -- we have had some computer problems, so
14 it won't be perfect, but at least we're moving in that
15 direction.

5
16 We are maintaining some committees that do
17 have special emphasis on members of protective groups,
18 so we do have a United Affairs Committee, Women's
19 Committee, and also Handicapped Access Committee.

20 I am meeting with all of those committees
21 as they meet, and making recommendations to them, accept
22 recommendations from them, as well. When they do make
23 recommendations, such as the women to central
24 administration, then I also enforce their recommendations,
25 so that the things that they have documented work for

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1 their activities.

2 Comments of things that I am concerned about
3 or that I am listening to, with regard to women and
4 minorities on the campus at UNR, we have made some
5 probably significant, if not sufficient breakthroughs
6 in the employment of women's faculty in recent months.
7 Some have been controversial, not all have been received.

8 We have not made to date any progress with
9 respect to minority faculty or classified staff or students.
10 It is for that reason that I felt that a great deal of
11 my time and effort will go into recruitment and assisting
12 minorities to learn.

13 I'm originally from Philadelphia, and a
14 few years ago, would not know, or would not have considered
15 the University of Nevada-Reno, simply because I didn't
16 know it was here. I'm sure there are many other people
17 in that situation.

18 I have asked our publication people to
19 develop some materials which we can send out with our
20 resumes helping people to have faith in this area, because
21 I think the area does have things which would be attractive
22 to people if they knew that it were here.

23 STEVEN WALTHER: Excuse me, are you talking
24 in terms of hiring instructors and professors?

25 SUZANNE BROOKS: Professional positions and

1 also graduate students.

2 We have less than ten minority graduate
3 students.

4 STEVEN WALTHER: Do you have search
5 committees that go out and seek to obtain applicants?

6 SUZANNE BROOKS: Certain committees are made
7 up of faculty people who are not professional recruiters,
8 and that has to be kept in mind.

9 STEVEN WALTHER: Well, how do you go about
10 hiring?

11 SUZANNE BROOKS: Well, they have to
12 advertise and they have to document where they advertise.

13 What I have recommended to all units is that
14 they supplement traditional advertising, for example, the
15 Chronical of Higher Education with things like the
16 Affirmative Action Register or publications which have
17 specifically minority or women readership, and that has
18 been agreed to.

19 I have also, for that reason, suggested
20 that I develop a clearing house that I will be able to
21 identify individuals interested in the University of
22 Nevada-Reno and know that those people have met minimum
23 qualifications, which also gives me a right to monitor
24 the process as it goes along, and I think that over a
25 period of time it will begin to show some results.

STEVEN WALTHER: That's what I was --

SUZANNE BROOKS: Beyond that, I will be working in concert with other Affirmative Action Officers in the state, Jim Kitchen down at UNLV and the City of Reno, and I think there are numbers of things we can do cooperatively and one of those things will be recruitment effort.

Jim and I are working to develop some regular meetings of the Affirmative Action Officers for both the University and Community Colleges so we could coordinate those kinds of efforts and share that information.

We will be also, I have also discussed with the head of our classified personnel, the need for developing interview guidelines. One of the problems that comes up is people ask questions that they have no business asking.

One can debate whether the individual knows they can ask questions about whether or not a woman is married or how many children does she have. I think it's less important than to eliminate that problem. I am taking the task of sweeping -- informing them of those kinds of things, we will develop interview guidelines that will spell those things out. They will be circulated to everyone on campus, so that anyone who happens to be on the search committee will not be able to claim innocence.

1 It will work this year, but it won't work next year, even
2 if it works this year.

3 One aside that I would like to mention,
4 because it's something I feel strongly about, and it
5 wasn't mentioned earlier.

6 Undocumented workers taking the jobs from
7 the citizens. It happens that I spent a considerable
8 amount of time working with refugees coming into the
9 Washington State area before I came here, and I'm in
10 touch with a few that are here in the Reno Area.

11 I think there is an assumption very often
12 by those of us who are citizens, that anyone who is
13 Hispanic is undocumented, otherwise one could not know
14 in entering casinos that someone is an undocumented
15 worker. That is an unfair judgment, and it's a
16 stereotype, and one that needs to be avoided.

17 The rest of us are not required to carry
18 papers around and Hispanics should not be required to do
19 that.

20 I think also, there's a great deal of
21 evidence to suggest that those people who are in fact
22 undocumented workers are brought here by American
23 citizens to work at slave wages or lower, that it is our
24 responsibility, and I think too, that a number of people
25 are brought here legitimately. I have a great deal of

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1 experience in that area.

2 I think I'll stop at this point and entertain
3 any questions.

4 STEVEN WALTHER: Are you aware of the study
5 that this Commission did once before at the University
6 of Nevada-Reno? Did you have a chance to look at that?

7 SUZANNE BROOKS: I didn't read it --

8 STEVEN WALTHER: I just wondered if you were
9 familiar with what we'd looked into.

10 SUZANNE BROOKS: I am aware that there's
11 been a great many criticisms of the university in a
12 number of categories, I expect there's many that will be
13 resolved, and otherwise I wouldn't be here.

14 But I think in all fairness, I have to say
15 for the short time I have been here, I have been given
16 a great deal of support by the administration. There has
17 been considerable response -- I'm an expolice officer,
18 and I believe in writing things down. I have publicized
19 that fact, and that has been very effective.

20 SALLY JAMES: I realize you have been there
21 a very short time, can you see yet or do you foresee a
22 curtailment of affirmative action efforts as a result
23 of Federal funds flowing to universities?

24 SUZANNE BROOKS: In some places I would say
25 yes. There has not been a great deal of affirmative action

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1 here, so I can't conceive of what's going to be cut back.

2 They can't cut my salary or I won't be here.
3 There's little else that could be cut.

4 The things that I have asked for that require
5 funding I have received. I think there's some commitment
6 somewhere within the university, the President and
7 Vice-President at least, to try to make some things
8 happen, and I'm trying to do that.

9 WOODROW WILSON: Did I understand you to say
10 that you feel you will have some monies for recruiting,
11 doing some recruiting this year or next year?

12 SUZANNE BROOKS: There has been, the Board
13 of Regents did allot some money to the University at
14 Las Vegas for recruitment. That has not been done here.
15 It has not been requested from here.

16 I will not make that request until I know
17 exactly how much money -- I'm reluctant to go recruiting
18 in the same place that Jim Kitchen is. I think that's
19 something we ought to coordinate.

20 He is willing to share the funds that he
21 has so that we can coordinate that.

22 I don't think that's going to be a problem,
23 I do think setting up a resume file and contact file,
24 as I already have around the country, will be more affective
25 in terms of the numbers they are after --

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1 EDDIE SCOTT: You referred to the grievance,
2 procedure grievance and so on.

3 Do you think you'll be a part of a Grievance
4 Committee?

5 SUZANNE BROOKS: Well, I mediate grievances,
6 and one of the grievance procedures is for people to
7 report a complaint to me, and I investigate that and
8 make a report of my findings, and I make recommendations
9 for actions, and those complaints that I have handled --
10 there are some other Grievance Committees that can be
11 established if the parties do not agree to the findings
12 and recommendations that I make, then, they could ask
13 for a Grievance Committee to be formed.

14 But, I do the initial investigating, make
15 a report of findings and then I make recommendations,
16 usually short recommendations, I try to get them straight
17 to the point.

18 EDDIE SCOTT: Let me ask you this, do you
19 believe this is going to delude your actions, your
20 affirmative actions by being on the Grievance Committee
21 or being the first step of a Grievance Committee? Do
22 you help students' grievances?

23 SUZANNE BROOKS: If a student brought it to
24 me, I'd handle it.

25 EDDIE SCOTT: When it has to do with a

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1 grievance of the university or --

2 SUZANNE BROOKS: Any complaint regarding
3 discrimination can be brought to my office as a starting
4 point.

5 EDDIE SCOTT: So you eliminate the grievance
6 as to the discrimination only?

7 SUZANNE BROOKS: Basically, yes. It could
8 be any kind of discrimination which would occur on the
9 campus, but the aggrieved party would come in and request
10 mediation from me or investigation from me.

11 I will record the complaint, conduct an
12 investigation and I'll determine and send both parties
13 reports of findings.

14 EDDIE SCOTT: Okay, now, you say there could
15 be an appeal step?

16 Where would that appeal step go?

17 SUZANNE BROOKS: That depends on the complaint,
18 that depends on what the person wants.

19 EDDIE SCOTT: Let's take a typical, for
20 and example, perhaps a department or something.

21 Would an appeal go into that department --

22 SUZANNE BROOKS: No, it wouldn't go to the
23 department.

24 If the person making the complaint wishes to
25 appeal a decision that I have made, they may ask that a

1 Grievance Committee be formed, and that committee would
2 be formed with the office of the Vice-President.

3 The person could go directly to the academic
4 Vice-President or the President, or that person might seek
5 assistance from an outside agency or other kinds of legal
6 regress. That would be up to the individual.

7 I do not try to persuade or dissuade the
8 person --

9 EDDIE SCOTT: I guess what prompted my
10 question, when you mentioned about the Grievance
11 Committee, it seemed like to me, you know, it would
12 perhaps, knowing that you just arrived and are just
13 starting, but as times go on, this load from the grievance
14 procedure itself, or the grievances being handled and
15 affirmative action being handled, and the recruitment
16 being handled, it seems like it's going to put a
17 little weight on your shoulders.

18 SUZANNE BROOKS: It's one of the reasons why
19 I was thinking in terms of -- well, you know, burnout and
20 stress are some of the high risks of this profession, and
21 you recognize that.

22 Either you have high potential for energy or
23 you aren't going to manage.

24 I am trying to focus, for that reason,
25 recognizing that too many grievances will utilize the

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1 majority of my time, and for that reason, as I see the
2 broad issues affecting the campus directly, in an informal
3 practice that I felt was impacting negatively on women,
4 I presented my findings, based on my own initiation, to
5 the President and Vice-President, and recommended that
6 they take the appropriate action, because I'm not the
7 only person, theirs is the ultimate responsibility.

8 I take the same approaches in the colleges.
9 So, as I find evidence of broad problems, then, I work
10 having the people responsible take care of those.

11 I think that will reduce the numbers of
12 grievances.

13 EDDIE SCOTT: Okay, let me go back to earlier.
14 You mentioned that you will not take the
15 role of advocacy?

16 SUZANNE BROOKS: Right.

17 EDDIE SCOTT: Then, who will?

18 SUZANNE BROOKS: That's not my function, I
19 believe that's the function of groups like Minority
20 Affairs Committee, Women's Commission, and so on.

21 It's not possible to deal with those people
22 from a point of neutrality if I become identified with
23 one issue. That does not say I don't have my own opinion,
24 but in my official capacity, I will not do that.

25 STEVEN WALTHER: I understand that. Why

1 wouldn't you want to advocate that more things --

2 SUZANNE BROOKS: I will advocate for an
3 issue or for an activity or for a plan. I would not want
4 to become identified as an advocate of women's rights
5 on the campus, that's what I'm saying.

6 STEVEN WALTHER: Well, that's part of
7 affirmative action.

8 SUZANNE BROOKS: It is not.

9 That's how some people see it --

10 STEVEN WALTHER: When you specifically say
11 you will limit your advocacy solely to your position,
12 where do you advocate and where don't you?

13 SUZANNE BROOKS: I'm not advocating.

14 I am simply pointing out to the university --

15 STEVEN WALTHER: Well, you see areas in which
16 the university is deficient, and they're not responding
17 to what you want, don't you then feel that you must
18 advocate --

19 SUZANNE BROOKS: I can't. If the university --

20 STEVEN WALTHER: Do you just sit by --

21 SUZANNE BROOKS: I have no power over the
22 President of the university or the Board of Regents or
23 the State of Nevada.

24 STEVEN WALTHER: You may have no power over
25 them, but your power is to persuade is power in itself.

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1 SUZANNE BROOKS: I have power to find facts,
2 to make recommendations based on facts, to point out to
3 the university what the laws are, and it's up to those
4 people to respond either in compliance or not.

5 I am not the one that will answer for
6 noncompliance. I will do the things that legally my
7 position requires.

8 If, for example, the President wanted to
9 violate Federal statutes, he has to answer for that in
10 Court, not me, and I cannot take the position of trying
11 to convince everybody to do what's right because it's
12 right.

13 But, rather to obey the law because it's
14 law.

15 STEVEN WALTHER: If you see the President
16 of the university or other employees violating Federal
17 law in certain areas, would you feel that you have a
18 responsibility to simply stand mute and say nothing?
19 That's the way I interpret it.

20 SUZANNE BROOKS: That's not what I said.

21 Well, I have my own objectives to deal with.

22 If the university does not want to obey the
23 law, there is not a thing I can do about it.

24 STEVEN WALTHER: Except to disclose your
25 viewpoint if you see the law being violated.

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1 SUZANNE BROOKS: I have a job to do, and I
2 also have a life to live.

3 I'm not willing to sacrifice my entire life
4 for the University of Nevada-Reno or the State of Nevada
5 or anybody else.

6 Now, I have my own personal opinions that
7 I think which are important to me.

8 I will advocate to the extent that the position
9 calls for me to point out to the university how to stay
10 in compliance. If the university does not want to do that,
11 then, if there comes a point that I can't speak, and the
12 university won't accept my recommendations, I will resign.

13 EDDIE SCOTT: On promotions to seniority,
14 and promotions, would seniority seem to play a role when
15 they come to promoting, or is it going to be the deal with
16 rectifying the situation around the seniority line --

17 SUZANNE BROOKS: Seniority with respect to --

18 EDDIE SCOTT: Seniority with respect to upward
19 mobility.

20 SUZANNE BROOKS: The problem for professional
21 staff is complicated. It's a tenure system, and a
22 tenure system is really not a seniority system, it's
23 based on many factors, and length of service may be one,
24 but tenure has to be applied for or received within
25 a certain time period, or it's not going to be received.

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1 So, this idea of seniority which was applied
2 in some other kinds of positions is not really the
3 overriding factor.

4 People have to do some other kinds of things.
5 So, those are factors that are really --
6 people bring grants into the university to do research
7 that is not being recognized and there are also teachers
8 that do some kinds of community service that are probably
9 willing to get tenure, what kind of merit increase they
10 get, that's another story altogether. We will be
11 wrestling with that.

12 EDDIE SCOTT: You mentioned that you try to
13 do what you can, the best you can, without offending
14 someone.

15 Do I understand you --

16 SUZANNE BROOKS: I didn't say -- I didn't say
17 about not offending anyone.

18 I probably will offend people.

19 EDDIE SCOTT: All right.

20 I just wanted to get a correction on that.

21 SUZANNE BROOKS: What I'm trying to get
22 across is the idea that no single person can come into
23 the university to be the conscience of the university.
24 To be the conscience of the university is not even a
25 desirable thing to be.

1 My job is to help the university obey the law.
2 I can tell the university where they're illegal, and it's
3 up to them to make themselves legal. I can't hold a gun
4 to their head, and neither can I jump off a cliff, you
5 know.

6 Either they want to obey the law, or they
7 don't want to obey the law.

8 People who file complaints have regresses
9 outside of the university. I do instruct the university
10 that it's certainly advisable for the university to
11 settle its problems internally, and not be forced to do
12 so by external means.

13 We're responsible, for example, for bringing
14 in certain people from the Office of Civil Rights,
15 Department of Education, to do an analysis for the
16 handicapped.

17 Those are things that I can do. That has
18 nothing to do with the compliance side of OCR.

19 It does provide a basis from which I can
20 make my recommendations to the university, and then it's
21 up to those people from there.

22 STEVEN WALTHER: How do you make a
23 recommendation? Do you make it to the Board of Regents
24 or to --

25 SUZANNE BROOKS: That depends. I make

1 voluntary reports to both the President and the Vice-
2 President on a periodic basis, and I make documentations
3 that I have informed people of various activities.

4 Where, for example, I'm working with the
5 handicapped, then I make recommendations to the Department
6 of Physical Plant and the Handicapped Access Committee,
7 and all other appropriate units with respect to the
8 actions that I see they should be carrying out, and I
9 ask for a written response, and I keep a record of that.

10 My position is that if people are out of
11 compliance, then I will advise them that they are out
12 of compliance with the law, and it's their responsibility
13 to address that.

14 I have not had an instance to date where
15 someone that I advised that they were out of compliance
16 did not come into compliance.

17 So, I don't want to apologize for something
18 that hasn't happened yet. If that were to happen, if
19 people don't want to accept my recommendations, I would
20 forward that information to the President, and if he
21 does not want to do anything, in reality there wouldn't
22 be anything I could do about it, and I have to face the
23 reality of that.

24 I don't think it's possible that that's
25 going to happen, because people do not like to respond --

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1 people do not like to continue to be illegal on paper.

2 WOODROW WILSON: Well, we certainly want
3 to thank you for a beautiful presentation, and
4 personally, I'm very happy to see you on board, and I'm
5 sure that you are a tremendous asset for the university
6 system here.

7 We've needed you here for a long time.

8 SUZANNE BROOKS: Thank you.

9 WOODROW WILSON: We're going to take a
10 five-minute break.

11 (A recess was taken.)

12 WOODROW WILSON: Ladies and gentlemen, we'll
13 now reconvene this meeting.

14 I would like to state here that this is an
15 open session, and we're going to have to limit, we have
16 some time restraints, and we're going to have to limit
17 the speakers in this session.

18 The first person that we will have when we
19 open the session --

20 Pardon me, I do have two other persons
21 prior to the open session, and the first one will be Mr.
22 Gipson, Sam Gipson for his presentation before us.

23 He's a representative of Reno-Sparks
24 National Association for the Advancement of Colored
25 People here in the area, and one of the prominent citizens

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1 of this community.

2 SAM GIPSON: Ladies and gentlemen, I did not
3 prepare anything, because I find when you speak from a
4 prepared script, when you're questioned outside of that
5 script, complications set in.

6 So, nothing said has been said about the
7 things that I feel are the most important, as far as
8 any kind of institution or activities to help minorities,
9 and I'm going to say Negroes, because I find we have a
10 great problem with the fractionalization that always
11 occurs when it comes to the good things that have been
12 designated by Congress.

13 Then all of a sudden it becomes necessary
14 to consider something like maybe a hundred and thirty-six
15 different nationalities and so forth and so on. Then
16 we've got to give them all something.

17 When it comes down to the end, if there's
18 anything left after the dogs, the Negroes get some.

19 In all cases, they want to, when it comes
20 to the goodies, they say all we're going to give all the
21 minorities some, but they never tell in public that when
22 it comes to that point, if you have been designated as
23 a Negro, everything on the other side of you is white.

24 To illustrate, when they killed the Negroes
25 down at the penitentiary, there was everybody involved,

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1 except Negroes killing them.

2 So, you know what I mean, so everybody was
3 white. Kill the Negroes, so I'm pointing that out to
4 show you how unjust the bureaucrats are when they come
5 to, when they come to down to the point of dividing the
6 right.

7 I want to say, the people talk about the
8 industry that Negroes should be a part of, when we
9 represent such a small portion of the industrial
10 community of this country, and I want to state -- I don't
11 know, the statistic changes frequently, but now when they
12 come, if a Negro is supposed to get something by
13 Congressional mandate, they have all kinds of ways to
14 circumvent you.

15 You can't qualify, but call down to an office
16 in Washoe County or the State of Nevada and they'll say,
17 the person you're talking to will say well, I don't, I
18 don't know.

19 I called the County to ask for some information
20 on a tax and I was told by the person that I talked to they
21 didn't know where it comes from. I said well, how is it
22 divided. They didn't know.

23 Well, now, let's say a five year old black
24 child was in that position, he could say he didn't know,
25 that's all that's required.

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1 So I get shook up when they tell me that
2 Negroes can't qualify, if it was a white person
3 questioning why no Negroes are in a certain area that's
4 white, and if they keep on asking questions and finally
5 they say they didn't qualify.

6 So, this person that's asking the question
7 knew that they apply, and they would tell them promptly,
8 now, you go on down home and do your job.

9 So, these are the kind of things I think
10 we must deal with. The bureaucrats demand several things
11 of industry. But, these things, these demands are not
12 binding on the bureaucrat.

13 I think the time has come that we must pull
14 the bureaucrat to the curb and say to him, brother, you
15 are our employee, and not our master. Our country must
16 take a turn, if we are going to save America.

17 I love America, I love America and if we're
18 going to save it, we're going to have to take it over,
19 including our schools.

20 I noted some statements which referenced to
21 tenure. Now, once you have tenure, well, you know what
22 I mean, anything that you do, evidently is acceptable,
23 once you get tenure.

24 So, there are many things that I am
25 dissatisfied with, not to develop hatred, let's correct

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1 them, all of us, all of us.

2 I feel when any student comes out of any
3 high school in this country and don't know the
4 composition of his government, for all practical purposes,
5 that person is functionally illiterate.

6 Let's get the show on the road and talk about
7 and do something about the things that is destroying us.
8 Americans and Nevadans and Washoe Countians and Renoites
9 and the people on the street where I live.

10 WOODROW WILSON: Thank you, Mr. Gipson.

11 Did anyone have any questions?

12 Thank you very much.

13 Mr. Mitchell, Bill Mitchell, he also
14 represents the Reno-Sparks National Association for the
15 Advancement of Colored People. We are proud to have him.

16 BILL MITCHELL: My name is Bill Mitchell,
17 I am a retired letter carrier, I was a lobbyist in
18 Washington, second Vice-President of the State Association
19 of Letter Carriers. I have represented letter carriers
20 for 20 years.

21 Now, I represent people, people without
22 money. That is the job of the Chairman of the Regress
23 Committee of the National Association of Letter Carriers,
24 and I have something to say about the composition of the
25 Nevada Equal Rights Commission.

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1 I would like to see a few changes. I have
2 nothing to say about the activities of the personnel,
3 the personnel, they only go by the law. They are doing
4 their job.

5 This is what I would like to see, the changes
6 I would like. See, the Equal Rights Commission as it's
7 set now is so far from equal rights it's a crime.

8 How many working men that receive training
9 enough to represent themselves. Our union which has
10 220,000 men in it and women, they ran a survey once.

11 Out of two hundred and twenty thousand,
12 0.5 had enough training to represent themselves. One-half
13 of one percent.

14 Roughly a thousand people could really
15 represent themselves, and maybe another five hundred could
16 do a partial job, and that was a national union.

17 So, here in Nevada, I do believe that the
18 percentage might even be lower than that, because a
19 working man, he doesn't have to study day and night or
20 go to see a lawyer to learn how to do his job, he just
21 does his job, and then gets into a little trouble, and
22 here he files a petition to the Equal Rights Commission
23 and there he's sitting face to face with a lawyer
24 representing his boss.

25 His boss doesn't have to come there and on

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1 his side, here he has to tell a story which most people
2 don't know how to do.

3 I don't know how anybody expects to win if
4 they don't have any kind of training at all. As a matter
5 of fact, I coached three or four of them on just how to
6 get their diction right and how to get part of their
7 story right, and I wrote it out for them, as a matter of
8 fact, it was like writing a brief, and then they didn't
9 do it right, because they lost their case real early.

10 But they did have to wait that almost
11 hundred and eighty days before they got the decision.

12 STEVEN WALTHER: So what you're saying is
13 there should be some composition to provide legal services
14 to claimants?

15 BILL MITCHELL: Very much so.

16 One other thing, if you're fortunate enough
17 after you lose your job, and you get a lawyer, well, a
18 lawyer costs \$100 an hour, and he's going to charge you
19 from portal to portal, from his office down there, while
20 you're waiting there, and so forth, until you get back,
21 then he punches a clock out, and that can cost you \$100
22 just traveling.

23 The Equal Rights Commission isn't on a
24 busline or anything like that, he'd probably have to go
25 down there in a taxi if he doesn't have a car.

1 That is a man without a job, most of the time.
2 So then, if he does hire a lawyer, he has
3 to talk, the lawyer has to talk through him. Just imagine
4 me on a stage with Bob Hope, and Bob Hope is telling me
5 how to tell a joke.

6 When Bob Hope tells a joke it's funny, but
7 when it comes out through me nobody laughs. That's the
8 same thing, the way you tell something when somebody
9 transfers it through your mind, and you say it. It doesn't
10 come out the same.

11 If he writes it out, maybe you can come up
12 with it. Most of the time you are, when you transfer
13 something, it doesn't have the same meaning because the
14 emphasis is on something different, especially when you're
15 in this type of a hearing.

16 There is one other thing that I can never
17 see is why there couldn't be a witness in that hearing.
18 Well, I don't see any place where there can't be somebody
19 there. But they say it's confidentiality. I hate that
20 word, confidentiality.

21 Nobody's supposed to know anything about it.
22 But, as soon as that person comes down, he's going to
23 tell everybody about it anyway, especially if they lose.
24 If they win, they're going to say I beat him.

25 So, the decision is going to come out anyway,

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1 why don't we let the public in on it. It isn't so bad.

2 Now, I'll tell you, there's one other thing.
3 You were talking before about the basic difference between
4 Northern Nevada and Southern Nevada.

5 It's pay. Up here, in the casinos, it's
6 starvation pay. The basic difference here, and lots of
7 places, the basic pay for a dishwasher is \$31 a shift.
8 Las Vegas is \$50. A little difference, I'd say.

9 The rent in Las Vegas is about 35 percent
10 cheaper than it is in Reno. That's the difference, that's
11 the reason why people that come up here take the next
12 plane back, quite a few people.

13 I think that the basic part of the Equal
14 Rights Commission could be changed so that employees
15 should have just as much rights as the employer.

16 If they were both barred, if they barred
17 lawyers for everybody, or let everybody have a lawyer,
18 and let everybody talk, if one lawyer can talk, the other
19 lawyer should be able to talk. If he can't afford a
20 lawyer, let him have a qualified person to speak for him.

21 You can find, there's lots of people who are
22 not lawyers that can speak. There's union people that
23 specialize in this.

24 I've won a few cases before the Unemployment
25 Compensation Appeals Board, and it isn't too hard. I've

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1 won about 200 cases before the Deputy Postmaster General,
2 and their designated people.

3 So, I do know what I'm doing, and I know
4 there's hundreds of people just like me all over the
5 country, quite a few of them in Nevada, the same thing.

6 So, I don't know why it couldn't be changed.
7 As a matter of fact, when the legislature opens in 1983,
8 I will be in Carson City to see if I can't get that
9 changed.

10 There's one other thing that worries me
11 quite a bit and I think it's a basic denial of civil
12 rights, it's going on right now.

13 Those people, there's four million people
14 in the United States that get this supplemental security
15 income. They have been threatened, they have been
16 sent a form to sign that the social security people will
17 be able to send to the I.R.S. and get their tax forms
18 for the past 20 years, prior to their retirement.

19 They want to find out exactly how much money
20 they had in taxes, every tax bill that they had paid,
21 their tax credit and so forth. Dividends, bank accounts
22 and all that.

23 They are going to find out if they had any
24 money left before they got this supplemental tax income.

25 But, it's illegal in the first place, there

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1 was an injunction, but the injunction, they only announced
2 it once on radio, once on television. It was not on the
3 news like anything else that happened, like Hinkley's
4 been on the news seven or eight times a day.

5 But, this was only on the news once, because
6 it benefited poor people. It was only on there once.
7 You can't even get a copy from the radio station, because
8 I tried. I tried to get the transcript of the message.
9 Nobody has it, and yet every station in Nevada had a copy
10 of that, because it came over the Associated Press and
11 the International News Service. They're hiding that.

12 For the next thing before me, I've about
13 five cases, they're all casinos.

14 In each case, there was a definite case of
15 discrimination. The casinos are Harrah's, Silver Spur,
16 Ponderosa, and the Horseshoe.

17 After filing with the Nevada Equal Rights
18 Commission in each case, the Commission gave the decision
19 after 180 days, then adding insults to injury, always
20 denied the claim.

21 When you should be able to start with the
22 Equal Rights Opportunity Commission, then even after
23 you win the Court case you still have a fight to collect
24 your verdict.

25 Mr. Harold Johnson is here, he can tell you

1 the problems of discrimination. These are the cases, all
2 his cases. He has fought them, and where the money is, I
3 don't know.

4 We still have casinos, and we still have a
5 lot of discrimination in those casinos.

6 As a matter of fact, in Sparks, we had one
7 dealer. One, out of about I'd say a hundred or a hundred
8 fifty. One dealer, and she's gone now, so we don't have
9 one black dealer. We don't have any pit bosses.

10 There isn't, I don't think, there, one
11 foreman or anyone black in the whole place. They just
12 don't grow them there.

13 That's gross discrimination, and unless you
14 can speak Spanish, you can't even work in the kitchen
15 now.

16 EDDIE SCOTT: You are speaking of Sparks?

17 BILL MITCHELL: Sparks, in the Nugget.

18 And the same thing is happening all over now,
19 and if you don't come from the Philippines, you can't
20 work at the Purina, because there, black and white
21 Americans are being fired.

22 So, as soon as the plane lands at Reno
23 Airport, they fire somebody at the Ralston-Purina. I've
24 had two cases, so I know what I'm talking about. I handled
25 both of them.

1 One of them is in the process, in the Court
2 now. The other one, he said it don't bother him.

3 Thank you.

4 EDDIE SCOTT: Mr. Mitchell, have you been
5 denied to represent someone before the Equal Rights
6 Commission or to work to assist them as a moral supporter
7 before the Equal Rights Commission?

8 BILL MITCHELL: Yes.

9 The fellow's name was John Brian. He asked
10 if he could be represented by me.

11 EDDIE SCOTT: What did the Commission say to
12 you to deny you?

13 BILL MITCHELL: Mr. Rayford himself said no,
14 no way.

15 EDDIE SCOTT: You spoke of a lawyer
16 representing -- that a lawyer had to talk through the
17 client.

18 BILL MITCHELL: That's right, this lawyer --
19 wait, I'll tell you the whole story.

20 This lawyer that Ralston-Purina had, he came
21 from St. Louis especially for the hearing.

22 It was that important to them. I'd let them
23 know that they said that it's the safest place in the world
24 to work, and in my preliminary report I said that the
25 place was just as safe as a mine field, if you walked

1 through it blindfolded.

2 EDDIE SCOTT: Well, my point that I want to
3 get to is that representation of an individual who has
4 to go in and face the employer, and maybe he's represented
5 by himself, if he's not able to hire an attorney.

6 BILL MITCHELL: Yes, he had to go in there
7 by himself, but I did get him a lawyer.

8 He still had to tell that lawyer -- the
9 lawyer had to tell him what to say, and it came out so
10 much different, that it hardly made any sense.

11 Because he was not a fluent speaker, he
12 couldn't express himself.

13 EDDIE SCOTT: So what you are saying then,
14 even though you paid the lawyer the expense --

15 BILL MITCHELL: That's right.

16 EDDIE SCOTT: Different from a courtroom,
17 the lawyer can speak directly to the Commission on behalf
18 of that person, through that person, the person becomes
19 the spokesman for the law.

20 BILL MITCHELL: Yes, but the business attorney,
21 he can speak directly.

22 His client doesn't have to say one word.

23 EDDIE SCOTT: Mr. Chairman, what Mr. Mitchell
24 is saying sounds very bizarre, but that is true from other
25 reports of people in the community before the Commission,

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1 as far as getting someone to come in for moral support or
2 as representatives.

3 I know it sounds very outrageous, but this
4 community, Northern Nevada, has experienced some type of
5 experiences like that from more than one source.

6 WOODROW WILSON: I would like to say here,
7 you know, that is the law.

8 BILL MITCHELL: But, that's the part that
9 needs to be changed.

10 WOODROW WILSON: Let me say this, that is
11 the law today.

12 That's why you could not go into the hearing.
13 Now, it's not a law that can't be changed, and I think
14 this is the kind of process, and this is the kind of
15 involvement that we must do, and put on paper, and I'm
16 sure that the Commissioners will be making recommendations
17 to the legislature to study the statutes in the next
18 session of the legislature.

19 We need your support there, we need your
20 support in Carson City and throughout the state to
21 support that kind of thing and get your local
22 representatives.

23 That's how you get things changed.

24 BILL MITCHELL: I'll be there when the
25 legislature opens, right straight through. You can count

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1 on that.

2 I've got a couple of people, when they get
3 elected, are going to help me.

4 WOODROW WILSON: That's how to work it.

5 UNIDENTIFIED SPEAKER: Mr. Chairman, I wonder
6 if Mr. Mitchell, or anybody that's running the show, have
7 considered the fact that the people who have the problem,
8 have they been informed that when they are looked at, they
9 got to looked at they T.V., and there's a meeting
10 where Mr. Mitchell is up, down at the NAACP meeting,
11 advancing their cause or any other meeting in Reno, while
12 they are looking at they T.V., and they are ignored, that
13 they are here on the other side of the freeway, as the
14 bulldozers are heading there, do they know that, have
15 you told them, Mr. Mitchell?

16 BILL MITCHELL: I'm telling them now.

17 UNIDENTIFIED SPEAKER: There was only nine
18 here today.

19 BILL MITCHELL: Just give me my chance.

20 WOODROW WILSON: Did you have any other
21 questions?

22 EDDIE SCOTT: Mr. Chairman, I think that
23 Mr. Mitchell speaks for the NAACP on that. I think the
24 laws do need to be changed. It's the only State agency
25 in the state that permits such a thing.

1 UNIDENTIFIED SPEAKER: No, the unemployment
2 does, too --

3 BILL MITCHELL: I haven't tried that yet --
4 I will try --

5 UNIDENTIFIED SPEAKER: Will you --

6 WOODROW WILSON: Let me ask you this, it's
7 one other agency I know, and that's NIC.

8 I can't have anything to say, I think that
9 the law, when we work on it, we should look at this
10 statutes from both of the agencies for this session of
11 the legislature.

12 This is just information, let's look at it,
13 then, let's try and bring about the kind of correction
14 that's necessary, but you need people.

15 BILL MITCHELL: Yes, right on.

16 Thank you very much.

17 WOODROW WILSON: Thank you very much.

18 Now, we are now to the point of the open
19 session.

20 Time is very short, we're going to have to
21 hold this presentation to five minutes.

22 Mr. H. W. Johnson has requested to speak to
23 us today. We are asking him to come forward at this time.

24 H. W. JOHNSON: Mr. Chairman, Commission,
25 my name is Harold Johnson. I have been stricken with a

1 stroke six years ago which left my right shoulder totally
2 paralyzed and my speech is slurred, but my mind is clear
3 as a bell.

4 I left Ms. Deluca a something, I would like
5 the Commission to check over page eight, and I'm going to
6 make all the information available to Ms. James when I
7 finish.

8 My complaint goes back 11 years, at which
9 time I was fired from a casino. I followed administrative
10 procedures, I filed a complaint with the Equal Rights
11 Commission, they did nothing.

12 So I filed a complaint with the Federal
13 Equal Employment Opportunity Commission. The complaint
14 was deferred to the Nevada Equal Rights Commission.

15 They proceeded to do nothing about it, like
16 they had done all along, and they have done since, and
17 I was then, I then -- this is in December of '72.

18 In December of '74, Jesse Scott, Executive
19 Director, dismissed the complaint, which he had no
20 jurisdiction over, he dismissed the complaint.

21 In December of 1974, I sent a request for
22 a Right To Sue letter from the EEOC, and to follow their
23 instructions implicitly.

24 It was a hearing before the Equal Rights
25 Commission, by the Attorney General, which issue is

1 pending, eight pages long.

2 He advised them what they were supposed to do
3 legally, they ignored him.

4 They said they didn't have to do anything.
5 This was Mr. Holloway, Mr. Scott and Mr.
6 Archie.

7 I contacted the State Legislature along
8 about seven or eight years ago and I had a complaint
9 about the Equal Rights Commission, they weren't doing
10 their job, they were conspiring against people, and the
11 legislature, they did nothing.

12 The legislature, 61st Session, I sent some
13 information down which I presented to the Commission, to
14 the Committee, and they made the rule which is also
15 conspiracy, which I'll turn to the Commission, turn it
16 all over to Ms. James when I'm finished, and about what
17 people have said about rights and rules of the Equal
18 Rights Commission.

19 Where government bodies are regulated by
20 rules, rules they are governed by, that's all going to
21 be supplied to Ms. James.

22 There is no reason not to obey the law,
23 because they're governed by the law.

24 Now, they say they're going to do better,
25 because of the new leadership they supposedly have.

1 This new leadership, they have had four
2 Executive Directors in the last six weeks.

3 Jerry Holloway, he's been running the
4 Commission for twelve years, he still stays on.

5 SALLY JAMES: I have to remind you not to
6 use individuals' names in this.

7 WOODROW WILSON: Would you strike that.

8 H. W. JOHNSON: Now, I'll make the same
9 statements under oath if necessary.

10 Thank you very much.

11 WOODROW WILSON: Thank you.

12 We have one other person to appear before us
13 this evening.

14 Bishop Devine Turner, will you come forward?

15 DEVINE TURNER: For the Commission, and those
16 that are present, I came to the State of Nevada in 1957,
17 Las Vegas.

18 I came to Reno in 1960, and I have seen
19 a lot of discriminatory practices. This, I've said, has
20 come a long ways, and since everything has been hit upon,
21 I would like to mention housing, Section 8. This is
22 Federally funded in Reno.

23 The blacks and the minorities, they are the
24 last to get housing or get consideration. I have a
25 meeting there tomorrow at 3:30, and it's Federally funded,

1 but we're having a hassle over there.

2 When I go to the Equal Rights Commission here,
3 about six months after then, I get a letter stating we
4 have refused your case, and it's not discriminatory.

5 If I have a discriminatory action, and I go
6 to Washington D. C., I get what I want, but why would I
7 have to go to Washington D. C. and pull strings there,
8 because it's local that we need the help.

9 It's time-consuming.

10 The next item I would like to speak on would
11 be the black citizens getting Federally funded services,
12 elderport, the food, housing and a lot of things. I am
13 a senior citizen, and I know. I work with RSVP in Sparks,
14 in Reno we do not get it.

15 Just like this program, I could have had
16 this room packed, had I known it was Reno. I was going
17 through Mr. Harold Johnson, calling and leaving word with
18 my answering service, and the changes. Had I knew, I
19 could have packed this with people that have needs.

20 That is my job, I am a community activist.
21 Eddie and Woody know that. I have been that since I've
22 been here.

23 Okay, for myself, I am overqualified when
24 it comes down to jobs that pay. Voluntarily, I am okay.

25 I have tutored up at Hug, they call on me.

1 These other educational -- I call them butterflies, but
2 whatever, we're speaking about, the black students --
3 1.77, yet they can't get any type of support or funding
4 from any college.

5 I am teaching them in my kitchen because
6 they don't give me any money, and I am retired on
7 disability.

8 This is what we are saying now. We have a
9 need for the Equal Rights Commission to come out and
10 speak and to help us.

11 We pay taxes, we're citizens, but we get
12 nothing.

13 I am now a teacher for Cosmetology, but
14 I'm overqualified because I can do everybody's hair
15 from every country.

16 I have applied to the government for a
17 part-time inspector's job, but they're going to bring
18 them from out of state. I have licenses from Texas,
19 Kansas, California and Nevada that I keep current.

20 When I go to the Equal Rights, what do I
21 get? They can't buck the government. But, we appoint
22 them and the rules are handed down, so I'm asking where
23 is justice, where does justice start, where does right
24 begin, and when do I stop paying dues for the practice
25 of discrimination.

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1 That's all, all the rest has been taken care
2 of.

3 WOODROW WILSON: Do you have any questions,
4 if not, thank you very much.

5 DEVINE TURNER: Thank you.

6 WOODROW WILSON: Ladies and gentlemen, I
7 certainly want to thank those of you that have participated
8 here this afternoon with your presentations, because
9 without your presentations and your participation, it's
10 totally impossible for the Commission to make the kinds
11 of reports that are necessary to send to Washington to
12 the United States Commission for their consideration and
13 for their deliberation and response.

14 We have a big problem in the State of Nevada,
15 and with this kind of participation, I'm sure that we
16 will be able to focus on those problems and that the
17 response that we get from the United States Commission
18 will, in a timely fashion, help us to eliminate and
19 recommend to the appropriate agencies that can deal with
20 the problem.

21 The only other thing I would like to say
22 here, after these two hearings in Las Vegas and Reno,
23 is this, especially to the minority community.

24 You know, those organizations that are
25 functioning, those organizations that are within the

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1 community structure, that we can support and work with,
2 we are going to have to do our thing and work together
3 and bring about the kind of cohesiveness and constructed
4 effort by these organizations to assist in eliminating,
5 you know, some of the problems.

6 I have been a member of this Advisory
7 Committee since the Eisenhower Administration, which is
8 too long, and I have been with the Equal Rights
9 Commission, Chairman for approximately three years now.

10 The only time that we get right down to the
11 basic thing that we should be considering is when we get
12 in a meeting like this.

13 We are not doing our homework, I want to tell
14 you.

15 You are not doing your work where it should
16 be done. Where are the people that need this kind of
17 consideration.

18 I wish you would take it back to them and
19 let's help do the job that's necessary in the equal rights
20 area in Nevada.

21 If we do not have any statements coming from
22 any other committee and staff, that concludes this
23 session, and thank you very much.

24
25 * * *

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STATE OF NEVADA,)
) ss.
COUNTY OF WASHOE.)

I, LORI JUDD, a notary public in and for the County of Washoe, State of Nevada, do hereby certify:

That on Friday, the 24th day of June 1982, at the hour of 1:30 p.m. of said day, at Reno, Nevada, I was present for the hearing held before the United States Commission on Civil Rights;

That the hearing was taken in verbatim stenotype notes by me, and thereafter transcribed into typewriting as herein appears;

That the foregoing transcript, consisting of pages 1 through 127, is a true and correct transcription of my stenotype notes of said hearing.

DATED: At Reno, Nevada, this 14th day of July 1982.

Lori Judd (N.S.)

