

P R O C E E D I N G S

July 21, 1992

1:00 p.m.

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CHAIRPERSON: We do want to now move into our briefing here on racial tensions in Jacksonville. As I noted earlier, we adopted this project this year to parallel the national project of the Commission which is looking into racial tensions throughout this country. In that, we decided that we would have briefings, first in Miami. We were there in January. We then went to Gainesville and looked at the situation on a university campus, in a university community. Now, we're here in Jacksonville. We will be in St. Petersburg this fall. And then wind up with a public hearing, in looking at it from a statewide perspective, in the capital, Tallahassee.

After that, we will pull together a report outlining the conditions that we have seen in those various briefings and making appropriate recommendations for action.

MR. DOCTOR: We have been notified by the security forces and, of course, the hotel people that there is a room upstairs, a ballroom, which

1 can accommodate not only the folks in this
2 particular setting now, but, as I understand,
3 there are perhaps as many folks outside as there
4 are inside. There's one problem, though. We
5 have to be out of that room by 5:00 o'clock.
6 The agenda goes to 5:30. If we ask everybody to
7 speed up what they have to say and not take
8 quite as long -- I know we have some ministers
9 coming in -- but if we can ask everybody to sort
10 of, you know -- we can move back here at 5:30.

11 CHAIRPERSON: What I would propose is that
12 we go up there. I would urge everybody to be as
13 concise as possible so that as many people could
14 participate in the entire process. But, if at
15 the end of 5:00 o'clock, we still have some
16 individuals that have not had an opportunity and
17 wish to bring some message to us, then I suggest
18 that we come back here and we will continue so
19 that everybody has the opportunity that wishes
20 to make a presentation to us.

21 (Interlude.)

22 CHAIRPERSON: The first panel includes:
23 Ronnie Ferguson, Deputy Mayor, City of
24 Jacksonville; Anna Scheu, Vice-President,
25 Jacksonville Chamber of Commerce; Brian Davis,

1 Chief Assistant State Attorney; Warren Jones,
2 the chair of the City Council -- we will need
3 one more chair here -- and then Vivian Jackson,
4 who is the Executive Director of the
5 Jacksonville Community Relations Commission. If
6 those folks will please come forward while
7 everybody is getting settled.

8 As I said earlier, we are going to have to
9 move into the smaller room at 5:00, so the more
10 concise people can be in their remarks, then
11 everybody is going to have a chance to hear them
12 in this larger auditorium. So without anything
13 further, I would like to start on my right. I
14 would like to go through the panel, have
15 everybody make a statement, and then we'll open
16 up the questions from our committee. When you
17 speak, will you please identify yourself for us
18 and also for the reporter?

19 MS. SCHEU: I'm Anna Scheu and I'm Vice
20 President of the Jacksonville Chamber of
21 Commerce. And my president, Walter Lee, is on
22 his way to speak to you in just a moment. And I
23 would like to go ahead and pass on to the other
24 panelists and perhaps go last.

25 CHAIRPERSON: Okay.

1 MS. SCHEU: Will that be all right?

2 CHAIRPERSON: That will be fine.

3 MS. SCHEU: Thank you.

4 CHAIRPERSON: Thank you. Miss Jackson?

5 MS. JACKSON: My name is Vivian Jackson.

6 I'm the Executive Director of the Jacksonville
7 Community Relations Commission and, as well, the
8 Director of the Jacksonville Equal Opportunity
9 Commission, representing both commissions today.
10 I would like to defer, myself, and I would like
11 to defer to our Deputy Mayor Ronnie Ferguson and
12 to the Chief Assistant State Attorney, Mr. Brian
13 Davis, and I will be happy to make my remarks
14 following those two gentlemen. Thank you.

15 CHAIRPERSON: We can certainly accommodate
16 you.

17 MR. DAVIS: My name is Brian Davis and I'm
18 not going to defer to Ronnie Ferguson. I'm a
19 native of the City. I live, for the record, at
20 1820 Daytona Lane North, Jacksonville, Florida.
21 The ZIP Code is 32218. I'm presently employed
22 as the Chief Assistant State Attorney here in
23 the Fourth Judicial Circuit. Harry Shorstein is
24 the State Attorney with whom I work.

25 As I understand, the purpose of this

1 meeting today is to exam racial tensions
2 generally in the city. As I said, I am a
3 native. I've lived in the city for all of my
4 life with the exception of 10 years I was away
5 studying. And I can safely say that during my
6 adult life in this city, I have never
7 experienced a period in which I believe racial
8 tensions are as high as they are now. I think
9 that there is some historical reasons for that.
10 If you examine any sector of the city, any
11 dimension of life in the city, any arena in
12 Jacksonville, what you will find is a
13 disproportionate and negative impact in the
14 African-American community. I know that a
15 number of the speakers that you'll hear from
16 today will represent various sectors of those
17 various communities.

18 Health care, for example, is an area that
19 African-Americans from Jacksonville suffer
20 disproportionately. If you look at the death
21 rates, the mortality rates, those are painfully
22 evident across the county and they are painfully
23 evident here in Jacksonville.

24 If you look at economic development, we
25 have been disproportionately affected that that

1 regard. It doesn't take a very long tour of
2 the city for the extent of the disparity to
3 become evident.

4 If you exam the criminal justice system,
5 there are a disproportionate number of
6 African-Americans moving through that system.

7 If you look at employment in Jacksonville,
8 there are a disproportionate number of
9 African-Americans unemployed and underemployed.
10 And the sad fact of the matter is that that kind
11 of scenario has persisted all of my adult
12 lifehood.

13 I think that the tensions recently have
14 been compounded by raised expectations in the
15 African-American community that have gone unmet.
16 The most recent example that comes to mind has
17 to do with economic development and very fervent
18 and professional and diligent political and
19 civic effort to bring about some equity in the
20 way that city monies are spent.

21 As you are probably aware, a set-aside
22 economic development program was challenged in
23 the courts several years ago. And in response
24 to that challenge, the city leadership conducted
25 a disparity study which was a prerequisite to

1 the creation of a set-aside program which would
2 be court-challenged. And that was, I think,
3 looked to by many people in this community as a
4 a step in the right direction. That
5 legislation, after years of preparation and
6 contest, was, at one point, unanimously approved
7 by the City Council, vetoed by the Mayor, and
8 the veto was not overridden by the City Council.

9
10 I think that much of the frustration that
11 we are experiencing in the community and the
12 tensions that's being experienced has to do with
13 those kinds of signals being sent consistently.
14 They are compounded by the history of those
15 kinds of signals and continually sent. I think
16 that compounding the problem even further is the
17 perceived use of power or abuses of power that
18 exist in the system.

19 I've had the recent experience of sharing
20 with young people who, unlike most of the people
21 in this room, young African-American men,
22 primarily under the age of 25 who, unlike the
23 people in this room, I think, have lost all
24 faith in a system of orderly problem solving.
25 And their comment to me was that they simply

1 mistrust the system, have absolutely no faith in
2 the system. And my fear is that while this room
3 is filled with people who still have some
4 semblance of hope that the system is sensitive
5 to the kind of historical and the present
6 disparity that exists. I'm afraid that there
7 are tenfold, if not a hundredfold, if not a
8 thousandfold, in this city who do not share that
9 very small semblance of hope. I think that the
10 tensions are compounded but that continual
11 frustration by the history that the City has
12 experienced in its race relations over the
13 years.

14 I'm afraid that we are at a point where we
15 need to ~~investigate~~ resources for one or two
16 things and I hope that one of the impressions
17 that this Commission will walk away with today
18 is that Los Angeles was described as a disaster
19 area after those frustrations in that community
20 were expressed. And millions of federal dollars
21 were spent, and are being spent, to remedy a
22 problem.

23 My hope is that what you will sense from
24 this meeting is the need to spend those kinds of
25 resources -- not just financial and economic

resources, but human resources -- in this community to avert that kind of disaster because my sense, as a caring member of the community, for all of Jacksonville, is that we are headed in that direction.

CHAIRPERSON: Thank you very much.

MR. FERGUSON: Good afternoon. My name is Ronnie Ferguson. I'm currently serving as the Deputy Mayor of Community Development for the City of Jacksonville. That's an appointed position. Prior to that position, which I took in August of '91, I served as President of the Jacksonville Urban League for nine years.

Our city is a city that certainly has more than its share of racial tension. It's a city of tremendous contrast and diversity. We are a city that has felt this rise in racial tension over the past five years. Each year, we see it escalating. More and more people are suggesting that there is a problem with race; there is a problem with black/white relationships.

Jacksonville, on the other hand, is a city of tremendous opportunity. We are experiencing still a growth curve, but that growth, that opportunity, that potential for success, has not

1 been transferred largely to the African-American
2 community. There are a number of areas where we
3 see tremendous problems. And I, certainly,
4 concur with every single word that my good
5 friend, Attorney Brian Davis, just said. The
6 ~~array~~ ^[myriad] of problems that are facing us certainly
7 give us the potential for continued racial down
8 spiral and potential chaos in our city.

9 In education, we're concerned about the
10 overall quality of education. And we recognize
11 that as society becomes more and more
12 technological, many of our youths are not
13 getting those skills to necessarily make them
14 employable. So they find other avenues to make
15 themselves successful.

16 I go home every afternoon to a small
17 neighborhood in the Northside. It's 99.9
18 percent black. It's middle income, working
19 class, if you will. Homes in my neighborhood, I
20 guess the highest is probably around \$65,000.
21 The average is around 45. Each night that I go
22 home, I pass and speak to too many youths who
23 are experiencing the same kind of frustration
24 that Attorney Davis just spoke to.

25 When I stop to talk to them, usually their

1 first question is: Do you know of any jobs?

2 And their second question is: What do we who

3 have done that all you adults have asked us to

4 do -- the ones who stayed in school, the ones

5 who went on to higher education -- what do we do

6 now that we've done what you've asked us to do

7 and we still can't kind work and we still can't

8 find opportunity?

9 I don't have answers other than to that

10 we've all got to keep trying. And that answer,

11 I've been told by them, is not good enough any

12 longer.

13 The city feels the pressures of

14 unemployment among its youth and underemployment

15 among our adults. In my small neighborhood

16 alone, this year, I've counted five families,

17 five friends, who had to leave their homes

18 because employment is just not there for them.

19 And they took it personally. They blame the

20 system. And they felt the system was against

21 blacks.

22 There's no secret that our mayor today is

23 in Washington testifying before Congress on the

24 state of our public housing. It is a nightmare.

25 And while we've spent the past year taking

1 greater pains to address this issue, we are
2 continuously finding new problems and finding
3 ourselves further and further behind in our
4 attempts to rectify that situation. Those
5 tenants in public house don't care who's in
6 charge, don't care where the money is coming
7 from; they want to live decently, safely, and
8 with dignity.

9 Over the past few years, we've seen a rise
10 in youth gangs, youth crimes, and violence.
11 Unfortunately because of the general way the
12 media operates, ninety-nine percent of that is
13 portrayed as a black problem. My son tells me
14 there are white gangs in his school. I'm
15 wondering why those problems are not reported.
16 And it's kids who are coming together because
17 they don't know where else to turn.

18 Attorney Davis mentioned economic
19 development. There is no question at all in
20 this community, the African-American community
21 feels generally left out of the economy pie of
22 the city. Attorney Davis mentioned the
23 set-aside ordinance. The city is torn apart and
24 I think that if anything is breaking us apart is
25 the fact that that bill was vetoed; we don't

1 have a bill. And it's not an issue of who's
2 right and who's wrong on this issue. It's an
3 issue of people need to go to work. All of us
4 need to turn all of our attention to getting
5 this bill satisfied in this community and doing
6 what it is supposed to do in very short order.

7 On the other side of the coin,
8 Jacksonville is a city that I feel truly cares
9 about its problems and its people, although
10 there is certainly a credibility gap has has to
11 be overcome. We have many organizations doing
12 various things to bring racism and people and
13 agendas -- bring issues together and to the
14 forefront.

15 Studies by the Jacksonville Council of
16 Community Involvement and the Jacksonville Urban
17 League, Community Foundation, were all aimed at
18 doing things to impact possibly the racial
19 issue. Within our city government, three
20 important activities have taken place or are
21 taking place designed to help bring about the
22 healing and togetherness in the city, although I
23 will put a caveat that that process has been
24 severely disrupted and damaged because of the
25 polarization the set-aside issue has caused.

1 First, there was Jacksonville Together.
2 We had a chief judge here who made some
3 embarrassingly, disparaging racial remarks
4 against blacks and females. He was subsequently
5 sanctioned and taken out of that office, but his
6 words stung and left a terrible scar in this
7 city. In an attempt to heal that, the mayor
8 called together community organizations and
9 people of concern around this community and
10 asked them to attack that problem and submit to
11 him and to the council president recommendations
12 on how the solve the problems. . . .

13 I have for the Commission -- I won't go
14 into them -- their report. It's called The
15 Report on Reconciliation. And there are others
16 who make speak to that issue. There are 44
17 recommendations, many of which have been
18 accomplished, some of which we are still arguing
19 over, others in which will be many years before
20 they can be accomplished. But we have found, as
21 a city, a way to institutionalize that process
22 and track the development and progress on that.

23
24 The second process, and I'll move quickly,
25 is called the Jacksonville Together Process.

[]
[]
1 That was a process that was designed to bring
2 about a long-range plan for Jacksonville,
3 efficient for what we all, the citizens, want
4 Jacksonville to be. That report, too, I've
5 brought for you. It's quicker reading, but in
6 it is a very important and meaningful, to me,
7 paragraph. It speaks about racial harmony. It
8 speaks about people being able to fully enjoy
9 the potential, the fruits and joys, that this
10 city and society has to offer. That's what we
11 want to be in the near future. I hope we can
12 get there.

13 In order to get there, though, we're going
14 to have to overcome two things, two major, big
15 challenges: The first, the city leaders, and
16 I'm talking public and private, must first
17 reconnect with our youth and rebuild in them a
18 feeling of hope, a feeling of trust, and a
19 feeling of concern. That can't be done by one
20 person, one agency, or one group. That has to
21 be done with a total city effort.

22 Secondly, we have got to recognize that we
23 are split among racial lines. People have given
24 up. People don't trust. And communities have
25 to connect with one another to share experiences

1 and needs and meet each other on common ground
2 to say I recognize that you are a person, that
3 you feel, wish, desire, live and breathe, as I
4 do, all of us have to share together. That
5 feeling does not exist in our city right now.
6 We've got to change that. And it can only be
7 changed by positive action, not words or plans.

8 Thank you very much.

9 MR. CHAIRMAN: Thank you. Miss Jackson?

10 MS. JACKSON: Thank you very much. Again,
11 for the record, I am Vivian C. Jackson. I'm the
12 Executive Director of the Jacksonville Community
13 Relations Commission and two other commissions,
14 the Jacksonville Equal Opportunity Commission
15 and the Jacksonville Commission on Family and
16 Marriage.

17 I'd like to make a few personal remarks,
18 please, prior to presenting direct information
19 to you. I was born and raised in this city. I
20 graduated high school, Old Stanton, as it is
21 referred to, in the year 1946. I went out of
22 state to attend college.

23 And given that time, when I made the
24 decision to pursue graduate work, I surprised a
25 number of people who are much younger than I am

1 and I have to remind them that at that time in
2 our history the State of Florida actually paid
3 my tuition in order for me to pursue graduate
4 studies out of the State of Florida. The State
5 of Florida had no desire for me to integrate in
6 white institutions pursuing graduate degrees.

7 In addition to paying my tuition, they
8 also paid my transportation and gave me a living
9 stipend. So it wasn't a bad deal in that
10 regard, monetarily, but it says a lot about the
11 attitudes, the behaviors and practices, that
12 permeated my childhood in my pursuit to
13 realizing my own potential to the maximum that I
14 could. Had I been -- as an aside -- it so
15 happens that I decided to pursue my graduate
16 studies at Columbia University Teachers College.

17 Had I been more knowledgeable and much more
18 sophisticated, I would have decided to pursue my
19 studies at the University of Heidelberg or the
20 Sorbonne or wherever and had at the State of
21 Florida pick up that tab as well.

22 That is all to say **discrimination is very**
23 **costly, not only in human terms but in sheer**
24 **dollars. It is a costly system. And it would**
25 **seem that in 1992 better gains and more**

1 forward-thinking people, visionaries among us,
2 would have realized by now, when we talk about
3 cost effectiveness and when we talk about
4 utilizing all of our resources including our
5 human resources, that the best way to approach
6 that, perhaps, is to be all inclusive.

7 Further, given, again, that time and the
8 history of our country, and, more particularly,
9 the history in the State of Florida, I also
10 decided to work away from home. And so for some
11 30 plus years, I neither lived in Jacksonville
12 nor did I develop myself professionally in my
13 hometown. I worked out of state. The last job
14 that I held before returning home in September
15 of 1989 was as Executive Director in the
16 Executive Chamber, State of New York, Executive
17 Director for the Lieutenant Governor of the
18 State of New York.

19 Returning home in September gave me an
20 opportunity -- and, again, this is a brief
21 perspective because I always visited home. I
22 was always very impressed with the physical
23 growth occurring in my hometown. I saw the
24 riverfront develop. I saw some of my friends
25 moving across that great divide from one side of

1 town across the river to another side of town.
2 And it seemed to me that they were doing quite
3 well.

[to Jacksonville]

4 When I returned in September '89,
5 unfortunately or fortunately -- however one
6 views it -- I was not able to come home to
7 retire; I had to continue working. So that
8 means, for me, I was making the assimilation
9 into the established mainstream existing in the
10 city. Having that third eye, because I had not
11 fully reassimilated, I was able to see that the
12 behaviors and the practices had not changed, had
13 not, in fact, kept up with the physical growth
14 of the city. This is a huge city. I am still
15 amazed by the size of it. I applaud its
16 physical growth and its potential for further
17 physical economic development, but we're in a
18 time warp. And that time warp, that has been
19 described to you so ably by these two gentlemen
20 to my right, has long historical antecedents and
21 we have not gotten beyond them. And I can only
22 underscore the Deputy Mayor's words that we
23 must, in fact, get beyond those behaviors and
24 practices. Notice that I purposely ~~that not say~~ ^{did}
25 attitudes and sensitivities because I have had

1 enough of those kinds of disappointments.

2 For my personal and professional
3 well-being toward my realizing my wholeness and
4 my selfhood, I would be quite satisfied with
5 changes in behaviors and changes in practices
6 which can be, in fact, be legislated through the
7 law. Then, I think, together, through open
8 dialogue, we can, perhaps, work on attitudes and
9 changes in heart.

10 I will shift now to my role as Executive
11 Director and I would just like to give you some
12 figures. The ordinance which creates the
13 Jacksonville Community Relations Commission, in
14 effect, to summarize it quite quickly,
15 authorities that commission to serve, if you
16 will, as a clearinghouse, as an arbitrator, as a
17 mediator, to assist in opening up dialogue
18 between our various racial and ethnic groups in
19 the city and to facilitate that process. In our
20 office just last year, during the 1990/91 fiscal
21 year, we had a total of 1,184 people in this
22 city to walk through our doors.

23 Because we are also Jacksonville Equal
24 Opportunity Commission, we break down those that
25 are complainants, those that are citizens of

1 Duval County who come through our doors to make
2 complaints with regard to discrimination, be it
3 for race, age, gender, et cetera, et cetera. So
4 in the area of employment, of that 1,184, 1,051
5 of them were in employment, that is, charges of
6 complaints regarding discrimination in
7 employment. Twenty of them related to housing.
8 Only ten of them related to intergroups. An
9 intergroup is anything that occurs within a
10 community. Two of them were regard to police,
11 maybe charges of police brutality, police
12 harassment, whatever. That is quite significant
13 that we only had two people come in.

14 We further break them down, of course,
15 according to category: black female, black
16 male, et cetera. If you would like this
17 information, I will be happy to provide it. I
18 will not go through it at this point in the
19 interest of time.

20 For this year, beginning October through
21 the end of June 1992, the number of cases is
22 already at 1,154. Remember I said 1,184 for all
23 of last year. We are, before the end of our
24 fiscal year, this year, already approaching
25 numbers that took us last year a full 12 months

1 to reach. That is an indication of the growing
2 unrest and people's desire to seek relief. Of
3 that number, this year's number, 1,154, 1,118 of
4 them have been in employment, 22 in housing, 12
5 intergroup neighborhood relations, again, and we
6 are holding on police complaints at 2.

7 One of the other functions of my office,
8 or two of the other functions, we have an
9 activated rumor control hotline. To date, we
10 have received some 39 or 40 calls. That
11 telephone line exists for the sole purpose of
12 having our citizens check out rumors. Early on,
13 a very severe and very traumatic incident
14 occurred -- and I am referring to the shooting
15 at the GMAC building -- and a number of our
16 citizens called in because they hear bits and
17 pieces, both through the media, et cetera. We
18 do have an active rumor control hotline. My
19 staff is responsible for checking out the
20 veracity of any rumor and relieving citizens
21 concerns and citizens fears around those rumors.

22
23 In addition to that, my staff also goes
24 out -- and I have some sample copies here with
25 me, again, if you would like to enter them into

1 your records, I will be happy to present them --
2 we investigate incidents that do occur in the
3 city. And of the samples that I have with me,
4 one concerns a cross burning, one of several
5 cross burnings that have taken place in our
6 city. The other concerns some KKK graffiti that
7 was painted on a utility locker in one of our
8 city buildings. The other concerns a Ku Klux
9 Klan/An African International Movement Rally. A
10 number of us were present there. My staff,
11 again, is there in an observational and
12 analytical role and we submit reports to the
13 appropriate offices in this city.

14 And finally -- not finally -- there was a
15 shooting incident at Raines High School
16 involving our youth, which speaks directly to
17 Brian Davis' concerns regarding the rising
18 violence among our youths, both black and white,
19 I should add, particularly with blacks since we
20 are concerned with black-on-black crime. The
21 other one is a cross burnings as well. I do
22 have those samples here with me.

23 Jacksonville, as has been stated and as I
24 have attempted to indicate, certainly needs to
25 be about the business not only of healing

1 itself, but I think, more particularly, looking
2 at what is happening to us. And while it is
3 true that many of these incidents are occurring
4 around the country, and that perhaps
5 Jacksonville is not unique, and surely it is not
6 unique, I think that Jacksonville and the
7 citizens of Jacksonville do this city and
8 themselves a disservice if we do not begin to
9 take more seriously and attend with much more
10 thought and consideration than it appears we
11 have given in the past to these problems that do
12 confront us.

13 If not, without being inflammatory at all,
14 I think here, and you will hear it, I believe,
15 throughout these proceedings, we are possibly
16 sitting on a powder keg and Los Angeles may move
17 itself to the east coast, particularly to our
18 little State of Florida. Thank you.

19 CHAIRPERSON: I would really appreciate it
20 if you would submit that material.

21 MS. JACKSON: I'll be glad to.

22 MS. SCHEU: I'm Anna Scheu and I'm the
23 Vice President for Community Affairs for the
24 Jacksonville Chamber of Commerce. I've been
25 with the chamber 18 years. And I'll read this

statement to you. I may or may not be able to answer specific questions, but I'll be glad to give it a try.

Like cities all across America, Jacksonville is experiencing a surge in racial tensions. Unlike many other cities, we acknowledge that it exists and we know why. What will set Jacksonville apart from all other communities, what will make Jacksonville a great city, is the sincere desire on the part of concerned business and civic leaders and grass-roots effort to change the way things are.

Today, you will likely hear several speakers refer to the unfortunate comments made last year by a member of the judiciary. You may have read about the situation in your newspapers. That situation was certainly was certainly a smudge on the character of Jacksonville, but it was not a watershed event. We at the chamber have recognized for some time that racial inequity in Jacksonville is an economic inequality. As an organization dedicated to the promotion of commerce, we are mandated by ~~an~~ ^{an} admission statement to achieve economic growth in business and industry,

1 improve the quality of life, promote responsible
2 principles for the conduct of business in
3 government.

4 We take this charge very seriously. We
5 believe it relates to the community as a whole,
6 black and white, young and old, Christian and
7 Jew. Long before the events that forced
8 Jacksonville to take a look at racial tensions,
9 the chamber had established a department to
10 promote economic development of the minority
11 community. We had been working with the NAACP,
12 with minority enterprises, with businesses,
13 educators, churches, and civil leaders because
14 we recognize that disparity.

15 Long before racial tensions reached the
16 edge in late December, the chamber, working in
17 partnership with the city, ^[had] ~~has~~ created a
18 consensus-building block to help Jacksonville
19 residents to identify problems and opportunities
20 for growth. We are working to open the channels
21 of communication because understanding is
22 critical to overcoming prejudice.

23 When Judge John Santora's remarks ignited
24 the tensions, the chamber recognized the
25 importance of letting the community know this

1 antiquated mind set was unacceptable. We issued
2 the following declaration of community values:

3 We believe in the dignity and goodness of
4 all people. Prejudice has no place in our
5 community. As one of Jacksonville's finest
6 cities, we could tolerate no less. The citizens
7 of Jacksonville had the courage and the
8 conviction to affect a positive difference. To
9 be successful, everyone must have a chance to
10 succeed. This is our pledge. This is our hope.
11 This is our future.

12 Therefore, while we respect the right of
13 free speech, we believe that all public
14 officials must oppose prejudice in every action
15 and deed and should subscribe to such position
16 and work to hold a position of public trust.

17 Through Jacksonville Together, the chamber
18 and other community leaders worked to identify
19 44 common concerns that, if addressed, could
20 make a positive difference in achieving parity.
21 And as Mr. Ferguson alluded to, many of those 44
22 recommendations are in some stage of their
23 implementation, and the chamber stands committed
24 to helping in those areas.

25 In summary, we know that racial tension

1 exists in Jacksonville, but we also refuse to
2 allow those sentiments to flourish. We know
3 that inequity exists, but we are working to
4 overcome it. We know that Jacksonville is not
5 yet the best city in the nation for race
6 relations, but we hope that we will soon be
7 there. Thank you.

8 CHAIRPERSON: Thank you. Do any of our
9 panel have questions at this time?

10 (No response.)

11 CHAIRPERSON: I have a couple of questions
12 then. Miss Jackson, what is your staff level
13 that is available to handle discrimination
14 cases? What is the caseload? And then, what is
15 the average length of time it takes to process
16 that case?

17 MS. JACKSON: Thank you for that question.
18 And I will be assisted in the response to that
19 by Miss Deborah Parsons, who is the Assistant
20 Director and who has had 16 years experience in
21 the agency. As she is moving forward, I can
22 tell you that we have presently eight
23 investigators. And, Deborah, since you're here,
24 you can pick it up from there.

25 MS. PARSONS: Good afternoon. With those

1 eight investigators, we are able to complete an
2 average of 4- to 500 cases a year, resolved.

3 MR. CHAIRMAN: Four or five hundred cases
4 you've completed, and you have a thousand coming
5 in?

6 MS. PARSONS: Yes. But, by no means, are
7 we adequately staffed. Our federal contract
8 with EEOC, currently, is to resolve 231 cases.
9 They know that many more cases come in based on
10 the money allocated by Congress. EEOC also does
11 not give out enough money to see to it that the
12 cases can be effected to supplement the city's
13 budget of our agency.

14 CHAIRPERSON: Of those eight
15 investigators, how many are paid by the city and
16 how many are paid by the federal government?

17 MS. PARSONS: Of that eight, three are
18 paid by the city.

19 CHAIRPERSON: Thank you.

20 UNIDENTIFIED SPEAKER: Following up on
21 that, do you then issue the 180-day letters
22 allowing these people to file suit and is there
23 any sort of pro bono work done by the City? At
24 one time, the bar association would allow these
25 people to represent them in court.

1 MS. PARSONS: The time limit for issuing
2 the right to sue of what you're talking about is
3 240 days from the time the investigation begins.

4 We do issue that letter -- well, eventually,
5 the justice department issues it, but we do have
6 to since the request for the right to sue.

7 There is very little pro bono work done in this
8 area. We have one or two attorneys who are
9 willing to work in that area. But, as you know,
10 since there is very little money, up until the
11 passage in 1991, involved in employment
12 discrimination cases, very few were pro bono.

13 MR. DOCTOR: I have a question or two I
14 would like to raise with Mr. Ferguson, if I may.
15 Mr. Ferguson, if we can, I would like to get
16 back to the set-aside effort that obviously was
17 -- I think initiated by the members of the City
18 Council. It's certainly a rarity to have this
19 kind of action take place in a city. And I know
20 you're not here to represent the mayor, but
21 could you give us some indication as to the
22 reasoning behind the mayor's decision to veto
23 the action?

24 MR. FERGUSON: First, let me again
25 reiterate that I chaired -- I was President of

1 Jacksonville Urban League for nine years.

2 Secondly, I served on the Jacksonville Port
3 Authority for four years and was instrumental in
4 making the Port Authority provide its share of
5 the monies to do the disparity study after we
6 closed out our program following the close of
7 the Richmond decision.

8 Let me further state that I worked for two
9 years along with the council president and his
10 committee on the bill. The mayor was elected on
11 a campaign that he would provide a level playing
12 field for all citizens of the City of
13 Jacksonville, but that he would also not stand
14 for or pass and would veto any form of
15 legislation that had a quota, that appeared to
16 be set-aside type program, that he wanted a
17 program that would do what needs to be done in
18 the black and female community. And that is to
19 develop businesses and develop
20 entrepreneurships. He felt that the plan that
21 was passed by council just simply was against
22 the things that he campaigned on. His charge
23 now is to look at elements of both pieces of --
24 both concepts and have them actually merge into
25 a document that makes sense for this whole

1 community.

2 MR. DOCTOR: In a follow up to that, I,
3 obviously, come from Atlanta, Georgia. And, of
4 course, the state government in Georgia spends
5 -- I've forgotten the exact number now -- but
6 several billion dollars in contracts and
7 services in the State of Georgia. I think it
8 was during the year '91, lesss than one percent
9 of that went to minority firms, minority
10 business owners.

11 Could you share with us, if you will, the
12 figures as they relate to the dollar amounts of
13 contracts and services that were let by the city
14 and the percentage of that overall amount that
15 went to minorities?

16 MR. FERGUSON: I hate to refer to staff
17 people -- I think Ronald Haywood (phonetic) is
18 in the audience -- and he runs that part of the
19 city's program. But I certainly ready to say
20 that, like Atlanta, we spent less than one
21 percent --

22 MR. DOCTOR: Like Georgia?

23 MR. FERGUSON: Like Georgia. Okay. I'm
24 sorry.

25 MR. DOCTOR: There is a difference.

1 MR. FERGUSON: There is a difference. I'm
2 sorry. Like Georgia, we spent less than one
3 percent of the city's total contracting business
4 in all area with minorities and females after we
5 put in advance the set-aside program that was
6 previously operating.

7 MR. DOCTOR: For the sake of the record,
8 the population figures, if you will, what
9 percentage are black and what percentage are
10 female?

11 MR. FERGUSON: I hope female is at least
12 half.

13 MR. DOCTOR: What about minorities?

14 MR. FERGUSON: Jacksonville's total
15 population is a little over 700,000 and the
16 black, African-American, part of that population
17 is at least 25 percent.

18 MR. DOCTOR: So the population is 25
19 percent, but less than 1 percent went to
20 minorities?

21 MR. FERGUSON: Yes, sir.

22 MR. DOCTOR: Thank you very much.

23 CHAIRPERSON: I'd like to ask, does the
24 Chamber of Commerce have a position on the
25 set-aside ordinance?

1 MS. SCHEU: We took a position several
2 years ago on the minority set-aside program.
3 And it was recently reaffirmed. And I believe
4 that we are waiting now for the upcoming final
5 look at the new project that will be coming out.

6 But at this point, we do have a position. We
7 are in favor of minority set-aside program.

8 CHAIRPERSON: In your offices, what
9 proportion of your officers or board members are
10 African-American?

11 MS. SCHEU: I'm sorry. I do not know
12 that.

13 CHAIRPERSON: Would you get that for us?

14 MS. SCHEU: I understand that Walter Lee
15 is here.

16 MR. LEE: I cannot answer the question
17 regarding the Board of Governors. I don't have
18 those opinions available to do that.

19 CHAIRPERSON: Mr. Lee, would you like to
20 come forward?

21 MR. LEE: I'm Walter Lee. I'm President
22 of the Jacksonville Chamber of Commerce. I'm
23 the Chief Professional Officer for the
24 organization. I think your question had to do
25 with the numbers of minorities in our

1 population. As part of our officers in the
2 organization, approximately 25 percent of our
3 executive committee, which represents our
4 officers, are black.

5 CHAIRPERSON: Hearing no addition
6 questions of this panel, I want to thank you
7 very much for coming. Mr. Lee, do you have
8 something additional you wish to add?

9 MR. LEE: I believe that Anna Scheu had
10 read our comments, the comments that had been
11 prepared for me, so I imagine that she covered
12 those very well. I don't know if she mentioned
13 the fact that recently, last week as a matter of
14 fact, on July 15th, our Board of Governors
15 passed a resolution entitled Development and
16 Growth of the Northwest Area. Did she mention
17 that? That was not part of our presentation
18 that had been prepared for reading. So I would
19 like to read you the whereas to, therefore be
20 it, resolved clauses.

21 Now therefore be it resolved, the Board of
22 Governors of the Jacksonville Chamber of
23 Commerce encourages the Jacksonville Chamber of
24 Commerce Foundation to provide appropriate
25 available resources through its challenge fund

1 to develop an action plan and to promote growth
2 and development in the Northside.

3 Be it further resolved that the Minority
4 Economic Development Board assist in this effort
5 and that the Chamber encourages the city to
6 enhance underdeveloped areas of the city to
7 provide for balanced growth so there will be no
8 reason for seething urban problems to be present
9 in Jacksonville.

10 This was passed last Wednesday. And
11 pursuant to this, we will be moving ahead with
12 making an effort to do some planning as it
13 affects the Northside as part of our Minority
14 Economic Development Program.

15 CHAIRPERSON: Thank you.

16 MR. DOCTOR: Mr. Chairman, I couldn't help
17 but give some thought to the comment that was
18 made by Mr. Ferguson in response to the rationale
19 employed by the mayor in vetoing the set-aside
20 ordinance. You use the words "level playing
21 field." I think it is very, very clear, if you
22 stop to analyze the figures, the field has never
23 been level. And I can't help but be struck by
24 this play on words. If you stop to analyze the
25 figures, as we have obviously here during the

1 past minute or two, it becomes very, very clear
2 that if you have a population, a minority
3 population, somewhere in the neighborhood of 25
4 percent, but receives less than 1 percent of the
5 contractual monies that are led by the city --
6 and I can well imagine a significant number of
7 those monies are also federal monies --

8 I also can't help but be struck by the
9 fact that women obviously make up better than 50
10 percent of the overall population of the area.
11 I don't know what the figures are for women
12 businesspersons and the dollar amounts that they
13 receive in terms of contracts from the city, but
14 I would guess that they are probably just as
15 dismal as those figures for minorities. I
16 regret, believe me, that the mayor is not here.
17 And I hope you don't take any of this
18 personally, but this is the kind of
19 inconsistency which promotes divisiveness and
20 racial tension.

21 If you would, would you indicate to the
22 mayor the comments that I've just shared with
23 you and with the audience because I think he
24 needs to understand that if, in effect, we are
25 truly going to make a level playing field, those

1 figures must change. I submit to you that if
2 the figures are less than one percent now, in
3 past years they probably were even less than
4 that. And this is the kind of situation that I
5 think we have to deal with to give the total
6 community a sense of inclusiveness which helps
7 to promote better race relations, which helps to
8 positively impact racial tensions. I would
9 appreciate your passing those onto the mayor for
10 me.

11 MR. FERGUSON: I will, sir.

12 MR. DOCTOR: Thank you very much.

13 CHAIRPERSON: I would just like to ask one
14 more question of Mr. Lee. As dismal as the
15 percentages are on public participation, public
16 contracts with minority businesses, in many
17 areas, the public sector is literally all that
18 minority businesses live on. What are the
19 efforts of the Chamber of Commerce to tie
20 minority contractor and minority businesses to
21 opportunities in the private sector?

22 MR. LEE: That's a very good question. We
23 have a purchasing program that we are working
24 rather aggressively with at the chamber through
25 our Minority Economic Development Program,

1 through our Minority Planning Development
2 Department, that is making an effort to pair
3 purchasing opportunities with minority
4 businesses. The program is getting some
5 increased incentive as a result of a program
6 that we are now involved with that's in the
7 embryonic stages. I believe that, frankly, I've
8 seen some good progress, not as much progress as
9 I would like to see, frankly, but good solid
10 progress. And it's something we, as a chamber
11 organization, have made a commitment to.

12 And the Minority Economic Development
13 Department within our organization is putting
14 the purchasing initiative, frankly, at the very
15 top of its efforts now and in the future. I
16 think in the next near, we are going to see some
17 even better results from our private purchasing
18 initiatives.

19 CHAIRPERSON: Do you keep available any
20 statistics on the dollar values of those amounts
21 at the present time?

22 MR. LEE: I could get those. I don't have
23 them from memory. I just don't recall. But I
24 could easily get them and provide them to you.

25 CHAIRPERSON: I would appreciate having

1 that. And I understand we didn't ask you in
2 advance, so I didn't expect you to have them.
3 But I think it would be valuable for us to have
4 them and also it would be very value to look at
5 it because you say you have made an increased
6 effort to be able to measure any progress.

7 MR. LEE: We have a a program that I think
8 is, frankly, when it reaches its maturity, will
9 be unique, and I would like to provide you with
10 some information on that, too. I think it's
11 going to have some rather exciting implications
12 for both our minority and our small business
13 sectors here in Jacksonville. It's something, I
14 think, when it reaches its maturity, that we can
15 all be very proud of. I will happy to give you
16 the details of that.

17 CHAIRPERSON: Thank you.

18 MR. DAVIS: I would like to just add on a
19 kind of a consequential note. I'm involved in
20 the criminal justice system. Counted since last
21 August, last Friday -- I think the number has
22 increased over the weekend -- 28 black youths
23 under the age of 25 have lost their lives in the
24 black community. The rate of violence in that
25 community is 43 plus percent. In Mandarin,

1 which is a predominantly white community, it's 3
2 percent.

3 In talking about that number with young
4 people who are affected by and sometimes
5 effecting the violence, we move from the subject
6 of violence to the subject of opportunity and
7 talked about education, talked about activities,
8 having something meaningful to do. It's not
9 happening in the community. You need to be
10 aware of that.

11 MR. DOCTOR: Mr. Davis brought up a very
12 good point. I have had an occasion to visit in
13 Los Angeles in the aftermath of the uprisings
14 out there. And it was ever so clear to me that
15 the unemployment figures for young black males
16 between the ages of 18 and 24 in South Central
17 Los Angeles range up to 66 percent. I don't
18 know what the figures are here in Jacksonville.
19 I would like to ask somebody that in the minute.

20 But, before that, I would like to continue with
21 my comments. It's 66 percent in Los Angeles. A
22 lot those young folks, obviously, are not a part
23 of the main stream economic system. And as a
24 result of not being brought into the main stream
25 of the economic system, they have literally

created their own through the belfry. I have found this existing not only in Los Angeles but in many communities throughout the southeastern region as well. It is becoming a very serious problem.

And when we go around with these regional meetings, not only in the State of Florida, but also in Tennessee and Kentucky and South Carolina and North Carolina, we invariably raise the question: What is being done to deal with the question of unemployment and underemployment? If those questions are not effectively dealt with, what we are seeing is, the widespread development of a job system, of an economic system, which literally has the potential to tear this country apart. We are seeing it in the black community, particularly now, but, eventually, it will spread to all communities where the opportunities are not there. I guess the question that comes to mind: What are the unemployment figures, if somebody at the table can answer this, what are the unemployment figures for young black males between the ages 18 and 24 here in Jacksonville?

MR. FERGUSON: The recorded official

1 figures are around 50 percent. The actual
2 figures have to be at least 65, 70 percent, have
3 to be.

4 MR. DOCTOR: Thank you very much.

5 MS. JACKSON: For your further
6 information, again in my role and function, I do
7 have available with me some initial studies,
8 some of them in draft form, prepared by the
9 Jacksonville Sheriff's Office that speak
10 directly to Mr. Davis' comments. And I am at
11 liberty through Mr. Gary Higgins, who is Chief
12 of the Planning and Research Division at the
13 Sheriff's Office, to share this information with
14 you. The studies are specifically a black male
15 study study covering the ages 15 through 21 of
16 black male youths in the city. A program
17 management study, first quarter gain summary, in
18 draft form, again, prepared by the Office of the
19 Sheriff, a 120-day study prepared by that same
20 office which targeted specific neighborhoods,
21 those on the North and Westside, specifically,
22 and a summary of serious habitual offenders,
23 again, youths ages 15 to 21. That ends the
24 information from the Sheriff's Office.

25 And for your further information, a

1 Florida Kids Count, a key fact, and you may
2 familiar with this, a news release obtained by
3 my office from the Florida Center for Children
4 and Youth based in Tallahassee, Florida. The
5 JCCI Study on young black males, which
6 incorporates most of the information compiled by
7 the Jacksonville Sheriff's Office, is in draft
8 form. And I do not believe it has been
9 officially released as yet and has probably been
10 amended in some small way, but I do have
11 available a draft report, again, on the young
12 black males compiled by the JCCI. And I suspect
13 that our figures are just as appalling as those
14 statistics from Los Angeles, Tennessee, and
15 other places.

16 CHAIRPERSON: Thank you very much.

17 MS. JACKSON: You're welcome.

18 MR. LEE: I would like to add one thing in
19 the way of detail. We were talking earlier
20 about the minority members of our Executive
21 Committee at the chamber. I just made a note of
22 the names for the information of this group.
23 Those people include: Warren Jones, our
24 president of the city council who sits as a
25 member of our executive committee; Dr. Adam

1 Herbert, who's President of University of North
2 Florida, who, incidentally, will be Chief
3 Volunteer Officer of our chamber in 1992 or
4 Chairman of the Board; Isaiah Roman, who is in
5 the insurance business; and Carlton Jones, who
6 is in the real estate business. These are the
7 African-American people who sit on our executive
8 committee at the Chamber.

9 And, interestingly enough, over the last
10 18 months or so, the percent of minority
11 businesses within our membership has gone from
12 one percent of our membership to four percent of
13 the membership. We made a concerted effort to
14 reseal more minority business into the
15 Jacksonville Chamber of Commerce. As I say, 18
16 months ago, we had about 50 African-American
17 members and today we have in excess of 200 in
18 our chamber. We feel we have made substantial
19 progress. We feel we made some good progress in
20 that area.

21 CHAIRPERSON: Has the chamber become
22 involved in any specific outreach efforts to
23 increase employment, particularly here in this
24 summer period that we're undergoing right now?

25 MR. LEE: We've been very supportive of

1 the Private Industry Council's Summer Youth
2 Employment Program. We have helped them
3 advertise and promoted it. And I'm sure you're
4 familiar with the PICK Program. We have been
5 active in that regard.

6 CHAIRPERSON: Has there been anything,
7 though, beyond the participation in the PICK
8 Program?

9 MR. LEE: In terms of summer youth
10 employment?

11 CHAIRPERSON: Right, or youth employment,
12 in general.

13 MR. LEE: Not to date, there has not been.

14 CHAIRPERSON: Thank you very much for
15 coming. We appreciate very much your taking the
16 time out to be with us this afternoon. And,
17 certainly, I would appreciate having the
18 additional material that people have mentioned
19 that they have available.

20 Our next panel will consist of Miss Willye
21 F. Dennis, Lewis James Carter, III, Robert
22 Ingram and Reverend Perry Robinson. If these
23 individuals would come forward and take a seat
24 at the table, we would appreciate it.

25 I see that Mr. Ingram is not here at the

1 moment. He was here earlier and mentioned he
2 had an appointment he had to make and would be
3 back. When he does enter the room, we will try
4 to spot him and call him forward.

5 I would like to take this opportunity to
6 welcome the panel and I want to say a special
7 word. Members of my committee here may not be
8 aware, but every time I see Miss Dennis, I'm so
9 glad she's still here. Those of you who aren't
10 aware, it was about -- less than two years ago
11 that a bomb was sent to her office. And through
12 a very narrow set of circumstances, it didn't
13 blow up and cause the kind of situation that was
14 similar to the one in Savannah, Georgia where an
15 NAACP lawyer was killed. So every time I see
16 you, I'm just very grateful that you're still
17 with us. And for those of you who aren't
18 familiar, it's an amazing story and sometime you
19 all need to read the article about that.

20 With that, I would start at my left here.
21 Sir, if you would, introduce yourself for the
22 reporter and then make your statement.

23 MR. CARTER: My name is Lewis Carter and I
24 serve as the Director for the Institute of Urban
25 Studies at Edward Waters College. I think that

1 I understand that there was some allocation of
2 some ten minutes perhaps for this presentation.
3 And I want to take just five of those because I
4 have a party that's in the audience that I feel
5 should address himself for obvious reasons.

6 I was formally the Urban League Director
7 in Jacksonville in the early '60s and came back
8 to this community after an absence of almost 25
9 years as a resident, not an absence from
10 Jacksonville doing some work with my successor,
11 Willie Clarence O'Brian (phonetic) and many
12 other folk over the years. My life has been one
13 that has engaged itself with what broadly could
14 be determined as civil rights and human rights.
15 As a young person in this town, we were able to
16 achieve some ends. I came in here when the
17 Urban League was divorced from the community at
18 large because of racial factors. We were able
19 to sort of bring that together, say around '64,
20 '65 and some things did happen.

21 I think the broad question here that we
22 have been asked to discuss is the notion of
23 racial tension. I am sort of troubled by the
24 question because there are some things that are
25 extremely unnecessary. As I said, I came back

1 here after 25 years. And I will state as firmly
2 as I know how that I see the state of
3 African-Americans in the community of
4 Jacksonville almost in a perpetual state of
5 regression. It's kind of sad because somewhere,
6 somehow, the partnership that should be evoked
7 has not occurred here.

8 And I'm not going to sit in front of this
9 group, and I cannot sit in front of this group,
10 and suggest that there has been anything of any
11 significance that says that the economic and
12 social and political flavor of the
13 African-American community has advanced itself
14 in this community. That is not to say that
15 there are not persons of good spirit, good
16 heart, good content, who are attempting to make
17 these things happen. But the excuses that exist
18 here create a rather forlorn and difficult task
19 for those persons who may want to identify a
20 social change.

21 There have been attempts, it seems to me,
22 to declare from an objective point of view -- it
23 almost reminds one of Ralph Elson's (phonetic)
24 book related to a person who was unseen --
25 you're here, but then you're not really here.

1 And somewhere and somehow, we have got to find
2 and focus in on ways and means to achieve that
3 end.

4 I mentioned that I came here to do work
5 with Edward Waters College. It is the oldest
6 historical and traditional institution in the
7 State of Florida, black, African-American. And
8 yet, its role has been relegated to something
9 over there on Kings Road, something called the
10 Northwest Quadrant, and it's insidious and it
11 strikes harm to harmony in this community. I
12 suspect that somewhere along the line it would
13 be profitable to suggest that there have been
14 some things that have been beneficial and,
15 obviously, I would say that there have been.

16 When you translate this community from the
17 '60s to the '80s, yes, we can talk about elected
18 officials; we can talk about folks that have
19 been able to maintain themselves in various
20 endeavors, in employment endeavors, in both the
21 private and the public sector. And yet
22 somewhere along the line, our spirit has been
23 robbed because there is an inability in terms of
24 the general community to really in a very firm
25 and positively way acknowledge the real economic

1 conditions of African-Americans in this
2 community.

3 We know how to talk to one another. Often
4 times, we're talking past one another. We
5 assemble ourselves together to discuss tensions
6 and those tensions and concerns raving across
7 the country. There is no more or less racism in
8 Jacksonville than in perhaps any other major
9 urban area in this country. We all recognize
10 that. We know that. Someone wonders sometimes,
11 when we sit forth in front of panels for these
12 kinds of discussions, where and what is the
13 bottom and where are we attempting to go. I
14 suggest and very firmly believe that there's
15 much that has to be done in terms of the total
16 apparatus of the community of Jacksonville if
17 they are, indeed, serious by the concerns of
18 African-American folks.

19 I would also suggest in very, very firm
20 terms that all of the problems that are
21 associated with racism in this country, not
22 necessarily delivered to "total community"
23 because there are many things that we need to
24 address within our own. One of things that we
25 attempt to fashion at Edward Waters College, and

1 will continue to do through this Institute for
2 Urban Studies, is to bring together the very
3 segments of our community within a very
4 reasonable and sane way and spend more time, in
5 my judgment, with one another. We are, to
6 often, spending a lot of time against one
7 another. There's a cycle that goes into that
8 that has to be completely eliminated, destroyed,
9 in a way that we can understand it and
10 appreciate the need. For whatever our needs may
11 be, from A to Z, that those views need to be
12 addressed and deeply understood and they need to
13 be responded to.

14 I just came out of the Democratic National
15 Convention this week and I wrote an editorial.
16 And I would like to do some excerpts from that.
17 It sort of coincides with why we are here. When
18 it comes to addressing long and needed change in
19 Jacksonville by African-Americans, even those
20 who have talked of power and purpose, that
21 attitude, these things take time. Now the
22 prevailing attitude is: Let's find out what we
23 need to do and let's do it. Let's be very, very
24 clear. Some things need to happen. Our
25 responsibilities have got to be the

1 African-American needs. It's got to be an all
2 inclusive effort. All things cannot be blamed
3 directly on racism.

4 Familiar or not, this town has escalated
5 itself. I understand it is now number four,
6 black-on-black crime. African-American children
7 are three times more likely than whites to live
8 in single-parent households. Black
9 African-American families living in public
10 housing in Jacksonville is 93 percent of all
11 single-family households. We can go on and on
12 and on. We know the problems. What we need to
13 do is be aggressive enough to try to find ways
14 and means to achieve solutions to this
15 particular area.

16 One of the things that I'm most proud of
17 in the less than a year I've back in this
18 community is an attempt to bring our community
19 together. It was known, and still is known, as
20 the African-Americans for positive affirmation.
21 You've heard prior testimony that talks about
22 the Santora flap, talks about some other things
23 that were very critical in the minds of those
24 who were concerned about tensions around
25 December. But the basis of the information that

1 was provided to the total community of
2 Jacksonville came from the coming together of a
3 diverse group of African-Americans in this
4 community. And it was put forth to this
5 community as a ways and means to create an
6 atmosphere of belonging and that came from this
7 group known as African-Americans for positive
8 affirmation.

9 What has been done with that document or
10 the intention of any carrying out of those kinds
11 of responsibilities in term of the powers to be
12 is another kind of question. What I'm
13 attempting to say is that we know the problem.
14 We understand succinctly what racism is all
15 about. What we are trying to reach for are the
16 levels of just basic human concern so that if,
17 in fact, there is a realization or an
18 understanding that there is a society that's
19 going to be no more than fair, then we'll call
20 up in the air, right now, in this town,
21 set-asides when, in fact, there has been law
22 over the many, many years that if, in fact,
23 fairness was applied, we wouldn't even have to
24 be talking about set-asides. That's the kind of
25 reality that we've got to deal with.

1 A judge right now, I believe, is convening
2 a jury to look at somebody named Loeb who did
3 something down there at the Beaches. It reminds
4 some people of the possibilities of what
5 happened out there in Los Angeles. That's
6 happening as we're sitting here now is to try to
7 find 12 jurors who might be able to address that
8 particular situation.

9 We talk about set-asides. And we have two
10 rather proud African-American people up in
11 Congress -- and there's a whole lot of people
12 out here that's got all kinds of
13 configurations of "minority access to the
14 congressal district" -- but these two folks
15 have served their time. And yet one of the
16 groups that would probably be associated with
17 a determination on the set-aside decided to
18 endorse quickly a candidate who happens to be
19 white, endorsed quickly with no need to talk
20 to Senator Girardeau or State Representative
21 Corrine Brown, and said we have already made
22 up our minds. It doesn't have a thing to do
23 with Andy Johnson; we don't even know the man.
24 But my point is that they quickly endorsed
25 him. We don't need to talk to the other folks

1 that are running. Yet that would be one of
2 the groups that would be engaging in some
3 consideration of what we might be able to do
4 in terms of doing economic development
5 business in this community. And the list runs
6 on and on.

7 And I'm going to stop on that one because
8 I got a call this morning related to this
9 meeting. And I'm a very gracious kind of a
10 person. I don't have all the answers. I have a
11 few. I say it and I mean it quite sincerely, I
12 spent my life and will continue to spend my life
13 attempting to deal with the problems that we are
14 talking about here. But there was a concern
15 about the makeup of this and the makeup of that.
16 And it sounded rather legitimate to me. And I
17 want to ask a brother whose been involved with
18 me over a period of time and he's controversial,
19 as far as most African-Americans go. And he
20 says sometimes some things that are not always
21 appropriate, but I want him to take -- if it's
22 all right -- the remainder of my time because he
23 has something to say. He's worked hard at it.

24 With no further ado, like would ask Jessie
25 Nipper if he would come forward to complete the

1 rest of my time. And I'm more than willing to
2 respond to any questions you might have.

3 Jessie?

4 MR. DOCTOR: Mr. Chairman, we would,
5 indeed, be very pleased to hear from Mr. Nipper.
6 As a matter of fact, I think it should be noted
7 that Mr. Nipper was extended a personal
8 invitation by me this morning to take part in
9 this meeting.

10 MR. CARTER: And I appreciate that and I
11 do understand.

12 MR. NIPPER: Mr. Chairman, do you want to
13 me to speak at this time or at the conclusion of
14 the panel? I would prefer to speak at the
15 conclusion of the existing panel.

16 CHAIRPERSON: If that's what you would
17 prefer to do, that will be fine with us. We
18 will go ahead and ask Miss Dennis to speak now.

19 MS. DENNIS: My name is Willye F. Dennis.
20 I live at 3111 Hood Lawn Road in Jacksonville,
21 Florida. I am a native of Jacksonville. The
22 only time I have been away was when I went away
23 to college. And I want to go back to what Miss
24 Jackson said about the State of Florida
25 providing funds for me to work on my master's

1 degree out of the State of Florida, in fact, in
2 Atlanta at AU. But unlike Miss Jackson, I
3 decided to return home.

4 When I returned home, and even after
5 Florida paid my tuition and gave me a stipend to
6 get my master's, when I applied for a job, I was
7 told that there were no openings for niggers.
8 That was some years ago. I, eventually, worked
9 in the library system for 31 years and have been
10 retired for 12. At this time, in 1992, there is
11 not a black administrator on the top floor of
12 the Jacksonville Public Library after all these
13 years. I think that is significant to note.

14 I have served as President of the
15 Jacksonville Branch of the NAACP since 1984. To
16 give you some statistics, at the end of 1991, we
17 had received and responded to 2,562 complaints
18 and all without any paid staff, all volunteers.
19 Those calls consisted of complaints with regard
20 to job discrimination, age discrimination, sex
21 discrimination, housing discrimination, police
22 brutality and crime. Within the areas of our
23 thrust for dealing with complaints and trying to
24 carry on the work of the NAACP in Jacksonville,
25 as volunteers, we work on committees which

1 include education, economic development, youth
2 work, young adult work, membership, and et
3 cetera.

4 Under economic development, we have taken
5 on the banks and have attempted to deal with the
6 Humbler Reports (phonetic). When the Humbler
7 Reports came out and we sought to analyze them,
8 we discovered that there were very few loans
9 made to minorities and blacks. I want to deal
10 specifically with the small number of loans
11 offered to black folks. And I think it's
12 important to note that there was one family who
13 was featured in a news article after the Humbler
14 reports came out who had resources, home, with a
15 good amount of equity in their home, a good job
16 -- I think the man had been retired on one job
17 -- and he could not get a loan, which speaks of
18 the problems of many of us who attempt to get
19 loans.

20 In addition to serving as the President of
21 the NAACP, I am also a businesswoman. For those
22 of us who are in business, once we see our cash
23 flow increase, once we see the possibility of
24 getting loans without having to almost sell our
25 souls and our hearts and our minds, that we will

1 feel that we are moving in Jacksonville.

2 In additional to analyzing and looking
3 into the Humbler Reports, we also are working
4 with the banks with regard to that CRA document.
5 In that regard, we have taken practically all of
6 the bankers in Jacksonville on tours of not only
7 the inner city, but of the public housing
8 projects and many other areas of Jacksonville
9 where people of different hues, different
10 colors, different economic resources reside.
11 And many times, the persons who go on those
12 tours are in shock when they see various parts
13 of the city. In fact, I think it might be good
14 -- I don't know how long you are going to be in
15 town -- but it might be good if this panel could
16 go on a tour to see the differences in the
17 neighbors of Jacksonville. There is quite a
18 disparity in the residential areas of
19 Jacksonville. If we were to compare residential
20 areas, we would also determine why there is so
21 much racial tension in this city.

22 One other thing that we have dealt with
23 recently is HUD. Now many of us in this room
24 have tried to deal with HUD for years. While we
25 have a lot of statistics on crimes and violence

1 and unemployment, the school dropout rate, we
2 need some statistics on the dollars which have
3 come into Jacksonville through HUD and the lack
4 of many of those dollars which have gone into
5 the black community. And while I don't have the
6 figures, I think that it would be significant
7 this if those figures were garnered and looked
8 at with regard to those monies because they are
9 federal dollars and many of the people who pay
10 in income tax are not the recipients of some of
11 the return of those federal dollars.

12 It seems to me, and I've said this on many
13 occasions, after the Judge Santora fiasco, and
14 many of us took a leadership role in that and
15 were a part of Jacksonville Today and
16 Jacksonville Insight and all the other
17 committees, some unknown, which came about as a
18 result of that, and I made the statement -- I
19 could never get anybody to publish it -- that
20 America seems to be going to pot because America
21 continues to reinvent the wheel. And I said
22 that with regard to Jacksonville, too.
23 Jacksonville is going to pot because we continue
24 to reinvent the wheel.

25 I cannot understand why in 1992 we are

1 discussing a minority set-aside deal. That is
2 ludicrous as far as I am concerned. And why the
3 NAACP did not take a leadership role -- we have
4 just come back from the national convention of
5 the NAACP and thrust throughout that was: Is
6 anybody listening? Does anybody care? And I
7 was so sure that -- I knew that there were
8 persons in Jacksonville who could handle
9 anything with regard to minority set-aside, but
10 I still asked the question why are we discussing
11 a minority set-aside in 1992.

12 Those of us who are concerned, are we
13 surprised that a minority set-aside bill was
14 vetoed. I am not surprised. And I think that
15 if those of us who participated in the first
16 minority set-aside -- I'm sure that one other
17 person in the audience is going to deal with
18 this when his time comes -- but those of us who
19 participated in the neighborhood of 1982 or 1983
20 in the minority set-side program, I'm sure we
21 asked the question: What good did it do to get
22 a disparity study where the city spent over
23 \$400,000? That money could have been given to
24 contractors as far as I was concerned. That
25 needs to be noted.

1 I think that Jacksonville -- some people
2 say Jacksonville is on a roll. Well,
3 Jacksonville might be on a roll. If I was on a
4 roll, I was rolling the wrong way. And I think
5 that if we are on a roll, then we need to get
6 together. And my message to you and my message
7 would be to the City of Jacksonville and all of
8 us who are concerned and to all of us who have
9 some hope that we are going to be able to work
10 together and not have the same kinds of things
11 that happened in Los Angeles, that, first of
12 all, all of the resources for the community
13 needs to be utilized. In this community, that
14 is not the case.

15 The Jacksonville Youth Council of the
16 NAACP holds teen summits. And if you want to
17 get an ear full, you need to hear what the young
18 people who have lost hope talk about and who
19 could care a less about some of the things
20 that's going on with regard to the business
21 community because they feel they don't want to
22 ever even be a part of that.

23 I hope that as a result of your being
24 here -- and as I said when we organized
25 Jacksonville Together as one of the committees,

1 that many of us in this room go to meetings
2 every day, multiple meeting every day, every
3 week. And I'm beginning to ask myself after
4 being out here for over 40 years -- I was in the
5 midst of the riots during the '60s. Very few of
6 us are still alive who participated in the
7 riots. Involved in the riots, we had seminars
8 and committees and we talked about all kinds of
9 things. And here we are again in 1992 talking
10 about some of the same issues, maybe in
11 different terms and different rhetoric, but it's
12 still the same. We need to be inclusive and
13 many of us feel that we are not inclusive.

14 And even though some of us are visible and
15 feel that we play a viable role in this
16 community, in many instances, we are still on
17 the outside. We hope that as a result of your
18 being here and taking note of those of us who
19 work hard in this community and try to take part
20 in whatever is going on in this community that
21 some changes will be made. With your expertise,
22 maybe you can help us achieve our goals.

23 CHAIRPERSON: Thank you.

24 REVEREND ROBINSON: I'm Reverend Perry C.
25 Robinson. I'm President of the Baptist

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1 Ministers Conference in Duval and adjacent
2 counties. I reside at 5603 Silverdale Avenue in
3 Jacksonville, Florida. I am a native of
4 Alabama. I've been here since 1958. I left
5 Alabama and come to Florida, Jacksonville. I
6 thought I was coming to a better place. Amen.
7 I'm a preacher. I may use some Scripture here
8 to make some points out. I must do that. This
9 is my profession.

10 When I first got here, I applied for a job
11 and they said it's for whites only. I was very
12 disappointed. I worked in a white house with
13 predominant blacks and few whites and there was
14 a dual system there. Whites made more money
15 than the blacks doing the same job. But before
16 I left the job, everybody was making the same
17 thing because I organized a labor union. I was
18 determined that all men -- God made all men
19 created equal. If you're doing the same job,
20 you should get the same pay.

21 Further on down in the years, I watched
22 Jacksonville. I stayed here. And there was
23 this dual system in our city. We are the ones,
24 as a black minister, people come to us for
25 different problems. And some is racial

1 discrimination in housing, some is on their
2 jobs, and we have to do what we can to help
3 them. I find out a lot of these things in going
4 and sitting down with some of the city
5 officials. One of the most insulting things
6 they ask us is what do we want. I think that's
7 an insult to ask me what do I want. I sat down
8 with the mayor of the city. He asked the same
9 question. So I told him, "I want what you want.
10 That's all we want." We want just as much for
11 our children as he has for his.

12 In our City of Jacksonville, there is
13 racial tension. We try to sit with our city
14 fathers and try to not having have a lot of
15 things. It's amazing that before any city
16 moves, you've got to have somebody that's got to
17 tear our city up or some lives got to be lost.
18 That really don't make sense. Anytime that
19 happens here, they pass billions of dollars to
20 go in. Why can't we do it before that happens?
21 But Jacksonville seems like that they -- we are
22 on the verge of having the same problem here.

23 In our city, we discover that -- remember
24 President Johnson -- he appointed a commission,
25 and he was around in 1968. When there was riots

1 and racial tension in America, he appointed a
2 commission at that time to find out what the
3 problem was. And the commission brought back
4 their report. They found out that they are
5 separate -- amen -- whites and blacks are
6 separate and they are unequal when it comes down
7 to rights, one right for black and one right for
8 white. There is a dual system. We find out
9 even our court system, there is a dual system
10 where whites get less time than blacks. This is
11 what creates racial tension.

12 We find out also blacks were angry because
13 of poverty in Jacksonville. We cannot get a
14 job. And when we do go on the job, sometimes
15 they say you're overqualified. And that's
16 another cause to create racial tension.

17 There is also the poor housing condition
18 in Jacksonville. Let me give you one of them,
19 the Blodgett Homes area, Blodgett. They took
20 the Blodgett Homes down, some of those places,
21 and they tried to find places for blacks, what
22 they call scatter housing. We find out that
23 they built these houses in poor condition for
24 black people to live in. We find out later from
25 the HUD system, they made poor buildings.

1 They've got a lead poison problem. We've got
2 all kinds of problems.

3 What we are saying today and I would like
4 to leave this message since you're here, we hope
5 and pray that after you get to hear this other
6 testimony that something will be done. Some
7 months ago, we had a judge -- we've heard it
8 before -- made some remarks concerning black
9 American people. We marched. We did march.
10 Something was done.

11 Then the mayor appointed -- which I have
12 here -- representing community healing. We
13 stayed in those meetings some three or four
14 months trying to find healing in this community.

15 I have this -- I'm going to leave it with you
16 -- some of the 44 recommendations and we won't
17 have to do them now. And one of them is the
18 minority set-aside. The rule of one was to get
19 rid of it. But, you know, to my surprise, we
20 were insulted when the city council passed this
21 bill and then he vetoed it.

22 Well, that's enough. It can even make a
23 preacher mad because of the fact I spent so many
24 hours, I made every meeting, every meeting I
25 tried to make. We assumed that he was going to

1 do the right thing. Jesus said -- I've got to
2 quote my Scripture -- a house divided against
3 itself cannot stand.

4 We, as a people in Jacksonville, we can no
5 longer take this. We can no longer take the
6 back seat. We are first-class citizens. We are
7 now businessmen in our community. We don't want
8 handouts. We are men. We are qualified to run
9 our own businesses. We're not just like the
10 sharecroppers I left in Alabama. Oh, no, I pray
11 to God I left that behind me. I'm looking for a
12 new day. And we're trying to open up
13 opportunities for our children. We send them to
14 college and tell them to qualify themselves to
15 get the job. But when they come, they say we
16 cannot hire you.

17 One more thing and I'm finished. We are
18 tired. We've got white people that we fought
19 wars with -- amen -- come out to our church and
20 have more opportunities than blacks. They come
21 every night. The banks will loan them money.
22 They're in business the next month. And yet
23 we've got black businessmen left out on their
24 own. Sure, they're going to come up with money
25 to build churches, but they tell us who to

1 build.

2 We're tired and I hope this commission --
3 and I'm telling you today -- don't us like the
4 city fathers, forget about us and let business
5 go at hand. Thank you so kindly.

6 MR. INGRAM: My name is Bob Ingram. And I
7 think that what this commission has heard today
8 has been a cross section of individuals with one
9 major concern. And that concern is that we are
10 all concerned about our community and our
11 future. I think that you will find a common
12 thread to be sewn with all of us understanding
13 that Jacksonville is a city almost divided unto
14 itself, one black and one white. We are a city
15 that has not been as responsive as we should be,
16 as we could be, to the African-American
17 community.

18 We have a community that's decaying. We
19 have a community that is falling apart from
20 within because those from the external community
21 have not done what's necessary to help hold the
22 community together, a community that's been
23 totally neglected. Our infrastructure is in a
24 sad condition. When it rains, we almost have to
25 have boats in order to come out of our homes.

1 If we live in public housing, public housing
2 deteriorates so bad and we cannot find
3 maintenance personnel to do minor repairs. So,
4 therefore, it causes major concerns. |||

5 We have a bench that has men sitting on it
6 who says that African-Americans do not deserve
7 to have an opportunity at life. And Judge
8 Santora's comments certainly indicated that he
9 is an individual and it's hard to separate an
10 individual from his profession. And as chief
11 judge, he said that he felt that we were not
12 qualified to sit and have certain advantages
13 within the community. That caused this
14 community great grief and pain. We have not
15 healed from the wounds inflicted by the Santora
16 event before we find ourselves on the heel of
17 having a minority set-aside program vetoed. The
18 timing was really bad in that area. / / / /

19 If the mayor had another plan, then he had
20 a year to put that plan into play through the
21 committee process and through the executive
22 branch process that will allow whatever the
23 final resolution to be one that would not have
24 caused the community to be agonized and be
25 pained over because he decided that quotas were

1 unfair and unjustified.

2 When we look at our overall community,
3 including our education system, we find that the
4 African-American community has paid the greatest
5 price in the area of integration. It has been
6 our children that have had to be bused from one
7 end of this community to another. As a result,
8 we have found that our children have suffered
9 for a lack of education and in many cases have
10 been undereducated. That is a serious problem
11 within our society and a problem that needs a
12 resolution brought to it. 4 14 18

13 We look at the fact that even when we talk
14 about construction and renovation of existing
15 institutions in the African-American community,
16 we find that they create and they build without
17 removing institutions that causes us great harm
18 and danger. We are in the process of
19 constructing a medical magnet institution at the
20 corner of 8th and Davis here in this community
21 and we've allowed a liquor store to remain in
22 existence right across the street from the
23 institution of higher learning. If it were in
24 another community, the city fathers would have
25 gone forth and purchased or done whatever was

1 necessary to remove the liquor store from our
2 environment.

3 What I'm trying to say is that we have a
4 pattern of separate and unequal participation
5 within this community. We find ourselves not
6 being able to share in the overall progress that
7 this community should be making. Jacksonville,
8 I believe, has the potential of being a great
9 city. But it is not standing up to the cause
10 that's necessary for it to be the great city
11 that's necessary.

12 We all have got to come together. We all
13 must sit together. We all must work together to
14 make this community a community that is
15 acceptable to all. We cannot afford to have
16 Northpoint looking totally different from
17 Southpoint. If we ride in Southpoint, we think
18 that we are in a whole different city. And when
19 we ride in Northpoint, we find that the city is
20 deteriorating from the core. This community, if
21 it is to be what it should, be what it ought to
22 be, and what it must be, must change its
23 attitude towards its citizens overall.

24 CHAIRPERSON: Thank you. Mr. Nipper?

25 MR. NIPPER: Thank you, Mr. Chairman. My

1 name is Jessie Nipper and I am a determined and
2 concerned citizen for the Northwest Quadrant.

3 My address is 4730 Norwood Avenue. I, too, was
4 born and reared in this community. I attended

5 segregated schools all the way through a

6 bachelor of science degree. The first time I

7 participated in a class that was not all

8 African-American was in the American Red Cross

9 Aquatic School in new Brunswick, New Jersey. I

10 was the only African American in that class.

11 I, too, was a part of a gang in this city.

12 The name of that gang was the Boy Scouts of

13 America. I received every award Boy Scouts had

14 to offer. When I received my Eagle Scout Award,

15 it was the first, whether African-American or

16 Caucasian in this city. The congressman from

17 this district came from Washington to present

18 that award. I've had my experiences.

19 Where the Hayden Burns Library is today at

20 one time was City Hall. When my parents sent me

21 to pay the light bill, I was not permitted to go

22 in that building. I had to go to a window on

23 the side to pay the light bill. I've seen

24 experiences of segregation. As a kid growing up

25 in this community, I saw police fire at young

1 men and said dance, nigger, dance. That was in
2 the '50s. And believe you me, the attitudes
3 today, the physical atrocities may not be
4 occurring as it did then, but the attitudes are
5 no different. In fact, they are worse.

6 We have five specific areas. I think
7 African American have many problems in this
8 community; education, employment, housing,
9 criminal justice, economic development, as
10 you've heard. I have before me a great deal of
11 the facts to some of the questions that was
12 answered earlier.

13 Let me read you an example out of
14 education of a letter that was written. It was
15 addressed to the principal of Mandarin Senior
16 High School. It's from the president of the
17 DTU. It was written in 1990. Dear Dorothy:
18 Your hiring of a coach with no listed apparent
19 experiences in football as your head football
20 case is likely to result in a discrimination
21 lawsuit which I would expect DTU would support.
22 There are many qualified in footfall available
23 with years of experience. Among them are many
24 black coaches who look at the number of black
25 head football coaches and see grounds of

1 discrimination drawn.

2 I would appreciate knowing your reason for
3 your choice. It is not too late to change your
4 decision since the school board has not acted on
5 your list. I am encouraging coaches to contact
6 their school board members.

7 The gentleman was hired and, according to
8 the records, had never even been on a football
9 field. Here is a copy the kind of hate that was
10 dispersed in the schools to black people by the
11 Ku Klux Klan in this community in 1991 and '92
12 and as recent as January, February of this year,
13 not 20 or 30 years ago, but this year, this year
14 of our Lord and Savior, Jesus Christ, 1992.
15 This is a copy of the testimony by members of
16 this community to the racial and ethnic bias
17 committee by the criminal justice system in this
18 State of Florida. This is just a transcript on
19 Jacksonville. And one of things that came out
20 in that, not only are young black kids fearful
21 of white policemen in 1992, but they are fearful
22 of the young African-American policemen that
23 have less than five or six years experience
24 because of their attitudes, their orientation,
25 toward street people in this community.

1 We passed a bond issue in 1987 of over
2 \$314 million. Eight new schools were
3 constructed in Duval County, none of them in the
4 African-American community. One school cost
5 some \$31 million. And that total amount of
6 money has not been spent in schools in the
7 African-American communities of this city. And
8 all of you on this panel are aware that the
9 anchors in any African-American community, not
10 only Jacksonville, but anywhere in this country,
11 have been the public school school and churches.
12 If you destroy public education facilities in
13 our community, what do you have we do look for?
14 There's an effort in this community to control
15 African-Americans and the few of them have had
16 the guts to stand up and be men and say you will
17 not control me as a puppet on a string.

18 The banks have attempted to try and not
19 make loans to Afro-American churches unless they
20 agree to the contractors that the banks want
21 them to have. And none of those banks have
22 attempted to try to have an Afro-American
23 contractors. We can go on and on and on.

24 When you look at public housing, the kind
25 of conditions that exist, according to the

1 federal order, they are not decent enough for
2 humans to live in. It ought to be disgraceful.
3 When you look at the same money that could have
4 gone into public housing should have gone into
5 it to help improve them and develop them.

6 Loans were made to Harbor Masters.
7 Holiday Inns were built in affluent white
8 communities. Sears received \$5 million. The
9 federal audit said they had no business ever
10 receiving the money. But yet, where is the
11 concern for Afro-Americans in this community?
12 The banks are atrocious. The Caucasians cannot
13 have a high school diploma and have an income of
14 less than \$14,000 a year and can get a quarter
15 of a million dollar loan when there are
16 Afro-Americans in this community walking around
17 with three and four degrees in their hip pocket
18 and earning \$90,000 a year and can't even get a
19 loan from the bank. There are records there to
20 show it.

21 And, Mr. Doctor, I must say this directly
22 to you. Twenty years ago, when you came into
23 this community to do a report on police/
24 community detente, the sheriff and undersheriff
25 went all the way to the White House to get you

1 fired. And it was men in this community that
2 went to Ron Brown, who was Vice President of the
3 National Urban League, to do what was necessary.
4 Believe you me, in 1992, the attitudes of the
5 police department is no different. And if you
6 say today what you said then, I believe they're
7 going to try to get you fired again. You can
8 react to me, but you ought to be concerned not
9 about the messenger, but about the message.

10 We have documents here where when the bond
11 issue was validated for the schools, the judge
12 who validated them said at that time that based
13 on what he saw in those bonds and based on what
14 he saw, the monkey business on television by the
15 school board, that a certain group in this
16 community was about to be screwed. When the
17 deal came down, we never even knew where those
18 eight schools were until they were up out of the
19 ground. Afro-Americans are going to help pay
20 those bonds. Their taxes are going to help pay
21 them. And I have to be honest about it. It's
22 not all white people's fault. We had two
23 Afro-Americans sitting on the school board at
24 the time. You have people in this room who have
25 sat on authorities and they have worked to try

1 to get it done.

2 You asked the gentleman up here just now
3 about the facts and the figures. I would just
4 like to go down one area that was found in the
5 disparity studies, the findings. The City of
6 Jacksonville, professional services from 1979 to
7 1989: '79, owed \$3 million; '80, almost a
8 million dollars; '81, over \$5 million; '82, \$3
9 million; '83, \$3 million; '84, \$10 million; '85,
10 \$5 million plus; '86, \$7 million; '87, \$15
11 million; '88, \$14 million; '89, \$8 million.

12 The percentages that was received by
13 Afro-Americans are: '79, zero; '80, zero; '81,
14 zero; '82, .26 percent; '83, .46 percent; '84,
15 zero; '85, 1.65 percent; '86, .09 percent; '87,
16 zero; '88, zero; '89, 2.05. They know. They
17 sit on the committee that they're presenting.
18 They are blatant lies if they said they didn't
19 know it. They had copies of it. That's the way
20 that it has continued.

21 And the JEA, the electric authority, from
22 1979 to 1989, not a penny went to Afro-American
23 contractors. The electric authority profits
24 over \$26 million a year in profits, net profit.
25 We can go on and on and on. We can take the

1 rest of the afternoon and would not touch the
2 surface. It exists. It is blatant.

3 A kid cannot get an opportunity in this
4 community. You asked the question about the
5 statistics on the black youth unemployment. The
6 reality of it is it's above 76 percent. Kids
7 that are hired during the summer, black youths
8 wear red cap and are out cleaning in the
9 streets. Every one of them on military
10 installations this summer were cleaning up. The
11 white kids are in City Hall, the Courthouse, and
12 other government agencies being in training
13 programs. And the money was designed and
14 intended to come into this community to train
15 Afro-American kids.

16 I am not here to try to impress anybody.
17 I'm here to tell the truth. It's disgraceful.
18 Then when someone tries to say something, to say
19 what the facts are, then they have to be
20 searched in order to come in. They have to be
21 carried through this and others are not
22 searched. It's totally unfair, it's wrong, and
23 it's biased. The whole structure of how this
24 program was planned today was wrong.

25 Bobby Doctor, I've been knowing you a long

1 time. I put 12 years in the Urban League and
2 what in the hell do I want to try to kill you
3 for?

4 CHAIRPERSON: I think, at this point,
5 you're out of order.

6 MR. NIPPER: I just want to tell the
7 truth.

8 CHAIRPERSON: Then continue with your
9 testimony in terms of the disparity and the
10 statistics you've brought for us. We find it
11 valuable. But the discussion in terms of --

12 UNIDENTIFIED SPEAKER: That's the
13 frustration that we're going through in this
14 system. Do you want to hear the truth or do you
15 want to regulate us so we cannot tell the truth.
16 That's the truth, mister.

17 CHAIRPERSON: I want to hear your
18 statements about --

19 MR. NIPPER: Here's a copy of the letter
20 about the \$5 million from the city. We are not
21 here whistling Dixie. We're talking to facts.

22 CHAIRPERSON: And that's the information I
23 want you to present here.

24 MR. NIPPER: There's a whole complete
25 thing on what is happening in education in this

1 community. We went, a selected group in this
2 community, went to the corporate community,
3 chamber, president, president of the NFL
4 Touchdown Club, and all. We stated the facts to
5 them, just like it is. We told them over a year
6 ago that this problem occurred. They said,
7 "Well, the black people we are listening to said
8 there ain't no problem. Everything is all
9 right."

10 Well, here we are here, July the 21st,
11 1992. You can see it for yourself. This town
12 does not deserve an NFL team because of the
13 blatant racism. This community does not deserve
14 any part of the Olympics because of the blatant
15 racism. Every federal dollar that comes into
16 this community needs to be stopped in 1991. It
17 needs to be stopped, not threatened to stop it,
18 but cut it off. Jacksonville does not deserve
19 it. I know there's some people that don't want
20 to hear what I'm saying. No problem.

21 They said we didn't know what we were
22 talking about about the schools, but it became a
23 reality. They said we didn't know what we were
24 talking about about public housing, but the
25 federal audit says different. And today,

1 they're before Congress trying to justify it.

2 It's wrong.

3 How can you expect to have kids that want
4 to be a part -- want to be involved in the
5 process when this is the way it is. Sure, they
6 feel like they can get a better shot by selling
7 drugs. We know it's wrong, but what can we tell
8 them. What can we offer them as an alternative?

9 The mayor said that the bill that he
10 vetoed was a welfare bill. People running
11 around talking about save the children. Give
12 the daddies some jobs and they can take care of
13 the children. Afro-American people by
14 tradition, all the way back to the motherland,
15 have been loving, caring, and they have a deep
16 family tradition. It was not until they came to
17 America, it was not until they were exposed to
18 your people, your race and color, that the
19 family structure was destroyed. Never was a
20 purpose behind it. People destroyed. And we
21 need to help the daddies out of it. You can
22 control it. We are saying the opportunity is
23 here. And I realize some other people are
24 going to say some things and I should probably
25 stop at this point to keep from becoming

1 emotional because it's wrong. There have been
2 people in this community who have been paid to
3 do what is right. Thank you.

4 CHAIRPERSON: Do we have any questions of
5 the panel?

6 MS. LITTLER: Is your ministerial alliance
7 segregated or is it integrated?

8 REVEREND ROBINSON: It's all black.

9 MS. LITTLER: I ask that everywhere I go
10 because my father was a Baptist minister. And
11 talking about the coach, I was in a position to
12 hire a coach one time and I asked him where he
13 got his training. And he said watching
14 television, but we didn't hire him.

15 MR. NIPPER: As I response to that, I have
16 to say, I'm obligated to say, there's a
17 gentleman in this audience, whatever I know
18 about sports, whatever Herbert Black (phonetic)
19 knows about sports, he is responsible for that.
20 And I really believe that what he did to us 35
21 years ago, helps us to be the men that we are.
22 And that's why it grates me.

23 CHAIRPERSON: I have a question of Miss
24 Dennis. Of your complaints, can you tell us the
25 number that were police-related complaints?

1 MS. DENNIS: No, I didn't bring statistics
2 broken down. But what we have noticed is that
3 more and more of the police brutality complaints
4 are outnumbering the job and the age and the sex
5 discrimination complaints.

6 CHAIRPERSON: So you're saying there is a
7 significance number?

8 MS. DENNIS: There is a significant
9 number, yes.

10 CHAIRPERSON: Whereas only two were
11 reported to the Community Relations Commission?

12 MS. DENNIS: Well, certainly more than 2
13 out of 2,562 that came through NAACP.

14 CHAIRPERSON: Why do you think that you're
15 getting complaints where the Commission is not
16 getting complaints in this issue?

17 MS. DENNIS: Well, I think that we are
18 close to the people in a sense. I mean, I serve
19 on the Community Racial Commission, but I'm down
20 there. But they're a building downtown on the
21 seventh floor. All the barriers are there. We
22 are right there close to the people.

23 MR. NIPPER: May I comment on that?

24 CHAIRPERSON: Yes.

25 MR. NIPPER: One of the very viable

1 organizations in this community that was not
2 even called to participated is the D. W. Perkins
3 Bar Association. That's a black bar association
4 and it was formulated because they were not
5 permitted to join the white bar association.
6 Representatives of that organization ought to be
7 allowed to tell of the many police
8 discrimination cases and brutality cases that
9 they are receiving on a daily basis. And I
10 think that organization -- I really feel they
11 deserve the right to be heard before this panel
12 because of their input and their involvement in
13 this community. Thank you.

14 CHAIRPERSON: Thank you for that input and
15 I think we will certainly ask staff to make
16 contact with that organization and they can
17 submit any information they have. I think your
18 statement here is quite important because if one
19 would listen to the earlier testimony, one would
20 indicate that there was a significant complaint
21 filed by people having difficulty with the
22 police. Yet, we all know that usually when we
23 have an eruption in the community, the trigger
24 for that eruption is an interaction with the
25 police. And I would hope that the official

1 community would pay attention to the kinds of
2 complaints that the NAACP has and the black bar
3 association, as well, in terms of police and
4 community efforts and not just look at those
5 that are coming in officially.

6 MS. DENNIS: When we were trying to deal
7 with the issues following the L. A. riots, I
8 made the comment to the officials that if
9 something should erupt that we hope that the
10 policemen were trained because I know during the
11 riots in the '60s the police caused more trouble
12 than the people in the streets. And I made that
13 statement.

14 MR. DOCTOR: I certainly agree with Mr.
15 Chairman. There are several questions and
16 comments I'm going to make. Mr. Carter, I'm
17 particularly concerned about the comments you
18 made regarding the disintegration of the black
19 family. I guess the question is: To what
20 extent does institutional racism or to what
21 extent has institutional racism played toward
22 disintegration?

23 MR. CARTER: Let me try to answer that one
24 or two ways. Integration, as I view it, the
25 black family, needs to be looked at in the sense

1 of the imposition of racism in this society and
2 the implementation in a sense of almost social
3 welfare laws by design, by design, that have
4 created an atmosphere that takes away from any
5 similarity of family. My sense is this: That
6 while we recognize that there had been some
7 difficult times associated with our family
8 structure, I believe that there is more strength
9 in the black family than has been recognized and
10 I believe that strength has been there since day
11 one.

12 We are, perhaps, essentially, the only
13 ethnic group in this country who by virtue of
14 slavery had our families torn asunder even
15 before we got here. But the strength of that
16 family has been able to realize itself over the
17 period of time that we've been here. So I
18 don't spend a lot of time dwelling on the
19 disintegration. We know the legislative
20 reports that have added to that and has created
21 the negatives in all families, males by virtue
22 of ADCF payments and all these other things
23 that essentially say stay away from the home
24 because if you don't stay away from the home
25 the welfare check ain't there. That's law

1 designed by our legislators. That impedes any
2 notion of family stability.

3 On the other hand, I think what we need to
4 focus on, quite frankly, are those folks who
5 have been able to make something happen in a
6 very positive way with all those odds that have
7 been against them. It's sort of like when we
8 visit Harlem, it's always talking about
9 disintegration and the problems that are
10 associated with a section of New York City known
11 as Harlem when there's never any talk given to
12 those persons who have, through all that mess,
13 been able to able live secure, positive,
14 affirmative lives. And it's the same thing as
15 it relates to sometimes our treatment of the
16 disintegration of the black family when we ought
17 to be looking at the positive aspects of what
18 has occurred in those families.

19 I remember some time ago when we initiated
20 in this town in the '60s what was known as JGO,
21 the property program. And we're talking now
22 about Blodgett Homes, what is left of Blodgett
23 Homes today. But I can remember so well that
24 some home economists went into Blodgett Homes
25 and they saw some folks in there who represented

1 the family with no dollars but were able to keep
2 things in tact. And the lesson was that the
3 folks that was supposed to have the skills and
4 knowledge about how you do that, they're the
5 ones that learned the lesson. It was the folks
6 that didn't have anything were able to make sure
7 that everything was appropriately delivered
8 within that basic structure.

9 I believe that there's more strength to
10 the family structure currently than we are given
11 credit for and recognize that there are problems
12 and impediments that have been wasted in many
13 instances in certain aspects of the structure.
14 But I spend more time, I think, with the joyous
15 recognition, with all the social ills that we
16 talk about, that there is a firm, inviolable
17 structure within the African-American community
18 and I'm proud of it.

19 MR. DOCTOR: Miss Dennis, I was
20 particularly moved by the comment that you made:
21 Is anybody really listening? Does anybody
22 really care? That sounds like a theme to a song
23 that somebody ought to write. I'm particularly
24 concerned about a tour that I took on yesterday
25 in the heart of the black community in the midst

1 of all of the public housing boarded up,
2 forsaken, given up on. I also recognize public
3 policy which took place in this country during
4 the decade of the '80s which literally cut the
5 budget of HUD by some 70 percent. The
6 connection between HUD's cut in its budget by 70
7 percent and the boarded-up buildings here in
8 Jacksonville is very, very clear some years
9 later.

10 I guess the question that comes to mind,
11 in the midst of all of this bleakness that I
12 witnessed yesterday, what do you say to a
13 national government; what do you say to a
14 national government which has allowed public
15 policy to have what I witnessed yesterday happen
16 in this city?

17 MS. DENNIS: What we have been saying and
18 what we have said is to pay attention to where
19 the dollars have gone. Many of us in this
20 community have said that to HUD for years. And
21 I'm sure there are several people in this
22 community that have asked how -- the question is
23 how could a government permit that to happen. I
24 hope you went to Golfbrook because even though
25 Blodgett looks like somewhere out of heaven,

1 Reverend, Golfbrook is the epitome of
2 nothingness. We have bought that to the
3 attention of the officials at HUD.

4 I don't have the figures, but I believe
5 coming out of that audit was a report that for
6 the amount of money that has come into HUD,
7 every tenant in HUD public housing could have
8 bought a house to the tune of \$55,000. When you
9 multiply that by thousands, that money has gone
10 somewhere, but it certainly did not go into
11 repair and refurbishing and renovation. And so
12 I say how can a government entity be permitted
13 to not pay attention to the dollars. That's why
14 I wanted to bring up HUD, because it had not
15 been brought up, and it plays a significant role
16 in whatever is taking place in this country.
17 And I don't mean just the black community; I
18 mean the total community because those are all
19 of our dollars.

20 CHAIRPERSON: Thank you.

21 MS. GARCIA: Miss Dennis, I had a couple
22 of questions to ask you. With respect to some
23 of the economic issues you have been talking
24 about, do you see any programs or involvement in
25 the CRA initiative? You talked about that

1 earlier. Did it look like they were going to
2 provide any hope for positive action?

3 MS. DENNIS: Well, some of the things we
4 come up with -- I don't want to say "programs to
5 resolve those problems." I haven't seen the
6 results. Maybe some of the contractors have. I
7 know Ronnie has come up with a program. And
8 it's supposed to be a program where we -- when I
9 say we, I mean the people in the black community
10 -- can be helped as far as mortgages are
11 concerned. And it seems as if the banks are
12 dealing more with mortgages than they are with
13 loans. We see in the black community, the banks
14 will loan us money to buy a car and they'll
15 always come and get it if we don't pay for it.
16 And they'll loan us some money, some money to
17 buy a house sometimes, because they know that
18 eventually if we don't make those mortgage
19 payments they're going to come and get that
20 back.

21 Now what they are telling us or the CRA
22 commitment is that they are coming up with new
23 programs which will help us to secure monies
24 more easily for mortgages. But what some of us
25 have said -- I'm in business myself. Why many

1 people in this community think that I get the
2 money, I don't get the money, either. It's
3 difficult to get a loan in Jacksonville unless
4 you've got all kinds of resources and most of us
5 don't have -- it's a multiplier effect. We
6 weren't ever able to really make big money so
7 that we could invest so we don't have all that
8 equity and so forth. So one thing leads to
9 another.

10 I know Jessie got emotional one way. I
11 get emotional when I think about how our parents
12 who made nothing was able to save money and put
13 it in these banks for years and we did not get
14 the benefit of any that money. They made money
15 off our little money and I think that they owe
16 us a great deal. And I've said this quite
17 frequently and often to these banks, you owe us.

18 So I hope I answered the question.

19 MS. GARCIA: Well, I guess what I'm
20 hearing is that there are some programs that are
21 being developed, but I didn't really get the
22 sense that you felt like that you were -- the
23 black community is really at fault to the extent
24 that you're having to --

25 MS. DENNIS: Maybe the contractors will be

1 able to answer the question. I'm not in the
2 market for a house. I don't plan to be in the
3 market to get the benefit of this money. So
4 it's difficult for me to say firsthand or
5 directly whether or not the program works. They
6 tell us that they have the program on the books.
7 Now whether or not the programs are working
8 remains to be seen.

9 MS. GARCIA: You're not seeing anything,
10 though, that --

11 MS. DENNIS: I'm going to wait. I'm
12 waiting to see it.

13 MS. GARCIA: What about with respect to
14 lending money for minority businesses because
15 that's all --

16 MS. DENNIS: A lot of us in business have
17 a hard time. Like I said before, it's a
18 multiplier effect. You've got to have the
19 collateral.

20 MS. DENNIS: Miss Jackson has just brought
21 me an article. Blacks and Hispanics lose more
22 home loans. I'm sure if you read it, it will
23 bare out some of the things that you just heard.

24 It's just difficult. It's difficult to get
25 money. When I can see us -- when I say us, I

1 mean all of us in the black community; women,
2 those of us who are struggling with business --
3 when we can see our cash flow without having to
4 go to the bank to get a line of credit -- they
5 won't even give me a line of credit -- and to
6 really have money so that we can make our
7 payrolls without suffering and almost having a
8 heart attack, when we can see that, when I can
9 see that, then I will really believe that the
10 banks and the other institutions who said that
11 they are going to help us, we will be helped.
12 But it has to be seen and it cannot just be on
13 paper.

14 MS. GARCIA: Thank you.

15 REVEREND ROBINSON: This is one of the
16 problems that I mentioned. When you see the
17 Koreans and the Japanese overnight come in
18 business and black people have struggled in this
19 land for a century and we can't get a loan,
20 that's saying something. Just overnight.
21 That's enough to make even a preacher get mad.

22 MS. DENNIS: This is something that we are
23 working on, many of us are working on
24 wholeheartedly in the area of CRA and the
25 Humber Reports, because this is an area where

1 we really could see some results should all of
2 this come to fruition.

3 CHAIRPERSON: I would like to thank this
4 panel very much. You were most gracious to give
5 us your time about your concerns. The
6 information you brought is extremely valuable
7 and useful. If you have additional materials,
8 please submit them or afterwards contact our
9 staff and you can mail them into the office.

10 The next panel is Reverend Marvin Zanders,
11 Reverend John Allen Newman, Bo Beya and Ernest
12 McDuffie, III. If you would come forward, I
13 would appreciate it. Also, this panel, as I
14 said before, we will have to leave this room at
15 5:00. For the people who wish to speak, Mr.
16 Knight will take your name, and we will adjourn
17 down the other room, and we will continue on and
18 give people that opportunity. But you will need
19 to contact Mr. Knight so we can get your name
20 and move ahead.

21 To move this up, I will start on my right
22 or left at the table. If you would state your
23 name and make a statement, I would appreciate
24 it.

25 REVEREND NEWMAN: To the Commission, my

1 name is John Allen Newman and I am here as asked
2 to represent the Jax Together Process. I want
3 to say, first of all, that perhaps Jacksonville,
4 Florida is the most racist city in the United
5 States of America. It has produced some very
6 strong feelings in the African-American
7 community. If you're looking for an accident
8 waiting to happen, Jacksonville is it. And if
9 there's ever been a powder keg waiting to
10 explode, Jacksonville is it.

11 There are some things that have happened
12 that have created some very strong feelings in
13 this community. First of all, no grand jury has
14 ever indicted a white police officer for killing
15 a black person, not in the history of this city.
16 Questions have been brought up as to whether
17 there is police brutality, whether there are
18 incidents of harassment. The incidents of
19 harassment and taking steps that go beyond
20 reason are too numerous to mention.

21 Secondly, we had, some time ago, because
22 of their convictions, three African-American
23 city council persons were arrested and
24 handcuffed because of their convictions. And
25 one, I believe, is in the room as I speak.

1 Secondly, we have, as you've already probably
2 heard, we have the Chief Justice of this Fourth
3 Circuit to make some very pejorative and
4 negative statements about African-American
5 children. And what really got the ire of our
6 community is when he said that it's the fault of
7 their mamas, daddies, and ancestors. Strong
8 feelings have been created. 🙄🙄🙄

9 Then we look at the Rodney King incident
10 and it certainly had an affect on the
11 mentalities of fostering strong feelings in this
12 community. And Jacksonville is perhaps the only
13 city left that I know of where a chief executive
14 officer could not only run but win and not have
15 to give ^{LupT} us his membership to an all white club
16 that excluded blacks and made no bones about it.
17 There have been supreme court justices turned
18 down, nominees turned down, because of their
19 membership to all white clubs, people who have
20 had enough political correctness to know that
21 they need to resign if they are going to run
22 because they can't win. But in Jacksonville,
23 you can run and win and belong to clubs that
24 segregate. He resigned a year later. It was a
25 year too late as far as we're concerned.

1 You might say, "Well, that's a heck of a
2 thing for you to say when you're the mayor's
3 co-chairman." Well, I'll give that up to keep
4 my mouth open because nobody is going to keep my
5 mouth shut.

6 Another thing is there's no identifiable
7 symbol of Renaissance in the Northwest area.
8 You can travel all over this city and see
9 symbols of Renaissance, Southpoint, Mandarin,
10 Baymeadows, you can see symbols of Renaissance.
11 But there are no identifiable symbols of
12 Renaissance in this community. ¶¶¶¶

13 Let me say this in terms of what is now
14 personal. After Chief Justice was removed,
15 death threats came to me and bomb threats to my
16 church and I guess it was just about as personal
17 as it gets. The city is sick with racism. It
18 oozes racism. Jacksonville is a community in
19 which it is okay to be racist. It is okay to be
20 insensitive. It is okay to be uncaring about
21 what happens to African-Americans. Perhaps
22 you're saying that, well, this is repetitive and
23 I'm sorry. Perhaps we're all singing the same
24 song because we're all in the same choir. It's
25 sad, but, unfortunately, it happens to be true.

1 Another thing that has created a strong
2 feelings: Millions of dollars of community
3 development money went into the Jacksonville
4 Landing through some fancy paperwork to foster
5 it under the guise of economic development and
6 then did not have within the context of the
7 documentation any requirement to make sure there
8 was economic participation of the minority
9 community by having a certain number of goals
10 for vendors who are African-American in it.
11 That created strong feelings.

12 And then, after, again, the Santora
13 situation, the mayor put together this
14 Jacksonville Together Process which had some
15 real possibilities. And I use past tense
16 because, by consensus, people met and put on the
17 table the things that bothered them as to what
18 needed to be done in this community. The mayor
19 said bring it back to us so that we can
20 implement it. One of the very things that was
21 mentioned to be implemented was the minority
22 set-aside bill. And if there has ever been
23 hypocrisy -- you mean to tell me that after the
24 disparity study was done and \$450,000 spent, and
25 it's before council for a year, and the council

1 president goes to the mayor and says meet with
2 me about this and doesn't get back, and then
3 after it's passed unanimously, 19 to zero, and
4 then 3 weeks later the mayor comes up with not a
5 bill but some comments about what he doesn't
6 like about the present bill and what he thinks
7 are suggestions for something that may work
8 better, not a bill at the last hour, and then
9 gets it sustained by gutless council persons
10 who have voted, first of all, to support a bill
11 and then, now, all of a sudden, they want to
12 recommend something else, then we, the people in
13 a community, get strong feelings.

14 Whenever it comes to the African-Americans
15 in the community, it's, well, let's doing do
16 another study. Let's look at another plan.
17 Every single time victory is within the grasp of
18 the community, it's, well, we have another study
19 at the last minute. Let's think about that.
20 And the community is sick of it. It's one thing
21 to deal with not only just facts, but we are
22 also dealing with the perception of facts. And
23 we also know the perception of facts is just as
24 strong, if not stronger, than reality. So we
25 have to deal with that as well. Let me give you

1 one more example and then I'll close out.

2 The mayor said, "Well, we don't want a
3 welfare bill." You know, welfare is an
4 interesting term that gets bounced around like a
5 political football predicated upon whether it's
6 convenient to use it or not. When Lockheed and
7 McDonald Douglas and Martin Marietta need
8 contracts to stay in business, that's not
9 considered welfare. It's interesting how we can
10 bail out savings and loans administrations.
11 That's not welfare. We can tell a corporation,
12 if you're don't go to Mexico and stay in the
13 United States, you won't have to pay taxes.
14 That's welfare.

15 But all of sudden when it comes to
16 African-Americans being included in the pie of
17 economic development, that's welfare. They say
18 you shouldn't have to depend on government
19 contracts; you shouldn't have to depend on any
20 pool of money. Well, you name one business that
21 can take a pool of money from them and then ask
22 them to survive and they can still survive. No
23 business, black or white, can.

24 In 1989, a set-aside bill went into law.
25 It was taken to court by the association of

1 general contractors, so the money dried up. So
2 you dry up the money and then you say to
3 businessmen, I'm going to take your money from
4 you, but why can't you survive? That's an
5 insult of intelligence. And that's exactly what
6 they thought of us. Take the mmoney and then
7 say why can't you survive. If I take your
8 money, you can't survive, either.

9 So let me just say this as I close. And
10 that is that the community is tired of the games
11 that are played, tired of the last-minute
12 switches, tired of always having to deal with
13 last-minute changes from manipulation. And I
14 think that it is about time that this community
15 wakes up and realizes that Jacksonville is not
16 together. And by the games that are being
17 played, it will not be together.

18 Let me say something else because I know
19 how sometimes the media will manipulate what we
20 say and I think it needs to be understood. We
21 are not a monolithic community. No one person
22 speaks for all of us. We are a diverse
23 community. We have different opinions. We have
24 conservatives. We have liberals. We have
25 moderates. We have persons who are middle of

1 the road in our community. So we will hear
2 different people speaking from different points.
3 And we may not even be agreeing on the same
4 thing, but I've come to tell you we're together
5 on this. We're together on this. This
6 community is sick and tired of watching its
7 young children blow each other up by using .45
8 and Uzis and everything else. We are sick and
9 tired of it. And we need to have responsive,
10 concerned, compassionate people that cares about
11 making a difference in our community.

12 There are many more things that I could
13 say, but I will not say at this point. But I do
14 want to say that the feelings are strong and I'm
15 very, very concerned that if we survived Santora
16 without any incident, we've survived the
17 set-aside with no incident, I'm concerned that
18 if this trial that's on right now with Loeb, if
19 he gets off and gets by without being convicted
20 for killing an unarmed black man, this city may
21 go up in smoke. Thank you very much.

22 MR. BO BEYA: My name is Malaci Bo Beya.
23 To the Commission, I would like to extend my
24 appreciation for letting me address this party
25 today on the issue of racial tension. And I

1 promise you, we have not shared notes with the
2 other panelists. However, if we examined whom
3 and what really caused this racial tension, I
4 think we will find at the very root of racial
5 tension racists and racism, racism that
6 oppresses and oppresses from a position of power
7 and control, power and control that denies a
8 group of people access to the fundamental
9 necessities to enhance movement outward and
10 upward in this society.

11 If we look at the educational system in
12 Duval County, we will discover Jacksonville is
13 amongst the nations leaders in high school
14 dropouts, displacement of students into special
15 ed classes, expulsion, suspension and referrals.
16 And I need not remind you that that statistical
17 data reflects disproportionate African-Americans
18 in those categories.

19 If you look at the financial institutions
20 in Jacksonville, they systematically deny
21 African-Americans equal access to their home and
22 business loans service. If we look at law
23 enforcement in the justice system in Duval
24 County, African-Americans are arrested and
25 imprisoned more than any other ethnic group.

1 In Duval County, if you look at the
2 political system in which judges, school board
3 representatives and city council representatives
4 are elected, a racist system is in place that
5 does not allow equal and proper representation
6 in a political system. The at-large elected
7 system guarantees limited access to the
8 political system. Racial tensions are created
9 by a controlled system and does not avail itself
10 to all people. We cannot overlook the media's
11 role in their mythical projections of a people
12 and their creation of illusions. There's a very
13 thin line between illusions and reality in this
14 society. Media's manipulation and suggestions
15 create tension. The racial tensions in
16 Jacksonville is at a breaking point. By this I
17 mean it's very bad. It's reflected many times
18 in the mannerisms and the attitudes of the
19 retail and other service-related employees of
20 local establishments.

21 This past football season, complaints
22 surfaced from some of the African-American
23 football players of one of the visitor teams
24 about the racist attitudes and mistreatment by
25 some of the local establishment owners.

1 If we look at this city's government and
2 its attitudes toward African-American business as
3 reflected in a recent disparity study covering
4 this city's procurement practices over the last
5 ten years, the results reveal that the city spent
6 less than 1 percent of \$2.2 billion with
7 African-American businesses, less than 1 percent.
8 Some agencies had less than .1 percent.

9 When we talk about racial tension, from
10 which direction are we speaking? Can we truly
11 speak about racial tensions and not talk about
12 the conditions that not cause the racial
13 tension. This city's housing situation is that
14 there are some 50,00 substandard houses with
15 some 3- to 4,000 public housing units being
16 substandard. And 85 to 90 percent of those
17 houses being occupied by African-Americans. Now
18 the city is inspecting those houses and telling
19 the homeowners that they have to bring up those
20 houses up to standard. Where is the money going
21 to come from, the banks, or will the money come
22 from the federal money that the local city HUD
23 administers for home improvement? And just
24 recently, in the past few months, they sent back
25 \$300,000 of those unspent dollars.

1 There's a very large segment of this
2 community that's certainly disenfranchised who
3 feels no compassion nor respect for this system
4 or the people that run it. And those are not
5 just African-American males, but it also
6 includes those that receive little or no help
7 for their mental health condition. It also
8 includes our senior citizens who were stored
9 away in some stone buildings. It includes 2- to
10 3,000 homeless people who sleep on the streets
11 every night in this city. It includes our young
12 mothers and it also includes a hundred thousand
13 folks who can't read or write. Also in that
14 number, it includes 40 percent of
15 African-American youths 17 years old or older
16 who can't read beyond a 6th grade reading level.
17 I think that situation in Jacksonville is
18 apparent and I think it's dismal. And I don't
19 think that we can sit here and fool ourselves
20 that racial tensions are good. From my
21 standpoint, how I see it, it's in bad shape.
22 Thank you.

23 MR. MCDUFFIE: Good afternoon. My name is
24 Ernest McDuffie. I'm the owner of D & M
25 Contracting Company. I'm the Vice President of

1 the National Business League and also a member
2 of the Board for the Florida First Coast Black
3 Businesses. I'm here today to show a pattern of
4 deliberate, systematic discrimination when it
5 comes to affirmative action in Jacksonville and
6 the State of Florida. In 1968 -- let's go back
7 further than that. There was a court case in
8 1982, General Contractors versus Pennsylvania,
9 that said if you can prove purposely systemic
10 discrimination in 11246, then the Labor
11 Department and Justice Department will enforce
12 the fullest punishment on the government
13 institution or contractor. I would like to
14 prove that since 1965, the City of Jacksonville
15 and the State of Florida have refused to use
16 Executive Order 11246 in Section 3.

17 In 1965, President Johnson signed
18 Executive Order 11246 and put it up under the
19 Title 6 & 7 of the Civil Rights Act. Therefore,
20 the Commission of Civil Rights can monitor this
21 situation.

22 In 1968, I graduated from Stanton
23 Vocational where I was recruited by the league
24 program, the Urban League. At that time,
25 President Johnson had said there will be no more

1 divided unions. There will be no more divided
2 apprenticeship programs. I was one of the first
3 apprentices to enter into a carpenter
4 apprenticeship program in 1968.

5 In 1971, Carl Walker Matthews was a
6 minority contractor for the State of Florida and
7 Georgia. He worked for a on-the-job training
8 program. During that year, he also work for a
9 bonding program that the federal government and
10 the Small Business Administration would
11 guarantee 90 percent of the bonding. During
12 that year, they also passed a bill to build 499
13 houses in the county that would assimilate over
14 \$1.5 million in construction. The number of
15 these houses in Jacksonville was 235 homes. Of
16 those 235 homes, 11246 in Section 3, was used.

17 In 1971, Art Fletcher, who then was the
18 Assistant Secretary of Labor and now he's on the
19 Commission of Civil Rights, came to Jacksonville
20 and told Jacksonville that Jacksonville and
21 Philadelphia was using the hometown plan. He
22 introduced that plan in Jacksonville in 1971.

23 In 1972, I graduated from an
24 apprenticeship program and I started my company,
25 D & M Contracting Company. In 1973, the City of

1 Jacksonville came up with the Jacksonville
2 Hometown Plan. The plan was signed into law in
3 1974 by Mayor Hans Tanzler. On the committee of
4 a concerned rights group, was Clarence L. Brown,
5 for the 17 craft unions in Jacksonville, and
6 Bowden, John Bowden, of the building
7 association.

8 In 1976/77, there was a bill challenged by
9 Remeriz Bill (phonetic). Remeriz Bill was from
10 California. He was a CPA. He challenged
11 Section 3 that said local contractors must get
12 the contracts. By being an Hispanic, he proved
13 that because he was an Hispanic, he had to have
14 preferential treatment.

15 In 1982, there was another case
16 challenged in Philadelphia by Ron Taylor versus
17 the City of Pennsylvania. During that time, the
18 federal government said that it was going to
19 eliminate all local hometown plans because of
20 one hometown plan, which was 41CFR, which was
21 public contracts. Public contracts was to
22 include all of the public contracts. Public
23 contracts was a Wash Hayler Act (phonetic) of
24 1936. It became part of the Small Business Act
25 of 1958. Public contracts consist of the school

1 board, the JEA, your lawyers, CPAs, all types of
2 businesses except HUD and the transportation
3 authority.

4 In 1982, the City of Jacksonville was
5 ordered by the Labor Department to use Executive
6 Order 11246, Public Contract 41CFR. The City of
7 Jacksonville at that time decided not to use the
8 hometown plan because in 1973 they used the
9 hometown plan and they refused to use it because
10 in order to be a craftsman, in order to take the
11 carpenter exam or become in business in the
12 State of Florida you have to at least do one
13 thing, either a four-year apprenticeship program
14 or have four years of college in order to
15 qualify for the test. And you also have to have
16 at least two years of supervisory capacity.

17 The City of Jacksonville, during the Jake
18 Godbold administration, decided to use the
19 set-aside program. They decided not to use the
20 Executive Order 11246. In other words, if they
21 would have come up with Executive Order 11246,
22 you have to use 22 percent minority with the
23 State and 6.9 percent female. They came up with
24 a 10 percent set-aside. By using this set-aside
25 program, it did not have any teeth. In other

1 words, you couldn't monitor the program.

2 Also in October 1982, they used to have a
3 program called on-the-job training, SEEDA
4 program. President Reagan introduced a plan
5 called the on-the-job training program. This is
6 what we call Private Industry Council, PIC.
7 This money was taken from Jacksonville, from the
8 SEEDA program, and sent to the governor. The
9 governor has now in the State of Florida 24
10 SEEDA programs. The local program in
11 Jacksonville does not train our kids for going
12 to the major industries. Apprenticeship
13 programs do not train our kids in the schools
14 for using pre-apprenticeship programs. This act
15 also falls under Title 6 and 7 of the Civil
16 Rights Act.

17 In 1980, we organized a group, a minority
18 group in Jacksonville, trying to do some work
19 with HUD. We went down and applied to be on the
20 HUD list and they told me that I had to be a
21 state certified contractor. I went back to
22 school for two years and got my state
23 certification license as a residential
24 contractor, a general contractor, and a roofing
25 contractor. Then bid on a job in 1983 and they

1 said you have to have a bond. We got in touch
2 with the Small Business Administration
3 (inaudible). We got in touch with Miss Carol
4 Cohen (phonetic), a bond specialist. She showed
5 us what we had to do. I became a contractor in
6 1984. I worked out of town for about four
7 years.

8 I came back to Jacksonville in 1985. If
9 you look at the JEA list in 1985, there were no
10 black contractors on the list. I became
11 certified and went on the JEA list. In 1987, we
12 bid on a JEA job. They refused to give it to
13 us. They held the job for a year and they rebid
14 the job.

15 In 1988, upon the CEDC, John Demp, and Mr.
16 Kennedy, we tried to build Fern Colt (phonetic).
17 It was 40 units for HUD. We needed \$425 for
18 the grant program. We had First Union Bank at
19 that time to give us a million and half dollars
20 to build the units. Dick Bowers (inaudible).
21 At that time, they told us they could only give
22 us 325. They told us to take a survey of the
23 apartments in the area. We took a survey of all
24 the apartments in the area and they all looked
25 like (inaudible). They refused to give us the

1 money.

2 We also tried to get a hundred and fifty
3 thousand dollars from the City to do the water
4 capacity, to bring up the water line, to
5 increase the water line. The City refused to
6 give us that. So we lost that project. We lost
7 the million and a half dollars. You've got to
8 realize we were the first black development to
9 try to get money from City HUD to do a project.
10 We also went to the housing council, the Public
11 Housing Authority. From 1987, I think, to now,
12 probably used over 4- or \$500 billion worth of
13 dollars. All of these dollars come from the
14 state and federal government. These dollars are
15 also a part of our civil rights.

16 In 1989, 1988, I bid on a school board
17 project. It was a roofing project. What I
18 found in 1985, even though I had my state
19 license, I had to be certified with all the
20 major roofing contractors. I went back and went
21 to school to certify ourselves with all of them,
22 all the contractors, all the major companies.

23 In 1989, we bid on a roofing project for
24 HUD in Brentwood. The project was like \$12
25 million project. We bid on the roof. The roof

1 was like \$500,000. During that time, we had a
2 \$2 million job in Orlando. We were going to use
3 the roofing project from Brentwood --

4 CHAIRPERSON: Mr. Carter, if you want to,
5 we can accept your presentation and make it part
6 of the record, if you want to do that.

7 MR. CARTER: We bid on the Brentwood
8 project. The city refused to give us the
9 project. We filed a complaint with HUD. They
10 were laughing and said that you used the wrong
11 form.

12 But in March of 1990, I talked to Willie
13 Padge. He told me that Art Fletcher was the new
14 Civil Rights Commissioner. We met with Art
15 Fletcher and he told us that he thought that
16 everyone had forgot about 11246 in Section 3,
17 that he was going to do everything he could do
18 for us at the federal level and that we would do
19 what we had to do at the grass-roots level. We
20 also wrote to Congressman Bennett. We wrote him
21 letters after letters after letters.

22 After filing a complaint -- it took about
23 year before the complaint finally got to
24 Atlanta. We got to Atlanta. We briefed them on
25 the Section 3 law. Atlanta basically had forgot

1 about Section 3 law. During that time, we lost
2 the fight with the city to get a disparity
3 study. To get a disparity study was \$400,000.
4 During that time, the State was doing a
5 disparity study. We fought with the State in
6 order to enter the 11246 in Section 3 into the
7 State rules.

8 Today we have a copy of the whole
9 affirmative action disparate study for the City
10 of Jacksonville. We also have three months' of
11 testimony we would like to give you. We always
12 have the State Disparity Study. If you look at
13 the State of Florida, under the AD Contract,
14 they have to contract over the whole state. The
15 same problem is over this whole state. This
16 state gets a free tremendous amount of federal
17 funds. Within the State of Florida, you don't
18 have but five successful black contractors in
19 the State of Florida.

20 In 1991, then Judge Harrison went to
21 Washington. Washington told Judge Harrison that
22 he had to use Executive Order 11246 in Section
23 3. Judge Harrison came back and made a report
24 to the then Mayor Tommy Hazouri. Mayor Tommy
25 Hazouri, at that time, signed an executive order

1 telling the City of Jacksonville Labor
2 Department, the HUD Department, the School
3 Board, and all Public Works that fall up under
4 Public Order 41 to use Executive Order 11246.
5 The City of Jacksonville laughed at Hazouri when
6 he signed the executive order. They said that
7 he was signing the executive order because of my
8 efforts. The mayor, existing mayor, he used the
9 fact that black contractors was getting less
10 than one percent. We used flyers to state that
11 Mayor Hazouri refused to use Executive Order
12 11246. He quoted where the School Board and JEA
13 put out millions of dollars, over \$2 billion,
14 and the blacks were left out.

15 We talked to Mayor Ed Austin at this time
16 and we gave him the information. We said, "If
17 you was elected mayor" -- he was meeting at
18 Bishop Kenney's place -- and I stood up and
19 said, "If you was elected mayor, would you
20 address the issue with black businesses?" He
21 was reluctant about saying anything. I had
22 problems with him at that time. After Mayor
23 Austin came in office, he forgot about what he
24 said. He forgot about the executive order.

25 We have bid awards, contracts, from 1987

1 to 1992 showing all the bids that was awarded in
2 Jacksonville. If you look at these bids, you
3 see all the contractors that used Executive
4 Order 11246. We have documentation where the
5 JEA has 11246 in it.

6 We also had to fight the Port Authority.
7 They spent over \$200 million in Jacksonville.
8 At that time, I was president of the Florida
9 First Coast Black Businesses. We filed a
10 complaint with them. They said they would use
11 the 11246 because they was afraid that if the
12 federal government found out that they wouldn't
13 get the contract.

14 In 1991, we also had a contract with -- in
15 1989, this thing that happened with the city, it
16 destroyed my roofing company. At the time, we
17 had the largest roofing company in city. I've
18 got documentation to show you that our work was
19 good all over the state, but we lost that. We
20 got together and said we can't stop; we have got
21 to continue. We lost the Army Corps of
22 Engineers for \$3.5 million in contracts.

23 CHAIRPERSON: Let me say, we need to be
24 out of this room. We now found out that we can
25 go to the Pensacola Room which is out and to the

1 left. Let's just adjourn and we'll go out and
2 we'll be in there by 5:00 and we will continue.

3 We will now reconvene. We will switch the
4 microphone over here (indicating).

5 MR. CARTER: Like I was saying, after the
6 City destroyed the roofing part of our company,
7 the subs got together and we decided to continue
8 the business. We lobbied the Army Corps of
9 Engineers through the Small Business
10 Administration, through the AD Program, for \$3.5
11 million in contracts. Knowing all the time that
12 it would take a year for those contracts to
13 start, we sat down and negotiated a contract
14 with the Reverend A. B. Coleman for St. Andrews
15 Missionary Baptist Church. At that time,
16 Reverend Coleman didn't have enough money to do
17 the church. The architect had quoted him a
18 price of like \$500,000 for the church. He said
19 he only had like \$350,000. I got him a sub and
20 said, well, basically, if we could do this, we
21 would be able to show the community the quality
22 of work that we can do.

23 Once we started the project, the bank
24 realized that they had a good deal on the
25 project so they wanted to go and pave the

[]
1 parking lot. So we said okay, you know, to pave
2 the parking lot, we got a price, and we got a
3 price of \$80,000, according to the plans.

4 Once the project got started, the bank had
5 two different sets of plans. They had a set of
6 plans that we first bid the project on. And
7 then once we got started, the architect switched
8 the set of plans. We had two different bankers,
9 the first banker by the name of John Kessler, we
10 negotiated the project with no problem. Before
11 the project got started, they had another banker
12 by the name of Raymond Gates (phonetic).

13 The project went good for about the
14 first three months. Then they had a new banker
15 come in by the name of Rob Dunn. Rob Dunn was,
16 I think, some kin to the president of the North
17 Carolina bank in the headquarters. Rob Dunn --
18 me and Reverent Coleman talked to Rob Dunn, and
19 we explained the church didn't have the funds
20 and we was working with the church, you know,
21 doing it at costs. Rob Dunn seemed to work with
22 us at that time. Then he called the architect.
23 The architect, when he was talking with Rob
24 Dunn, Rob Dunn did like a chameleon. The colors
25 changed right in front of us. Then Reverend

1 Coleman says you was planning on working with
2 us. Now you're saying you're going to listen to
3 the architect.

4 Then, from that time on, we had tremendous
5 problems with First Union Bank. They tried to
6 do everything to keep us from doing the project.
7 They called in the bonding company in March and
8 asked the bonding company to come take a look at
9 the project because we were doing shabby work.
10 Then Reverend Coleman asked them what do you
11 mean shabby work, you know. They said they were
12 doing inferior work. He said, "Well, they don't
13 make bricks, they don't make anything, what you
14 mean inferior?" They say, "Well, I can't put my
15 hands on it right now, but they're doing
16 inferior work." That went on for about three or
17 four months. We couldn't get paid.

18 Then around June, they got real mad with
19 us and they said that the electrician at the
20 time was shabby work and the air-conditioning
21 man was doing shabby work. Then they realized
22 that as the general contractor, I had the bond
23 on the whole job which all the subs was working
24 up under me because at the time the subs
25 couldn't get bonding. So the strategy was, we

1 found out, up under the banking regulations was
2 Banking Regulation 12. We read it to see what
3 it was talking about. If that bank could have
4 found anything wrong with that project to say
5 that it was inferior, they could have rejected
6 that project, which made my bonding company pay
7 for the project.

8 During that time, my bond was really --
9 the bad part is they went to Reverend Coleman
10 and the board and told Reverend Coleman and the
11 board that because we had successfully sued the
12 city, the city was approving our work, but they,
13 First Union, wasn't afraid of us. They was
14 going to demand the bonding company to close the
15 job out. They called the bonding company. My
16 bonding company refused to do it. The bonding
17 company got in touch with the city. The city
18 there wasn't nothing wrong with the work. They
19 brought in an independent engineer out of the
20 Orlando. The engineer went in and said that the
21 architect was overcharging Reverend Coleman for
22 his services, that the stuff that he was
23 specifying was too much, he didn't need it, and
24 there was nothing wrong with the work.

25 So, at that time, they had delayed the

1 project for about six months. We was way
2 behind. When somebody attacks your bond, you
3 can't do anything, because if you look at your
4 disparate study -- what we are going to give you
5 copy of -- the pattern in this city is to say
6 that blacks are not qualified to get bonds. The
7 pattern is to use the banks to say you're doing
8 inferior work.

9 They do that same old technique now with
10 what they're doing now with the set-aside
11 program. In order not to use affirmative
12 action, they're trying to get around it. So
13 after the bank wanted to leave the money there,
14 the bonding company asked the bank to leave the
15 bond. The bank wouldn't give me the money.
16 They send the money to the bonding company. The
17 bonding company gave the money to me.

18 At that time, we filed a complaint with
19 the city because I was doing a concrete project
20 with the city because I was a subcontractor for
21 the city and the banks holds 90 percent of the
22 city's dollars up under Public Law 41 and 11246.
23 Then they can't discriminate against another
24 contractor. If they do, then if they find that
25 they've been discriminated against, the city is

1 supposed to pull their money out, according to
2 the way it reads. We filed this complaint with
3 the City. We have two tapes -- they're about an
4 hour long -- on filing information that was sent
5 to me. The City hasn't done anything. They
6 said they were going to look into it. They was
7 going to do. But as of today, the City hasn't
8 done anything about it.

9 During that same time, because we filed a
10 complaint with the airport, we was doing a
11 project for the FAA. I knew when I got that
12 project on the Small Business Administration AD
13 Program that I knew I was going to have problems
14 because we had filed a complaint that the Port
15 Authority was not using the 11246 and we filed
16 that complaint.

17 As soon as we started on that job, they
18 started trying to find something wrong with that
19 project. We had Mr. Argrett's son, James
20 Argrett, Jr. (phonetic), who is an architect who
21 graduated from Harvard, we had him for the
22 project manager. We told him all his job was to
23 document everything, just document everything.
24 They said that he didn't have the capabilities
25 of running the project. They said he was

1 inferior. I had another project manager go out
2 there who graduated from Florida A & M, five
3 years as an architect, they said that he was
4 inferior.

5 So, once again, the system was at work.
6 They tried to attack our bond. They said that
7 our work was inferior. We was behind time. We
8 had the worst rain of that year. Everybody in
9 the area got a 60-day extension. They gave us 9
10 days. The lawyers came down from Atlanta. We
11 reviewed the information with them. They found
12 out that there was nothing wrong with the work.
13 They didn't have a case. That was last year,
14 last August.

15 Today, they still over me \$200,000, and
16 that case is pending in the Transportation
17 Department under Judge Ware, Theodis Ware
18 (phonetic). Also the case with HUD is in the
19 General Council's Office. Because of the fight
20 that we feel we had with HUD up under Section 3
21 -- I think I sent you a copy of this -- in 1968,
22 the 11246 in Section 3 was law in Jacksonville.
23 In 1973, of October, they put it in the
24 regulation books. Because of our fight in
25 Jacksonville and because of the efforts of

1 Congressman Bennett and because of the efforts
2 with the Civil Rights Commissioner, now we,
3 finally, in 24 years, have the implementation of
4 this law.

5 What we are saying now what they did with
6 Section 3 because of Rimerez case, because of
7 our case, Section 3 also falls up under Title 6
8 and 7 of the Civil Rights Act. So we are saying
9 in Jacksonville because this law has been on the
10 books for so long and if you look at the
11 information, from administration to
12 administration, they refused to use it.

13 If you also look in the book, you will see
14 the Private Industry Council, the law that was
15 passed in 1982 to train our kids. It talks
16 about pre-apprenticeship programs for our kids
17 from 10th grade can go on to various jobs and
18 work. It also talks about a four-year
19 apprenticeship class related programs that I
20 went through in '68. You've got to realize you
21 only have about four general contractors in this
22 area. We only have about, I guess, in the State
23 of Florida, 10 or 15 general contractors. We
24 don't have no craftsmen. All our black
25 craftsmen are over 50 years old. But before we

1 can compete in the State of Florida, before we
2 can compete in Jacksonville, we need about 10,
3 20 years' worth of training. We need training
4 because you can get the set-asides, you can do
5 the Section 3, you can do whatever you want to
6 do, but if you don't have a work force, you
7 can't do work.

8 So until we go back to the schools like
9 Stanton Vocational and use our civil rights laws
10 -- this is what we're asking the Commission to
11 do. We are also asking the Commission to have
12 the Labor Department -- we filed this complaint;
13 I've got a copy of that -- to ask the Labor
14 Department to come in and look at Jacksonville.
15 We'll get from how, in 1982, they deliberately,
16 systematically, tried to get around these laws.
17 We're asking that you ask the Justice Department
18 to come in and look at what kind of criminal
19 action has been going on. We're asking you to
20 ask the Transportation Department because the
21 Transportation Department, they adopted
22 Executive Order 11246 in Section 3 in July of
23 1983. So the whole city is at fault.

24 And now they're running around and
25 pretending that they don't know anything about

1 impressive testimony and I'm sure that the staff
2 will work with you on that also and we will also
3 be following up with the Commission on some of
4 the specific requests that you made. I need to
5 ask if we have any questions from members of the
6 panel.

7 MR. DOCTOR: I have a quick one I would
8 like to ask. Mr. McDuffie, have you all been in
9 touch with the regional director of the Office
10 of Fair Employment Practices Commission? It's a
11 federal office of compliance programs of DOL,
12 Department of Labor. I mean, the person I'm
13 talking about is Miss Vodash (phonetic). She is
14 the regional director. Have you been in touch
15 with her?

16 MR. MCDUFFIE: Can I address that?

17 MR. DOCTOR: Sure.

18 MR. MCDUFFIE: In 1990, they had an office
19 here which was on Carmichael Street. And we
20 went over there.

21 MR. DOCTOR: No, no, no. Have you been in
22 touch with her directly?

23 MR. MCDUFFIE: No, I haven't.

24 MR. DOCTOR: We need to put you in touch
25 with her directly. The two of us, we have had

1 some discussion about this situation by the way.
2 It's her opinion that OFCCP obviously has the
3 ultimate responsibility to enforce 11246, and
4 she's absolutely right about that.

5 It's my opinion, however, that if the City
6 receive monies from the federal government and,
7 in effect, contracts those monies out, then they
8 have an obligation, as a practical matter, to
9 ensure that 11246 and any other federal civil
10 rights law and regulation, for that matter, is
11 complied with in the utilization of those funds.
12 And the City apparently, and maybe I'm putting
13 words in their mouths, they are not relieved of
14 their responsibility it appears to me. Once
15 they get the monies through contractual
16 arrangements, they have some obligation to
17 ensure that those funds are used in a
18 nondiscriminatory manner. I've talked with Miss
19 Gordon (phonetic), about I would like very much
20 to have you talk to her.

21 MR. MCDUFFIE: I appreciate that. Thank
22 you.

23 MR. DOCTOR: We will put you in touch with
24 her.

25 CHAIRPERSON: I would like to ask you to

1 speak specifically, so we have it on the record,
2 to comment on any impact, if at all, that you've
3 seen from the community reinvestment act.

4 MR. MCDUFFIE: Zero.

5 CHAIRPERSON: I expected you to say that,
6 but I think it's important that we take a look
7 at something that, like so many things, is held
8 out there as holding so much promise and then
9 having such a gap between performance and
10 promise. And I wanted to get that on the
11 record. Any other comments?

12 (No response.)

13 I thank the members of this panel. I see
14 one of them still in the back here. I
15 appreciate it very much, your coming. If
16 anybody in the room has any additional material,
17 we will continue to accept written material.

18 Now we do have several people who did ask
19 to speak.

20 MR. FLORENFINO (phonetic): I am Tony
21 Florenfinoa ^{... [af]} for Asian/American relations, a city
22 government liaison, ^[and] the Asian/American Voters
23 League. I came here purposely to address my
24 concern which affects the Asian/American
25 community. History of the past leads into the

1 present and casts a shadow on the future. The
2 historical background by giving a perspective of
3 time make more understandable but no less even
4 enjoyable the ongoing discrimination which
5 continues to play the Asian people today. The
6 Asian experience says that racial prejudice and
7 discrimination knows no time boundaries. Before
8 the color, the intensity may have changed, but
9 to confines discrimination against yellow, brown
10 race, all relate to the past, is to create
11 another injustice of ignorance in the fight of
12 many Asians and Asian/Americans today. The same
13 inequitable practices of racial prejudice is not
14 a (inaudible) only of the years gone by, but it
15 still very much alive, part of the present.

16 But Asians are no longer to be denied a
17 voice in the shaping of their lives. There is a
18 permit in the community, a claimer to be heard,
19 that the Asian people cannot and will not remain
20 passive to the actions of American society which
21 push aside the human rights. Their voice
22 demands the attainment of the ideal of life,
23 liberty, and the fulfillment of happiness. And
24 we have something in common. We are all from
25 other places from the beginning. And that

1 something in common is the freedom, the right to
2 exist. It's the right to get through the open
3 door and seek that happiness.

4 The following eloquent testimony given by
5 Asian/Americans are examples of rising concern.
6 Devastated by personal experiences that
7 substance to the discrimination extends today.
8 These testimonies do not, by any means,
9 encompass the full range of racial bias
10 experiences, but rather they are offered as a
11 representation of the kind of discrimination the
12 Asians have undergone in their daily lives for
13 survival. Their testimonies are of telling
14 blows in the Asian fight for human dignity and
15 equality. I have provided a copy of my research
16 and some of my personal observations in the
17 community. I have provided that. Please make
18 use of it.

19 I have worked with Mr. McDuffie in the
20 area of addressing the current affirmative
21 action set-aside program. I believe in
22 Provision 11246. I believe in that provision,
23 the provision that will include the
24 participation of all economically and socially
25 disadvantaged groups of people regardless of

1 race, sex, religion, creed, or any form of their
2 physical existence.

3 I, myself, have witnessed in a business
4 enterprise, a group of five doctors decided to
5 put up a clinic in an area. It was funded. It
6 was approved for building that clinic. And
7 later (inaudible). The systemic form of
8 discrimination worked done by an interest group
9 in the community believing that if that clinic
10 was put up and these doctors really afforded
11 quality service of medical care, those interest
12 groups might rationalize to say it will take our
13 patients and we will lose the entire
14 (inaudible). The city building inspector went
15 in and inspected the building. Suddenly, there
16 was discrepancies.

17 Along with that, the financial institution
18 that volunteered to guarantee the loan backed
19 out. I ask you, what is the reason? Nothing
20 but because of the fear of the interest group.

21 Another situation, a female Asian/American
22 asked the HRS to convert the (inaudible) into a
23 boarding home to serve the homeless. One
24 council woman just smeared a negative statement
25 in a discriminatory form, too. She was fired.

1 And to think that was the posture of a lawmaker
2 in the area. What are we doing?

3 To go along with the presentation Mr.
4 McDuffie would have, I want the City to be at
5 least inclusive, not exclusive. The provision
6 of that ordinance says women and black Africa.
7 I walk along with the glory of the black people
8 in the bounty of glory for the black people who
9 are pursuing to get and (inaudible) because I am
10 also a victim of that.

11 I came to the United States in 1960 as an
12 institutionalized servant. I have no way out.
13 I have to go along pretending to be not a
14 victim. But in my life, I was. There was one
15 time when I passed by New Orleans, the restrooms
16 were labeled black and white. I look at my
17 color. I am brown. I asked the officer what's
18 in that restroom. Officer, I motioned at myself
19 and I do it in the open. That officer was
20 confused. He didn't know what to do. That is
21 an experience that I can never forget. And that
22 is evidence that I have been discriminated in
23 the United States of America.

24 In the work place, for an Asian/America
25 working and there is an opening for a promotion,

1 the Asian/American has a degree and with
2 experience, what does the system do? Give it to
3 somebody else from the outside, maybe black or
4 somebody else. Poor Asian/Americas do not have
5 the opportunity for progress. And that that is
6 very common in private as well as in public
7 offices. How can we get rid of that? Nothing
8 but to pursue the dictates of the law, civil
9 rights, equal opportunity for all.

10 CHAIRPERSON: Thank you very much for that
11 and we do have your documentation.

12 MS. GIBSON: My name is Gwendolyn Gibson.
13 I'm speaking because earlier Warren Jones, who
14 is the current president of the council, was
15 scheduled to speak and he had to leave. I'm
16 speaking on behalf of the Jacksonville
17 Conference of Black Elected Officials. Let me
18 say initially that we are concerned, as an
19 organization, that you came into this city and
20 we had no idea that you set an agenda without
21 placing a black elected official on that agenda.
22 And we had to come in at the end wherein the
23 tone has been set. In ever community, the tone
24 is normally set by the black elected officials.
25 I can imagine when you went to Miami, Carey was

1 there or someone in that delegation was there to
2 speak about some of the problems or they knew
3 that you were coming into the city. In this
4 city -- and this a part of the problem -- that
5 Jacksonville is controlled. And it is
6 controlled by persons who get the information
7 and give it only to those persons who they want
8 to have it.

9 And that is the reason why you came here
10 today and you used such a small room in the
11 beginning because there was no intention for the
12 black community to know that you were coming and
13 to give them an opportunity to come out and tell
14 you that we have some serious problems in this
15 community.

16 MR. DOCTOR: That is not true.

17 MS. GIBSON: That is our feeling, sir.
18 And I think your actions, by being in the
19 smaller room, shows that you relied on someone
20 in this community or you got some indication
21 from this community that black folks in this
22 town are satisfied, that we are happy, that we
23 are not having problems.

24 And as a result of that, you did not set
25 up this public hearing to accommodate the number

1 of black folks in this community who are having
2 serious problems. You've heard them all day.
3 This is just a small number. There are those
4 who moan and groan with us who cannot come out
5 to speak. This is just a representative of
6 those people who have had enough, who have
7 reached the point that we can no longer remain
8 silent in this community. And I think we need
9 to say that.

10 Let me share with you a copy of an
11 editorial that I am sending on behalf of the
12 black elected officials to the Florida Times
13 Union. And I will give you a copy because they
14 may choose not to print it. It's called equal
15 business opportunity program and back to the
16 set-aside.

17 And it says: What's good for the goose is
18 good for the gander. For two years, many
19 citizens participated in public hearings and
20 committee meetings to help establish a basis for
21 a government-sponsored program that would comply
22 with the requirements of the law and give
23 minorities, blacks and women -- and I understand
24 the gentleman here because the disparity study
25 only documents those two categories, blacks and

1 women -- the opportunity to become a part of the
2 mainstream by owning and operating their own
3 businesses.

4 While these public hearings were taking
5 place, it seems that some groups were meeting
6 privately to stop the program. The complaints
7 we are now hearing are not new. Many of them
8 were discussed during the public hearings and
9 the ordinance was supposed to be drafted by the
10 our General Council's Office to assure
11 compliance with the law. The mayor and one
12 group -- and you've heard comments from people
13 here about some of these different groups in our
14 community -- have called the ordinance a welfare
15 program, a quota bill, a race preference bill.
16 By choosing these buzz words, the mayor and this
17 group successfully killed this particular
18 ordinance. The council members who changed
19 their previous votes had forgotten that they had
20 agreed on June 23rd, 1992 that the program was
21 good for the community.

22 Over the years in this community the
23 council and the leadership in this community
24 fought to set aside public funds for downtown
25 economic development, for reopening the Harbor

1 Masters, for the automatic skyway expresss and
2 for many other projects that were pushed for the
3 good of the community even though there was
4 wide-spread opposition to them.

5 Now this same leadership, after having the
6 opportunity to discuss the equal business
7 opportunity ordinance is unsure as to its worth.
8 The plan presented by the mayor would set aside
9 public funds to give to white-male dominated
10 businesses, private sector, to employ minorities
11 and train them in business skills. The message
12 from the mayor and the people who support such a
13 plan is clear. Keep minority business
14 development under the control of white majority
15 business. Let them decide what training is best
16 for blacks and women. Let them decide how long
17 one should work for them before they can start a
18 business. Let them decide who their competitors
19 will be. Isn't this the same as hiring the fox
20 to watch the chicken house? I'm going to leave
21 this with you because I believe it reflects
22 where we are in this city.

23 What has happened over the years is that
24 we are changing alternatives; we are changing
25 plans. And one thing that clearly is missing is

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1 who is responsible, who is an accountable, whose
2 responsibility it is. And the Civil Rights
3 Commission has been on board for 20, 30 years.
4 We have all these compliance officers, 20, 30
5 years. Why do Jacksonville minorities find
6 themselves in this situation? What happened to
7 the evaluation and the compliances and all in
8 the last 10, 20 years in this city? Someone has
9 been telling people outside of this city that
10 everything is A okay. Someone has been
11 reporting something to the Feds, to the State
12 and to every other agency that we are,
13 evidently, getting our fair share because if
14 they were reporting that we were not, then there
15 should have been some compliance officers come
16 into Jacksonville to see why not.

17 Something is wrong in the city. Someone
18 has dropped the ball. And as a result of that,
19 this community is suffering. The black
20 community is suffering. The young people are
21 suffering. All minorities in this community are
22 suffering while the majority of the community
23 moves forward. At this point in time, we want to
24 know, you know, whose responsibility it is to
25 be sure that if 11246 is, in fact, the law,

1 whose responsibility is it to implement it?
2 Whose responsibility is it to be sure that the
3 reports that are going to the Civil Rights
4 commission and all of other agencies outside of
5 this city actually reflect what's happening here
6 because something, evidently, has happened over
7 the years or someone is saying something outside
8 of this city that is not the truth. ♦♦♦♦

9 We have not gotten our fair share.

10 Discrimination is rampant in every area of the
11 city and the community has suffered as a result
12 of it. But we continue to have people come in
13 here and tell us things will be all right by and
14 by. But by and by has gone on in this community
15 for over 30 years now. Thirty years has passed
16 while we have been waiting for the law to
17 protection the citizens, for the citizens to try
18 to go through the law to protect themselves, and
19 nothing has worked in this community. And it's
20 because of the fact it appears that someone is
21 changing the ball game every time somebody puts
22 their finger on it. What you find in this city,
23 when you catch them on one end, they move to the
24 other end. When you bring up one law, they
25 bring up another law. And they keep the

1 confusion so much in this city that, as a
2 result, our community is confused. Everybody in
3 this community is confused. As long as there is
4 confusion, then how can we move forward? And
5 that's the ball game that has been played in
6 Jacksonville for 30 years. Create as much
7 confusion as you can and we can continue with
8 our master plan of we control and you stay
9 dependent on us.

10 We are asking you to look at this from a
11 total picture. Where was the ball dropped? Why
12 is it that one or two people can tell you that
13 we are doing okay in Jacksonville and you accept
14 that?

15 MR. DOCTOR: Well --

16 CHAIRPERSON: I would just like to clarify
17 that and then I'll let Bobby speak. This
18 committee chose to come to Jacksonville, not
19 because we heard Jacksonville was all right, but
20 because in terms of our task of looking at areas
21 in terms increased racial tension throughout the
22 State of Florida that Jacksonville was
23 identified as a city in which there was
24 significant increases in areas of racial
25 tension.

1 It was not scheduled for a hearing. It
2 was scheduled for a half-day meeting for our
3 committee. And why we are coming here is to
4 hear from some of the citizens in terms of those
5 conditions. It was not because anybody has said
6 that Jacksonville was okay.

7 MS. GIBSON: Well, you used the key word
8 increase. What I'm telling you is the problems
9 have not changed. They have been the same way
10 in this community for years. There has not been
11 increased racial tensions in this community.
12 What you're seeing is more enlightenment by the
13 community and the community coming together to
14 realize that somebody has been playing games
15 with us for too many years and we're not going
16 anywhere as a result of it.

17 MR. DOCTOR: Let me make this comment; I
18 think it's in order. As Brad has indicated, we
19 are here because we recognize you have a
20 problem. And I'd like to ask everybody in this
21 room how many other federal agencies have been
22 through Jacksonville lately to express concern
23 about what's going on in this city?

24 I ask you, please, to look at this agenda.
25 Look at this agenda. And for those of you who

1 have been here all day long in that room, you
2 heard what the folks on this agenda had to say.
3 It didn't sound like a whitewash to me. It
4 didn't sound like people who were not
5 representing what is going on in Jacksonville to
6 me. Okay.

7 But I think also we need to look beyond
8 what is going on in the city right now. We have
9 been through I don't know how many states in
10 this country. The same thing that you all are
11 complaining about that's going on in
12 Jacksonville right now is going on in every
13 major urban area of America.

14 UNIDENTIFIED SPEAKER: It includes the
15 rural areas, too.

16 MR. DOCTOR: But particularly every major
17 urban area of America, believe me, which is why
18 we have adopted this project designed to look at
19 racial tensions not only here in Florida, but at
20 the national level as well. We're doing the
21 same thing in Tennessee, we're doing the same
22 thing in Kentucky, North Carolina, South
23 Carolina. The same kinds of problems that
24 you're complaining about, we have had some 12
25 different meetings with folks in different

1 communities in those states that I have just
2 described or pointed out to say the same thing
3 you're saying.

4 I guess what I'm saying is in the 1980s,
5 in the 1980s, now many of us don't want to face
6 up to this, but the ultraconservative forces in
7 America gained control. They redefined civil
8 rights in America. Don't kid yourselves. Even
9 inside of this agency, under the direction of
10 Clarence Pendleton (phonetic) and Linda Traves
11 (phonetic), they redefined civil rights in this
12 country. That is where when HUD's budget was
13 cut by 70 percent, we didn't hear a lot of noise
14 around the country. When the civil rights
15 program were cut 50, 60 percent we didn't hear a
16 lot of noise around the country. When
17 deregulation occurred, we didn't hear a lot of
18 noise around the country.

19 The S & L scandals now are a direct result
20 of deregulation. The problems we're having with
21 the airline corporations and companies are
22 reflective of deregulation. The banking
23 industry and the fact that a lot of black folks
24 can't get loans are reflective of deregulation.
25 But we didn't hear a lot of noise around the

1 country during that time challenging and
2 prodding and insisting that the national
3 government be responsible to everybody. We
4 didn't hear that.

5 We now have a guy who is chairing this
6 agency who is about something, in the person of
7 Arthur Fletcher. And believe you me, we're
8 getting rid of all of those old people. All
9 those old people who were there some years ago,
10 who obviously were not pro-civil rights, and we
11 had a lot of them in this agency, but we're
12 cleaning them out. We're cleaning them from all
13 of these committees we have. We're cleaning
14 them out from the staff in Washington. They,
15 obviously, wiped out seven of our ten regional
16 offices around the country including mine.

17 CHAIRPERSON: Bobby lost his job after
18 that for several years.

19 MR. DOCTOR: So we didn't hear a lot of
20 cries, a lot of human cries, from around the
21 country. The point that I want to make is we
22 are trying right now to say to this country that
23 something is terribly wrong. Something is
24 terribly wrong.

25 Again, I've got to say I just got back

1 from L. A. And I can assure you, if you think
2 you're having problems here in Jacksonville, you
3 go to L. A. If you think the young black males
4 are dying in unusually high numbers here in
5 Jacksonville, go to L. A. where it is all coming
6 from. And I am saying to you that we are making
7 a concerted effort to try to deal with all of
8 these problems as best we can. We need your
9 help.

10 Don't for one minute think that I am the
11 enemy. Don't for one minute think the
12 Commission on Civil Rights or this advisory
13 commission is the enemy. We want more than you
14 can possibly imagine for this country to be what
15 it ought to be, for this county to live out its
16 true meaning. We want this country to be the
17 best it can possibly be for everybody. And
18 that's why we're here.

19 And that's why I take so personally some
20 of comments that are made suggesting and
21 inferring that somehow or another we have not
22 talked to the right people or that somehow or
23 another -- we may not have talked to everybody
24 that everybody thought we should have talked
25 with. But I can assure you, nobody who came

1 before this committee today was up there half
2 stepping. And I think the transcript, once it's
3 pulled together, you're going to see that. And
4 for those of you who were there personally, you
5 are going to remember. And I promise you, as
6 sure as I'm sitting here, we're going to try
7 like hell to make a difference. You can count
8 on that.

9 MS. GIBSON: Let me make one comment.
10 It's our position that the people who spoke
11 today were not half stepping because the black
12 community was out here to listen to those
13 persons who were on the agenda. And it is our
14 belief that had your ordinance been as small as
15 you had anticipated, then you may not have heard
16 the same thing. Okay.

17 CHAIRPERSON: Please identify yourself.

18 MR. KRAMER: My name is Marvin Kramer.
19 I'm an attorney. I appreciate y'all giving me
20 the opportunity. I know the time is going late
21 so I'll try to keep this as short as I possibly
22 can. I'm a former federal and state prosecutor.
23 I've worked with the division of the Internal
24 Revenue Service. And also, at the age of 29, I
25 was confirmed by Congress as a deputy chief of

the office of emergency planning. So not only do I sort of have an investigative criminal background, but I was also born in Jacksonville. So I think I do understand politics.

My father, 30 years ago, was the man responsible for integrating the Gator Bowl. So I come from a background that knows Jacksonville, also knows criminology, and I know politics. This town, somebody mentioned, is dropping the ball. I think it's more like dropping the bomb. I don't mean to be intimidating or being dramatic or anything else. Something was said that Jacksonville is not too much different than problems everywhere. I think there's economic problems everywhere, some places greater. The games being played that Mrs. Gibson was talking about have been played in the past. I think they've intensified this year. These games are dangerous games. I know Mr. Fletcher from the Civil Rights Commission said there are certain elements in America -- I'm quoting him -- that are trying to stymie black people's progress. And he said the way they've done it is counterattacking every attempted move to really increase the civil

1 rights of blacks. That, he said, really created
2 the L. A. riots. I think L. A., and I have not
3 been in L. A. to any extent, I think they were
4 created from these counterattacks. I don't know
5 if it was intentionally to create the riots or a
6 movement to cause that big a problem. I'm
7 suggesting in Jacksonville, Florida, there's a
8 movement to cause just that problem. The mayor
9 has known this problem since last December.

10 Someone said that John Santora was not a
11 watershed earlier. I'm suggesting that he is a
12 watershed. I just came back from Dallas after
13 living there almost 30 years. They had a
14 circuit court judge in Dallas that inflamed the
15 minority community. They took him up. Nothing
16 happened. I saw Reverend Diamond back in
17 December. I marched the first day against
18 Santora. I told him nothing was going to
19 happen. I'm not criticizing Reverend Diamond.
20 I know the people from the Mahogany Review. I
21 met with them in the latter part of December. I
22 told them exactly what the mayor was going to
23 do. This isn't any kind of thing that I'm
24 making up. I told them I heard about
25 Jacksonville Together. They had Dallas Together

1 on the same ball game.

2 I saw Miss Dennis in February and we all
3 talked about nothing was going to happen. I
4 told her exactly what happened in Dallas. And
5 I told the people who are sitting here today,
6 Miss Washington and other people, that the mayor
7 was going to turn on the black community just
8 like the mayor of Dallas turned on the black
9 community after receiving 96 percent of the
10 black vote in an election turned on them even
11 worse than this mayor turned on them. It's all
12 the same plan and there it almost got to the
13 neck.

14 And what I'm suggesting that if someone
15 doesn't do anything and I don't think that this
16 community, because its been in battle for so
17 many years, that the federal government -- and
18 if you say an advisory commission, I'm sure you
19 were talking about the Department of
20 Transportation, you should also have the U. S.
21 Justice Department.

22 I'm suggesting that in this town right
23 now, we have organized crime elements,
24 specifically John Santora, who, when I was on
25 television on Channel 17 back in 1984, for

1 almost 12 minutes, I discussed the bribery and
2 extortion in the circuit courts of this town.
3 Only after he threatened Channel 4 and 12, it
4 never even got on the news. The man who stopped
5 that investigation, from what I'm hearing, and I
6 don't have specifically facts, but from plenty
7 reliable sources, was Ed Austin in the DA's
8 office. He stopped the investigation of John
9 Santora and that was back in 1984. So what I'm
10 suggesting that we have here, where everybody's
11 always concerned about people being extorted and
12 not doing their political duty, I'm suggesting
13 we have people here that need to be investigated
14 thoroughly to see if they're not carrying out
15 the aims of this community or if they're
16 carrying out the aims of other specific
17 individuals to start racial tension. The FBI,
18 when I walked in their office in 1984, showed me
19 a stack this big on John Santora on bribery and
20 extortion (indicating). Why weren't those cases
21 investigated? Why weren't those cases brought
22 to trial. What I'm hearing is that Ed Austin
23 drove the federal prosecutor out of this town on
24 this Yankee coming in routine and everything
25 else.

1 I think that what we need in this town is
2 a real good congressional investigation of this
3 mayor's office and this town. What I'm
4 suggesting -- they did this in Dallas when I was
5 there -- they did bring in congressmen in that
6 community and made them really looking at facts
7 and put people under oath with the penalty of
8 perjury. Nobody is under oath in this town
9 right now. And if you don't do, Jacksonville is
10 going to be the start of racial violence like
11 you've never seen. There's always been a spark
12 and this town really hasn't been in a position
13 to start it. I hope they don't start it. But
14 if this government doesn't look at the mess that
15 they've created over the years and the lies, and
16 if they don't it, God help them because it's
17 going to come here. There's nothing to stop it
18 and that momentum is there. And I would hope
19 that y'all can at least go back to the people in
20 Washington to tell them how bad this situation
21 is.

22 MR. GAINES: My name is Lee Gaines,
23 G-a-i-n-e-s. I represent a class of black
24 applicants and employees at the naval station.
25 First of all, I want to thank you, the

1 Commission, for giving me an opportunity to
2 address you. It's my understanding that the
3 Commission monitors the EEO program which
4 includes government agencies.

5 And I'm going to be brief, but I would
6 like to share a brief problem with the Navy's
7 EEO program. Ladies and Gentleman of the
8 Commission, the program is dead, I believe.
9 Based on information I received under the
10 Freedom of Information Act, I'm going to share
11 the hiring and firing practices from 1988 to
12 present. The number of black males hired from
13 1988 to present -- and 25,000 is not that much
14 money and this is really what you're talking
15 about; this is what it's all about -- the number
16 of black males hired in positions of \$25,000 and
17 above is zero. The number -- and we're talking
18 about from 1988 to present; I was not able to
19 get the earlier figures -- but the number of
20 black females hired in positions of 25,000 and
21 above is zero.

22 From 1988 to present, the total number of
23 black males hired and the total number in the
24 work force of black males is approximately 15.
25 The total number of black females is

1 approximately 16. From 1988 to present, most of
2 the jobs above \$25,000 do not say for whites
3 only, but they do say for the Naval Station at
4 Mayport. Ladies and Gentlemn, there's no blacks
5 in the system to even have those jobs. They
6 would not open those jobs up.

7 The filing of an EEO complaint by a
8 person singled out as a troublemaker puts you on
9 the hit list. I've been on the hit list for the
10 last four years. I filed an EEO complaint,
11 starting formal complaints, not informal
12 complaints. I've been working with the system
13 longer than that. But I don't want to talk
14 about the former complaints now. I filed an EEO
15 complaint in June of 1990. I filed another one
16 in October of 1990. I filed one in February of
17 1991 and another one in April of 1991. The Navy
18 has of yet to conduct an investigation.

19 I've also filed a class action complaint
20 and that was filed in February of '91. Still no
21 investigation on that complaint. So in
22 September -- I'm cutting this down, I'm not
23 going to go through all of it -- in September of
24 1991, I filed a civil lawsuit and requested the
25 court to appoint me an attorney. The court

1 denied my request and suggested that I contact
2 the lawyers around this town and the
3 Jacksonville Bar Association. Ladies and
4 Gentleman of the Commission, the Jacksonville
5 Bar Association does not have one discrimination
6 attorney on their staff. That's why you cannot
7 get discrimination suit processed through the
8 system.

9 I pursued my complaint by myself through
10 the court system in order to try to correct this
11 injustice. And today, I'm still pursuing this
12 complaint. I've also contacted another lawyer
13 and he's looking at my case right now.
14 Hopefully, he will take both of the cases, but I
15 don't know as of yet. The naval attorneys --
16 and notice I use attorneys because it's more
17 than one -- the U. S. attorneys all are using
18 our tax dollars to condone this injustice. They
19 would not make an attempt to investigate, to
20 substantiate or deny my charges, but they would
21 yet tell me to take them to court because they
22 know I don't know have as much money as they've
23 got in the tax system. But I'm going to go on,
24 to continue to fight this, as much as I can.

25 I ask the Commission -- I don't know

1 whether or not you can do it -- I, respectfully,
2 ask you to intervene in our class action
3 lawsuit. And any information that you need --
4 and I was not planning on talking with the
5 Commission, but I will provide information to
6 substantiate what I'm saying here at a later
7 date -- any information you need, I will be glad
8 to give it to you.

9 Along that same line, I know we have
10 talked quite a bit about 11246, which is the
11 affirmative action for the contracting, et
12 cetera. Along that same line, we have an
13 executive order also, 11478, which applies to
14 employees in the federal government. I would
15 like to know who is responsible for enforcing
16 that law. It may as well not exist, but it's
17 along the same line as 11246. And I will just
18 cut my comments right there. If the Commission
19 has any questions or comments, I will glad to
20 answer them.

21 CHAIRPERSON: I think we ought to make a
22 quick comment. The Commission does not that
23 authority to intervene in lawsuits. But what
24 the Commission can do, after our staff looks at
25 it, we can, as the Authority Advisory

1 Commission, ask the Commission to request that
2 the Navy investigate. You know, we do ask the
3 Commission, as the chair, to put pressure on the
4 federal agency to do their proper investigation.

5 But as far as intervening in the lawsuit,
6 that's not within the authority of the
7 Commission.

8 MR. GRIMES: Let me ask you this, and I'm
9 not trying to be argumentative. Is there any
10 way that we can ask maybe another agency to
11 investigate because it's like a chicken watching
12 the hen house? Are you following what I'm
13 saying? And I'm not trying to be funny. I'm
14 just trying to be realistic.

15 MR. DOCTOR: Naval employees are governed
16 by the same federal civil rights law and
17 regulations that everybody else is governed by.
18 There is, for example, Title 7 of the 1964 Civil
19 Rights Act. That comes into play. And, of
20 course, as you well know, EEOC enforces that
21 particular title. Have you filed a complaint
22 with EEOC?

23 MR. GAINES: They only referred me back to
24 the same agency you're talking about, back to
25 the Navy.

1 CHAIRPERSON: That is the process of being
2 changed. They can't do it directly.

3 MR. DOCTOR: What happens is you have to
4 let the complaint run its course within the
5 naval system. I assumed you filed a complaint
6 with your EO officer --

7 MR. GAINES: Yes.

8 MR. DOCTOR: -- in the Navy? And that's
9 run its course. And you're saying, in effect,
10 that nobody at this point will accept your
11 complaint?

12 MR. GAINES: Well, they would not even
13 investigate the complaint. Normally, the
14 procedure is the complaint be investigated and
15 completed in a hundred and eighty days. It's
16 been over three years and no --

17 MR. DOCTOR: Well, it has to be
18 investigated, I think, within a six-month
19 period. And if you're saying that the complaint
20 is two or three years old, the statute of
21 limitations may have run. Let me say this,
22 though. I don't want you to leave here thinking
23 that nothing can be done. Send me a letter
24 registering your complaint and I will be in
25 touch with the commander at the naval base and

1 see what the devil is going on.

2 REVEREND RASBERRY: Chairman and Mr.
3 Doctor and the Commission, I'm Reverend Wallace
4 S. Rasberry, Junior, Pastor of the Central
5 Baptist Institutional Church here in
6 Jacksonville, Florida. I'm a native of
7 Jacksonville, Florida. I grew up in
8 Jacksonville, Florida. I'm a product of
9 Jacksonville, Florida. The only time that I've
10 been away from Jacksonville is to college, in
11 the Armed Service and back here.

12 I love Jacksonville, but Jacksonville has
13 to be changed. When I was boy growing up in
14 this town, when Jackson High School, Lee High
15 School, and Fletcher High School had tracks, we
16 didn't have nowhere to run. We ran in Wilder
17 Park, only 220. When Bob Hayes came along and
18 after (inaudible) came along, in Jacksonville,
19 we run on a 220 track. And the public schools
20 would not let us use the 440 tracks that the
21 white schools had. So we used the 220 tracks.
22 Ball was coaching at Gilbert.

23 And I was racing at Stanton. And we made
24 a track schedule. And we converted a 220 track
25 to a 440 track by letting our sprinters run at

1 top speed. Say they were running a hundred-yard
2 dash, we would overtrain with 300 and come back
3 and undertrain with 75 and then 40 to a hundred.
4 When Bob Hayes left here, Gilbert didn't have a
5 track. He was running in the street.

6 Our kids wouldn't come back to
7 Jacksonville because they say Jacksonville was
8 racist and didn't have any hope here in
9 Jacksonville. They went to Miami, they went to
10 Tampa, they went up in the country, everywhere
11 but Jacksonville. There was a group of teachers
12 and principals that made a certified effort to
13 encourage our kids to come back to Jacksonville.
14 But when they came back to Jacksonville,
15 Jacksonville was just the same. And they
16 stayed.

17 I played on the first football team,
18 college football team, in the Gator Bowl,
19 Bethune Cookman and Mars Brown College. My
20 mother was a part of the 13 black members of
21 this county that went to the mayor and to the
22 council to get blacks to play there. I was a
23 member of the first black scout troop to be in
24 an international scout jamboree from
25 Jacksonville, Florida. I'm the only one, the

1 first one, to come from the State of Florida.

2 We encouraged these kids to come back
3 here. But when they come back, they've got to
4 deal with the same system that I came under.
5 It's larger, but it's more sophisticated than
6 anything you ever seen.

7 Now I don't want you to be mistaken about
8 what the mayor knows. The mayor was the state
9 attorney. He and John Delaney ran the system.
10 We couldn't get him to investigate HUD. It took
11 \$14 million to bring Blodgett Homes up to a
12 livable place. And they've had it in the City
13 Council. They said the people deserved more
14 than that. Where are they going to move? Our
15 church is located right across from Blodgett
16 Homes. Where were they going to go? Oh, they
17 put them out. Had it look like a bombshell up
18 there, worse than Iraq. Kids and girls were
19 walking through there. It took something to
20 fight them to make them even board it up.

21 HUD didn't start getting like that
22 yesterday. Its been getting like that all the
23 time, but where was the money going? You've got
24 to find out. Let me tell you: Jacksonville is
25 funny in this respect. They know how to get to

1 certain so-called leaders in this town. No one
2 addressed that. You go back and check who gets
3 what. And they get to them and they can't speak
4 for us.

5 Nobody black in here can go to a bank and
6 get a big loan. You can't get it. You can't
7 get it. But any American of a fair complexion,
8 can have a record as long as this room, and come
9 and shame them right out of their booths and
10 give it to them right like that. Housing is
11 atrocious in here.

12 The city, they built schools on the
13 outlying areas. We fought the thing. And
14 there's nothing is going to happen, not a thing.
15 And then they say y'all got high crime in your
16 area. How can you have but high crime when the
17 kids can't get training. They've got a skill
18 center on Wilson Boulevard. They've got another
19 skill center on the Westside. The skill center
20 on Wilson Boulevard and the Westside was built
21 off the same plan. The only thing is they left
22 the wings off, the legs off, over here and put
23 the wings off over here (indicating). When the
24 kids go over here (indicating), they come out
25 with an apprenticeship and ready to work. You

1 go over here (indicating), they have haven't
2 even put -- that bond issue money, they sold a
3 black and the blacks sold us.

4 And we say it's wrong. There are too many
5 people left out. Oh, but they say they're going
6 to give it to us. They haven't given us one
7 thing. The structure of inner city where most
8 of the blacks are caught is in the poor
9 (inaudible) water standing infrastructure not in
10 place, drainage or nothing else. You can't help
11 from that. And this is what they've done. No
12 black in Duval County has enough money to bring
13 a boat load a train load or an airplane load of
14 dope into the city.

15 Let me tell you: They need to investigate
16 the bankers, big business, big lawyers that got
17 that money, but we can't. So they put it into
18 the black area. As soon as the black man has
19 built up a little and, he built it up big
20 enough, come and take his place, his house, car.

21 But these are the things that we are facing in
22 here.

23 And they will tell you -- some of them
24 spoke this morning -- they said what they said
25 because the crowd was here and we were waiting

1 on them to say something out of the way. But as
2 set down, they take jobs. You can't get a job.
3 How can you raise a family? What can you depend
4 on if you don't have a job?

5 And the jobs that they've got, oh, yeah,
6 they say, "We're going to train your kids. We
7 go out there and put a red cap on them and start
8 picking up paper." That's not training. That's
9 not training. We need the vocational-type
10 shops. We need high-tech shops so when a boy
11 comes out of school, he know how to use that
12 machine to test the cars and things. Ain't no
13 testing out there. And they say, "You'll be all
14 right. Just wait." How long? How long? The
15 waiting is over here in Jacksonville. I'm here
16 to tell you, the waiting is over. This place is
17 supposed to be the biggest city in the world, in
18 the United States, land wise, but with this mess
19 going in here now, it's going to level it out.

20 MR. DOCTOR: Reverend, let me interrupt
21 you for a second.

22 REVEREND GAINES: I'm through.

23 MR. DOCTOR: I remember some years ago,
24 you all may remember a guy who lived this
25 community -- he's now deceased -- Earl Johnson.

1 Earl was a member of this committee,
2 interestingly enough, back during the '70s.
3 Earl and I had some rather heated arguments and
4 discussions about the pros and the cons of
5 consolidation.

6 At that particular time, as I recall, as
7 you all approached the question of
8 consolidation, I think blacks -- and this has
9 nothing to do with race; it has more to do with
10 power than race -- but at that particular time,
11 I think blacks were approaching 51 percent of
12 the population in the City of Jacksonville.
13 There was a concerted effort made to consolidate
14 the county and the city governments. And as a
15 result of that consolidation, Earl supported it;
16 I opposed it. I don't live here and didn't live
17 here back then, but I thought it was a bad idea.
18 And the only reason it came up was because of
19 the fact that blacks were approaching 51 percent
20 of the population of Jacksonville.

21 Now the point that I think needs to be
22 made now, there is a connection between what
23 took place back in the '70s and what is
24 happening now in terms of what you have just
25 described as the unresponsiveness of government.

1 And so I guess the point that I'm trying to make
2 is, in the future, we probably all need to be
3 more sensitive to the decisions that are made,
4 you know, in the heat of the moment. Earl, rest
5 his soul, at that point, if he were here today,
6 I'm sure would make the same kinds of comments I
7 am making right now about this whole question of
8 consolidation.

9 I don't know that I've raised a question
10 so much as I've made a comment. But I think
11 while I have the floor, it's important that we
12 -- we have a contract with this lady in the
13 corner here who is typing all of this, jotting
14 all of this down on that machine there, and
15 we're going have to limit, if we can, so that
16 everybody can get a chance to make a quick
17 comment before we leave. Now we can stay here
18 with you all night long, but this lady is going
19 to have to leave because her contract calls for
20 her to leave at a given time.

21 REVEREND GAINES: One thing, like when we
22 talked this morning, when you come into a city
23 that has been downtrodden like Jacksonville has
24 and we have four elected officials in the City
25 Council, two on the School Board, and three in

1 the Legislature, one senator, and one running
2 for -- well, two running for the National Senate
3 and they aren't -- we elected them to represent
4 us and they are a part of this.

5 Warren Jones was the first one to receive
6 back to back power of Chairman of the City
7 Council and he wasn't included in this. I know
8 you've got a cross section, but I'm saying maybe
9 this will serve to help you if you go into an
10 another city of this magnitude. The black
11 community, in general, was very, very upset with
12 the agenda. Gwen was right in what she said.
13 We know that you're doing the best that you can.

14 We appreciate you coming because you're the
15 first agent that has come in here to try to see
16 some things. But what you see on the surface
17 and what's up under there will be two different
18 things.

19 MR. DOCTOR: Well, Reverend, let me say
20 this. We understand you're hurt. That's why we
21 are here. Believe me, we understand your hurt.
22 And, again, I say that's why we are here.

23 REVEREND GAINES: Would you put material
24 things over human needs?

25 MR. DOCTOR: Let me say this, Reverend.

1 We understand you're hurt and, again, that's why
2 we're here. If we have made some mistakes, they
3 have been mistakes of the head and not of the
4 heart, okay. But we would not be here if we
5 didn't understand your hurt and didn't recognize
6 and appreciate your hurt. And I say that
7 sincerely.

8 REVEREND GAINES: Thank you.

9 MS. GREEN: My name is Gwen Lee Green.
10 Well, first of all, this is the announcement
11 that came out in the paper about this meeting
12 today and I saw it and I just clipped it out to
13 make sure I didn't lose it because I couldn't
14 find it again in a million years. It was just
15 by chance that I found out about this at
16 approximately 11:00 o'clock last night. I work
17 like 35 miles away from here. So I took like
18 one half day off because I felt that it was very
19 for important that I be here today just to hear
20 even if I not had a chance to address issues
21 personally.

22 But some of issues, you know, that we were
23 discussing, they are not discriminative of
24 Jacksonville. This is a people problem and
25 there are people everywhere. From city to city

1 to city, it is all the same. There are people
2 everywhere you go and that is basically the
3 problem.

4 My concern really is based on the system
5 that I have been employed in for 23 years and I
6 have seen this over and over again. My parents,
7 we were among the poorest here in Jacksonville
8 and they taught me to work. Whatever type work
9 you do, do it well, and it will eventually pay
10 off in the end and all this wonderful stuff. I
11 have been working and working and I don't see it
12 pay off. What I see is the people that I train,
13 they get the promotions, and I get a pat on the
14 back. And I'm told that I'm a troublemaker
15 because -- and to me and after seeing what
16 happened to Rodney King, this has been a mental
17 thing that has been happening to black people as
18 a whole and it was only seen as a visual thing
19 to Rodney King. It's like we are doing this to
20 you, however, we are not doing it because we are
21 telling you it's not happening. You know it's a
22 mental thing. And what happens is you're
23 retaliated against when you do file a complaint.
24 I have filed a complaint against the agency that
25 I work with. I won the complaint. However, I

1 was retaliated against. You know, I am on the
2 hit list. So what do you do?

3 I have a 12-year-old daughter and I am
4 trying to instill in her principles of work
5 ethic because all around in our neighborhood,
6 she sees children her age on drugs or pushing
7 drugs. And I am telling her don't get involved
8 with this. But then when she sees the plight
9 that I'm going through trying to do what is
10 right within the system, I start questioning
11 myself. How can I go next door and tell this
12 young man not to sell drugs? What should I tell
13 him, to work your way through college, to get
14 involved in employment in the system and see
15 what happens to you? It's very discouraging.
16 And right now I'm just caught like just between
17 thoughts. What do you tell young people?

18 And this is why we have like crime, black-
19 on-black crime, within the community. There is
20 so much despair in the black community. What do
21 you do? The mother and father are definitely
22 having problems in the work place. So what can
23 we tell our children, to go to school and get a
24 good education?

25 MR. DOCTOR: Is that a question?

1 MR. CARTER: What can we tell them? Well,
2 it's not really a question. It's a question,
3 but we all know the answer.

4 MR. DOCTOR: Well, I'll tell you what we
5 tell them. We tell them that at some point some
6 of us are going to wake up and recognize that we
7 have failed. And at some point, some of us in
8 recognition of that failure are going to begin
9 to make demands of this system the way demands
10 were made in past years through approaches that
11 we utilized in past years, effective approaches.
12 We say to them, and we have to say to them,
13 particularly I'm concerned about those young
14 black males between the ages 18 and 24, they
15 have literally opted out of the system, opted
16 particularly out of the economic system. And a
17 lot of us, including a lot of us around this
18 table, have come down on them because, oh,
19 you're involved in the drug trade; you ain't
20 nothing but a criminal. I heard that out in L.
21 A. We were talking about ways to bring that
22 city back together again and we met with some
23 traditional black leaders who took the position
24 that they did not want to involve the leadership
25 of the gangs because they were "criminals and

1 thugs and killers and we didn't want to
2 associate with them."

3 I raised the question and I'm going to
4 raise the question here today: How many members
5 are associated with those gangs? In L. A., over
6 100,000 young blacks, particularly young black
7 males, are associated with the gangs in Los
8 Angeles. That is better than the size of Simmi
9 Valley itself where the trial took place. I ask
10 that same question of you all. How many of your
11 daughters, and sons, in particular, are
12 associated with the gangs here in Jacksonville?
13 The truth of the matter is a lot of young people
14 are being killed over turf battles. I mean it's
15 like one employer who controls the drug traffic
16 in one particular housing project trying to
17 invade the turf of another gang leader who
18 controls the drug trade in the neighboring
19 project and they wipe --

20 MS. GIBSON: We don't have that kind of
21 gangs.

22 MR. DOCTOR: Why are these young blacks
23 being killed?

24 UNIDENTIFIED SPEAKER: It's isolated.

25 MR. DOCTOR: No, no, no. There ain't

1 their money out of the white people's pocket and
2 your problem will be resolved and solved.

3 The lady right there said if you see an
4 article like that, it's probably in the Florida
5 Times Union. You have the Mahogany Review. You
6 have the Jacksonville black newspapers. And you
7 have the Florida Times Union. Support your
8 black papers.

9 Our problem will be resolved and solved if
10 we start having more black businesses employ
11 more of our young people and we start developing
12 something of our own. When we start doing that,
13 then we can help these people up here resolve
14 some of the problems that we are having. Do for
15 yourself what you can do for yourself. When we
16 start doing for ourselves, taking that money out
17 of their pockets.

18 When they leave your neighborhood, tell
19 them, thank you, we're going to open up another
20 business. Why did you stay so long taking our
21 money? Stop running over there spending all
22 that money over there when they don't give your
23 young people no jobs. When you spend your
24 dollars, take your dollars away. If you don't
25 see any black young people in there employed,

1 don't spent your money there. And they'll get
2 the message.

3 And I say to you all, thank you, again,
4 for coming here.

5 MR. DOCTOR: Thank you.

6 CHAIRPERSON: I think that's the statement
7 to end on.

8 (Thereupon, the meeting was concluded at
9 6:25 o'clock p.m.)

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STATE OF FLORIDA)
COUNTY OF DUVAL)

I, Cynthia Silverberg, Shorthand Reporter and Notary Public, State of Florida at Large, do hereby certify that the attached material represents the original Record of proceedings of the Florida Advisory Committee to the U. S. Commission on Civil Rights, at the Omni Jacksonville Hotel, Jacksonville, Florida; such Record is an accurate and complete recordation of the proceedings which took place. A transcript of this Record has been produced on August 20, 1992, the original copy of which was delivered to Robert L. Knight, Civil Rights Analyst, Atlanta, Georgia.

STATEWIDE REPORTING SERVICE

Cynthia Silverberg

CYNTHIA SILVERBERG