

1 UNITED STATES COMMISSION ON CIVIL RIGHTS
2 IOWA STATE ADVISORY COMMITTEE

3 IN THE MATTER OF:

4 RACIAL TENSIONS IN
5 DUBUQUE, IOWA

6 REPORT OF PROCEEDINGS, taken in the
7 above entitled cause, taken before DR. LENOLA
8 ALLEN-SOMMERVILLE, Chairperson of the Iowa Advisory
9 Committee of the U.S. Commission on Civil Rights,
10 taken on the 30th day of April, A.D., 1992 at the
11 Five Flags Convention Center, Dubuque, Iowa, at the
12 hour of 9:00 o'clock a.m.

13 ATTENDANCE:

14 IOWA ADVISORY COMMITTEE

15 CHAIRPERSON:	DR. LENOLA ALLEN SOMERVILLE
16 COMMITTEE MEMBERS:	MS. ANN FRIAUF
	MR. LEE B. FURGERSON
	MS. CHRISTINA GONZALEZ
	MS. MARCIA S. STASCH
	MR. STEPHEN ALLEN WOLF
17 CENTRAL REGIONAL	
18 DIVISION (director)	MR. MELVIN L. JENKINS
CIVIL RIGHTS ANALYST	MR. ASCENSION HERNANDEZ
19 REGIONAL OFFICE STAFF	MS. JO ANN DANIELS
20 Court Reporter:	HALSELL & HALSELL REPORTERS
	BY: MS. VERNITA HALSELL-POWELL

I N D E X

1		
2	<u>PRESENTER:</u>	<u>PAGE</u>
3	ROGER OSBORNE	8
4	MOHAMMED CHAICHIAN	27
5	JACK HANSON	41
6	WILLIAM WHITCOMB	65
7	ROXANN RYAN	85
8	MATT LORNEZ	101
9	ERNESTINE MOSS	123
10	ELIZABETH MIHALAKIS	144
11	BRIAN COOPER	161
12	DAVID HARRIS	177
13	FRANCIS GIUNTA	194
14	DR. JEROME GREER	205
15	MONSIGNOR NEIL TOBIN	217
16	J. BRUCE MERIWETHER	227
17		
18		
19		
20		
21		
22		
23		

1 (The meeting was called to order at 9:05 a.m.)

2 CHAIRMAN ALLEN SOMMERVILLE: The meeting of
3 the Iowa Advisory Committee to the U.S. Commission on
4 Civil Rights shall come to order. For the benefit of
5 those in the audience, I shall introduce myself and
6 my colleagues. My name is Dr. Lenola
7 Allen-Sommerville, I am Chair of the Advisory
8 Committee. Members of the committee who are present
9 today are, Ann Friauf, Lee Furgerson, Christina
10 Gonzalez, Marcia Stasch, Stephen Allen Wolf. Also
11 present with us are Melvin Jenkins, Director of the
12 Central Regional Division, Ascension Hernandez, Civil
13 Rights Analyst, and Jo Ann Daniels of the Regional
14 Office.

15 We are here today to conduct a
16 factfinding meeting for the purpose of gathering
17 information on race relations in Dubuque. We will
18 take an indepth look at a broad range of perspectives
19 in order to identify civil rights issues related to
20 employment, education, housing, and administration of
21 justice in this city.

22 The jurisdiction of the Commission
23 includes discrimination or denial of equal protection

1 of the laws because of race, color, religion, sex,
2 age, handicap or national origin, or in the
3 administration of justice. Information which relates
4 to the topic of the meeting will be especially
5 helpful to the Advisory Committee. The proceedings
6 of this meeting which are being recorded by a public
7 stenographer will be sent to the Commission for its
8 advice and consideration. Information provided may
9 also be used by the Advisory Committee to plan future
10 activities.

11 At the outset, I want to remind
12 everyone present of the ground rules. This is a
13 public meeting, open to the media, and the general
14 public. But we have a very full schedule of people
15 who will be providing information within the limited
16 time that we do have available. The time allotted
17 for each presentation must be strictly adhered to.
18 This will include a presentation by each participant,
19 followed by questions from committee members. To
20 accommodate persons who have not been invited but who
21 wish to make statements, we have scheduled an open
22 session from approximately 3:20 p.m. until 3:45 p.m.
23 on Friday, May 1, 1992.

1 Advisory Committee appreciates the willingness of all
2 participants to share their views and experiences
3 with the committee.

4 Our regional director, Melvin Jenkins, will
5 now share some of the opening remarks with you.

6 MR. JENKINS: Thank you. Again, we want to
7 thank you, the citizens of Dubuque, for cooperating
8 fully with the Advisory Committee in this sincere
9 undertaking. The state of race relations, as you can
10 tell from the national news, is front page these
11 days. We came to Dubuque to obtain the facts
12 concerning race relations. Not only are we involved
13 in Dubuque, but next week we will be in Birmingham,
14 Alabama, the following week in Jackson, Mississippi,
15 then to Mosoula, Montana, to take a look at race
16 relations in America. There's always been said that
17 why did we come to Dubuque? This was a question that
18 was asked of the Advisory Committee members and staff
19 constantly during our background investigation. We
20 have an ongoing monitoring process in the State of
21 Iowa with these citizens of Iowa that's sitting here
22 today concerning race relations. The information
23 concerning Dubuque was brought to us while we were i

1 another city in Iowa, -in Sioux City taking a look at
2 the administration of justice in the Native American
3 community there. From that we had the information of
4 concern of some citizens in Dubuque. Because it's
5 the responsibility of this Advisory Committee to
6 advise the Commission in Washington, we thought it
7 best to go firsthand to the City of Dubuque, meet
8 with the city leaders, city officials, community
9 leaders, and try to ascertain the facts. What we
10 will come out with today is a transcript, along with
11 background information which we hopefully will pool
12 into a full blown report with appropriate findings
13 and recommendations that will be made later this
14 year. Those findings and recommendations will be
15 made available to the general public and as a part of
16 this ongoing activity. After the release of the
17 report, the advisory committee members will work with
18 city officials and with community leaders to
19 implement some of those recommendations.

20 That's the process that we have
21 undertaken in previous years. That's the process
22 that we will undertake for this particular study.
23 Thank you.

1 CHAIRMAN SOMMERVILLE: Thank you Director
2 Jenkins.

3 In order to address race relations in
4 Dubuque, we will look at several perspectives. One
5 of the first perspectives will be the historical
6 overview with what has happened in this city. We
7 have a person, Roger Osborne, the curator of the
8 Dubuque County Historical Society who will provide
9 that prospective for us. Is Mr. Osborne in the
10 audience?

11 MR. OSBORNE: Yes.

12 CHAIRMAN ALLEN SOMMERVILLE: Mr. Osborne,
13 would you please sit at this table and share with us
14 at least 10 to 15 minutes as I had mentioned?

15 Before you begin, would you please
16 state, for the record, your name, address and
17 occupation?

18 MR. OSBORNE: My name is Roger Osborne, and
19 I'm a Curator for the Dubuque County Historical
20 Society and my home address 3660 East Elm here in
21 Dubuque.

22 As you mentioned, I've been asked to
23 provide an overview of African Americans and race

1 relations in Dubuque. It's pretty hard to compress
2 that into the amount of time that I've got, so it's
3 going to be very short and quick and to the point.
4 Before I begin, however, I would like to state that
5 my remarks, I should preface my remarks because the
6 things I'm going to be talking about really are
7 tentative or preliminary findings only. I have been
8 looking at this question for a time; however, a full
9 blown study of the history of race relations and the
10 history of African Americans in Dubuque really should
11 be undertaken so that the citizens of the community
12 and other concerned people can really begin to answer
13 some of the questions.

14 What I'm going to be hitting are some
15 high points, so to speak, of African Americans and
16 race relations in the town. But, a systematic,
17 methodical research study needs to be done, I think,
18 really to fully answer why we are where we are now.
19 Significantly, Dubuque during it's early period
20 settlement, first permanent settlement to be placed
21 here in 1833, and the impetus for settlement was lead
22 mining. People rushed into the area. This was
23 really the precursor of the first lead rush boom town

3
1 frontier village in the-1830s. And really by 1840
2 Dubuque's population was around oh, 2,987 folks, and
3 at that time there were approximately 72 blacks
4 residing in the community. So, really in 1840 I
5 think there was, you could consider a contiguous
6 neighborhood or community of African Americans in
7 Dubuque. And since that time, from 1840 to the
8 present, that population, statistic, has dwindled
9 considerably to today where it's less than one
10 percent.

11 To get to the point, there were, and
12 it's always been a preliminary finding indicated that
13 it's been a study in contrast. For example, in 1840
14 there were slave owners here in Dubuque. There were
15 a number of southerners who followed the river north
16 to come to Dubuque to mine lead, and there were slave
17 holders. Preliminary examination of the pre emption
18 records which are the testimonys that were taken to
19 prior to the public land sales in 1840s," indicates
20 however that there were blacks who were property
21 owners here in town. So, there were a number of
22 blacks who were instrumental in the founding of the
23 First Methodist Church here in town. So, it's a

1 study in contrast. And looking at the question, it
2 always seems that there are some significant pivotal
3 points which are somewhat controversial that have
4 emerged into the public's consciousness and the
5 reporting of race relations. For example when delved
6 into it in any great detail, but probably the
7 noteworthy historical revolving around race relations
8 has been the fugitive slave case in the matter of
9 Ralph which was involved a slave from Missouri who
10 entered into an agreement with his master in 1834.
11 Told him he would pay him \$550 plus interest if he
12 could come to Dubuque to strike it rich. Well, to
13 make a long story short, Ralph did not strike it rich
14 and in 1838 his master dispatched bounty hunters in
15 Dubuque to bring him back to Missouri to claim his
16 rightful property. To make a long story short, the
17 case ended up before the Iowa Territorial Supreme
18 Court and it was actually the first or second
19 decision handed down. It was somewhat of a landmark
20 decision this predated Dred Scott by about 25 years
21 almost. The findings of the Supreme Court were that
22 Ralph was in free territory and he did have a right
23 to be here, and they told his master no, you cannot

1 have-him back. So that was a strike, a positive
2 strike. However, at the same time as they were
3 writing the Iowa Constitution, there was not, blacks
4 did not have the franchise, so it's always been a
5 controversial thing. To compare that with the fate
6 of Dan Morgan who was one of the earliest settlements
7 of Dubuque. He and his wife came to Dubuque in 1833
8 and he immediately gained employment in a boarding
9 house. And a year after Ralph was set free, so to
10 speak, Dan Morgan was accused of stealing a trunk
11 full of clothes. He worked in a boarding house as a
12 cook and a waiter and this disgruntled mob actually
13 literally took Dan Morgan and took him down to the
14 river and accused him of stealing these clothes and
15 they tied him to a post and they literally flayed him
16 to death. Not to get into the gory details of all of
17 this, but he alternately confessed and denied having
18 stolen the trunk full of clothing. And ultimately
19 they beat him to death. So, there again you have
20 this contrast. There were a number of southerners
21 who were influential citizens of Dubuque during this
22 period. So, it's interesting to contrast the fact
23 that in 1840 roughly 5 percent of the city's

1 population was comprised of African Americans.
2 However, by 1850, and also I should add, it
3 constituted 42 percent of the total population of
4 African Americans of what was then the Iowa
5 Territory. That number had shrank to about 9 percent
6 of the total population of blacks by 1850. Its kind
7 of interesting to note that there is a gentleman who
8 came to Dubuque in the 1840s and about a year later
9 he was setting down his recollections of the city and
10 talking about persons both famous and not so famous.
11 And it's interesting to contrast. And he's talking
12 about Dubuque in the 1840s, that we made no
13 distinction of color in them days. So it's kind of
14 interesting that between 1840 and 1850 there was this
15 dicotomy that was emerging. And as we say, these
16 findings are just preliminary, but it appears that
17 after 1850 the tone had more or less been set for
18 racial relations in town as far as population trends
19 go and things of that nature. After 1850, the total
20 numbers of blacks versus the total number of
21 population has always hovered under one percent.

22 Just to continue on, briefly, as I
23 said, and looking at some of these statistics, in

1 1856 there were 12,284 individuals residing in
2 Dubuque, and at that time there were 36 African
3 Americans recorded, enumerated by the census. That
4 was half of what had been enumerated in the 1840
5 census. And it's kind of interesting to note that
6 the population of the city trebled between 1840 and
7 1856 when a special state census was done. However,
8 the number of blacks only increased by about 8
9 percent. It's interesting to note that the civil
10 war, you know the nation was divided obviously and
11 Dubuque I'm kind of diverging a little bit, but
12 Dubuque was equally divided. There was great
13 controversy in the city about the merit of supporting
14 the union because, and that part of that was fueled
15 by a newspaper editor here, an Irish man. It appears
16 though that the climate here at Dubuque was not
17 different than other cities in the north now that
18 there was a fear that the abolishment of slavery
19 would free numerous African Americans, and they would
20 come to Dubuque and take decent jobs away from the
21 white citizens.

22 And just to continue on, after the
23 civil war in, well prior to the civil are in 1860,

1 the population of city had grown to 13,000 and there
2 was some causal factors, the financial bank
3 depression of 1857 really retarded the city's growth,
4 but in 1860 there were 81 blacks out of 13,000. Of
5 the total population of 13,000, following the Civil
6 War, the first independent black church building was
7 constructed here in Dubuque. And at this time in
8 1864 there had been a petition to start a "colored
9 school" in Dubuque, and nothing ever came of that
10 apparently. But, however, in 1866 another petition
11 was circulated and presented to the Board of
12 Education to create an independent school for black
13 children, and the Board of Education responded by
14 renting a church basement, and they opened this
15 school in March of that year. It appears that during
16 reconstruction, public opinion regarding the separate
17 schools for blacks in Dubuque was divided. In 1870,
18 for example, the school board unanimously adopted a
19 resolution discontinuing the school for colored
20 pupils. However, at it's next regular meeting the
21 question was brought up again, the motion was
22 reconsidered, was approved due to subsequent
23 developments that "many, probably majority of our

1 citizens are strongly opposed to the discontinuance
2 of the colored school." "This being the case, a
3 merging of races must become an element of discord."
4 So, the independent school for black children was
5 operated it appears that ultimately, and in the
6 winter of 1877, a number of black students enrolled
7 themselves in the regular school and I guess in
8 response to this, and I say again I have not done all
9 of the research that is necessary to draw good
10 conclusions out of this, that in response to the
11 student's actions that is them going into the regular
12 school, the Board passed a resolution denying them
13 admission and ordered them to go back to the old
14 colored school. I guess at this point it appeared
15 that the matter of the colored school would be
16 decided in the court. Evidently they decided to test
17 this in the courts to see if this was going, was
18 constitutional or whatever. And evidently the school
19 board hired an attorney, but they instructed him not
20 to put up a defense to this action. So, ultimately,
21 the separate school was closed in February of 1877.
22 By that time, the 1870s, there were 167 African
23 Americans residing in Dubuque out of the total

5

1 population of about 18,000.

2 One thing that really should come out
3 of this study is the reason is to determine if we
4 can, and I think we need to do it as a case study.
5 We need to look at what was happening in other river
6 cities or other similar cities in Iowa along the
7 river at this period in time. You know there's a
8 number of theories why the black population
9 diminished, and in particular I guess why it
10 diminished in Dubuque is it because the city had
11 already gained a reputation as being somewhat
12 inhospitable to blacks. We don't know. Some people
13 theorize that as the immigrant populations increased,
14 the black population decreased. Because the
15 immigrants had a tendency to drive out blacks at the
16 lower rank on the job ladders. So, that's one thing
17 I think that really needs to be taken a look at.
18 It's kind of interesting to note that relative to the
19 steamboat trade and, of course, the steamboating has
20 also been important to the economy of Dubuque. From
21 very early on, a lot of laborers, the routsabouts.
22 The deck hands traditionally were, in the earlier
23 period I'm talking about an anti bellum period, were

1 - Irish immigrants. However, by, following the Civil
2 War, many of these Irish immigrants were no longer
3 working as deck hands, they had moved them, elevated
4 themselves in status and were becoming mates and
5 captains and things of that nature. And you see a
6 trend where there were more black roustabouts
7 becoming laborers, particularly on the upper
8 Mississippi. So, those are questions I think that
9 really need to be taken a look at very hard.

10 As you plot the demographics and
11 always, I say again, you need to really take a look
12 at these from a quantitative sense. In 1878, the
13 population of the city was around 30,000 and there
14 were 133 African Americans enumerated. Ten years
15 later, in 1900, the population of the city increased
16 to 36,000 approximately with about 118 blacks
17 enumerated.

18 It's interesting during the course of
19 doing other research projects, I have run across some
20 scattered references to racial relations in Dubuque,
21 and I think again a systematic analyzation of the
22 press, the historic newspapers should be undertaken
23 because you can draw these things and, you know, make

1 conclusions, but you might be drawing them out of
2 contact. But, it's interesting to note that in early
3 1900s I have two articles that I have run across in
4 Dubuque papers. One which was from the Galena paper
5 in October of 1906 where the headline was Draws
6 Color Line in Dubuque and evidently the Savannah
7 Illinois football team had come to play the Dubuque
8 football team in high school football. And it went
9 on to say it created a mild sensation in Dubuque
10 Saturday when they were defeated 21 to 0. They
11 evidently wanted to stay and eat a meal at the
12 Merchant Hotel here in Dubuque and there happened to
13 be a black pupil on the football team in Savannah.
14 And evidently the hotel owner refused to serve him.
15 He said that we will fix him a meal and he can have
16 everything he wants to eat, but he's not going to sit
17 in the dining room. So, there's an example that has
18 come out in the local press. Perhaps a more
19 significant article was one I ran across a couple of
20 years ago. This was in 1907. Evidently a southern
21 gospel group, the Dixie Jubilee singers was touring
22 the north and performing at various cities and the
23 Lores, the predecessor to Lores College which was the

6 1 Joseph College at that_time had engaged the group to
2 2 come to Dubuque to perform. And it's kind of an
3 3 interesting article because the headline is, Race
4 4 Equality Not Found Here. Colored people can get no
5 5 accommodations and Dixie Jubilee singers could not
6 6 get a meal or bed at any local hotel, so they
7 7 actually put them up at the college. And, you know,
8 8 of course I hate to draw conclusions from one
9 9 article, but it goes on to say that to make, to wrap
10 10 this up, they went on to say the leader of the group
11 11 said that this is the first time we've ever been
12 12 unable to secure hotel accommodations in a northern
13 13 town. We've experienced difficulty in the south, but
14 14 never in the north. It's no surprise to us, however,
15 15 for we had learned from other colored people who had
16 16 visited Dubuque that there is no race equality here.
17 17 So, is our patterns, our pattern is beginning to
18 18 emerge and I really do need to wrap up, my time is
19 19 rapidly fleeing. So, that's a very cursory view.
20 20 The findings should be tentative at the most, but I
21 21 think it indicates that, as I said at the beginning
22 22 of my remarks, that the study needs to be done and I
23 23 think it's imperative not only as we struggle to

1 resolve this situation as a community today, but so
2 that in the future generations will have a better
3 understanding of why we are what we are today.

4 CHAIRMAN SOMMERVILLE: Thank you, Mr.
5 Osborne.

6 We certainly hope that that study will
7 be completed. I was taking some notes as you were
8 talking, and obviously the history of Dubuque is
9 replete with incidents of violence, prejudice,
10 discrimination towards African Americans, and yet
11 listening to you in the face of all of that African
12 Americans made, and I'm going to say significant
13 contributions to Dubuque because you talked about the
14 land, you talked about the industry, and you've
15 talked about religion, helping to building the
16 churches and whatever.

17 MR. OSBORNE: Sure.

18 CHAIRMAN SOMMERVILLE: What I'm going to
19 ask, what would the historical entry regarding
20 Dubuque be if it were recorded from the 1960s Civil
21 Rights period?

22 MR. OSBORNE: It's an interesting question.
23 I'm not a native Dubuquer myself and came to Dubuque

1 in the late 1960s and benign, you know, I definitely
2 think that Dubuque is been noted as somewhat of an
3 insular community, although, and for example, in the
4 1880s Dubuque was the largest manufacturing city in
5 the state of Iowa, and it was ranked 70th in the
6 nation and always prided itself as being an up and
7 coming metropolis. Native Dubuquers will say, well
8 there is this sense of the State of Dubuque, you
9 know, have a uniqueness that we heavily democratic
10 onclaves, but not only I think geared towards
11 minorities in general, but a very insular community
12 that is very suspicious of outsiders. It takes a
13 long time to really now join the flow of the
14 community. And I was struck when I came to town that
15 they were pretty intolerant and I think a lot of this
16 has to do with the blue collar nature of the city
17 now, to some respects. And I'm not trying to avoid
18 your question, but Dubuque is always somewhat
19 trend-wise, I think it's always kind of lagging
20 behind not only because we're a mid western
21 community, but that new ideas are slow to take hold
22 in the town. I mean, we follow the trends, but yet
23 based upon my, you know, there was a corp group of

1 what somewhat enlightened folk here in Dubuque in the
2 60s, in the 70s, but it always seems to be sort of a
3 reactive rather than a proactive.

4 CHAIRMAN ALLEN SOMMERVILLE: Okay. Just one
5 more question and then I'll open up to the committee
6 members. You've indicated a trend of decreasing
7 population regarding African Americans. Now we know
8 what we're looking forward to in the year 2000, okay.
9 What do you see happening in Dubuque with reference
10 to population of African Americans or ethnic
11 minorities?

12 MR. OSBORNE: I certainly think that we're
13 going to see an increase. I think that the events in
14 the last few years, you know, when I first came to
15 town, and I originally lived outside Detroit and, you
16 know, when I came to Dubuque I'm going gee, you don't
17 see any people of color anywhere. Just in my
18 estimation that when I walk the streets or I go out
19 to the mall, you know, it's got to change to the
20 positive, and I think it definitely will.

21 I was talking to Melvin prior to the
22 beginning of the meeting regarding an exhibit that we
23 had on the history of organized labor at our new

1 history museum last year, and we not only explicated
2 the rise of the unions, but also looked at some of
3 the larger manufacturing industries in town. And we
4 decided that we had a mannequin or a figure that we
5 were going to use, and that would be an African
6 American mannequin, and that's our packing house work
7 so.

8 CHAIRMAN ALLEN SOMMERVILLE: Okay. Are
9 there any committee people who would like to ask a
10 question?

11 MR. JENKINS: As a historian and somewhat
12 dovetailing on the question that the Chair asked. If
13 you were in the year 2000, let's say 2010, looking
14 back at the state of race relations in Dubuque today,
15 given the history of what is going on and transpired,
16 what recommendations would you make or look back and
17 say we should have done this, we should have done
18 that in Dubuque to bring more harmony in race
19 relations? What type of recommendations would you
20 look back?

21 MR. OSBORNE: That's a tough one. As you
22 said, as a historian, you know, it's possible to
23 place interpretations upon the past and there are

1 certain things, of course, that cannot be undone. I
2 really would be hesitant to say that if you could go
3 back and do something over, I mean because the
4 historian and decendants are what makes the city
5 unique, and I guess looking at it from the year 2010,
6 I would say that the vision is 2000, the efforts of
7 the task force. I think, you know, in hindsight, in
8 20 years hindsight those would be -- this would be
9 the time to strike and to try to rearrange -- you
10 know, we could change the engineering now. We can
11 not go back and say, well, we didn't want these
12 southerners to come because obviously they
13 contributed to the fabric of the community just as
14 Lenola had mentioned that the African Americans
15 certainly put their stamp on the community as well
16 and in a much lesser degree to a certain extent.
17 But, it's the same thing as we are working to
18 explicate the history of the city. We really need to
19 delve into the issues of multicultural diversity, not
20 only looking at the roles of blacks, but also looking
21 at the roles of immigrants. Certainly I think Irish
22 influence here in Dubuque created somewhat of a
23 flavor. We need to take a look at the roles of women

1 and hopefully as we work on interpreting this history
2 and finally do come to the conclusion that it's going
3 to help people to realize why we are who we are. And
4 that's ultimately what we're planning to do in our
5 museum so that visitors to the city can come and say
6 okay, Nate Morgan was whipped to death whereas Ralph
7 Montgomery was set free, and actually was, became
8 somewhat of a reverent historical character here in
9 town. It's kind of interesting that I discovered his
10 obituary quite by happenstance several years ago and
11 it was a long obituary. And he was like a mythical
12 figure in town.

13 CHAIRMAN ALLEN SOMMERVILLE: Thank you so
14 much, Mr. Osborne.

15 MR. OSBORNE: Okay, that is.

16 CHAIRMAN ALLEN SOMMERVILLE: We will
17 proceed. We've had the historical perspective and
18 now we would like to, I guess look at a
19 socio-economic perspective and we will call upon the
20 expertise of the sociologist, Dr. Mohammed Chaichian.
21 Are you present?

22 As with the other individuals, would
23 you please state, for the record your name, address

1 and occupation?

2 DR. CHAICHIAN: My name is Mohammed
3 Chaichian, a Professor of Sociology, University of
4 Dubuque and my address is 85 South Elm in Dubuque.

5 I would like to start with a brief
6 historical account of some economic developments and
7 some racial incidents in the last 10 or 12 years ago,
8 the last 10 or 12 years. The much publicized
9 incidents of cross burnings and other race-related
10 acts here in Dubuque during the last year have led to
11 the initiation of several investigations, including
12 this fact-finding meeting which is organized by the
13 U.S. Commission on Civil Rights. Cross burnings and
14 racially motivated incidents are not new to the
15 Dubuque Community, but the frequency of occurrence
16 during the specific periods correlate with certain
17 economic and political developments in the area. I
18 would like to focus on two major developments since
19 the early 1980s to clarify my point. The most
20 important aspect of any community's economic health
21 is the extent to which jobs, good paying secure jobs,
22 are provided for its citizens. The 1980s witnessed a
23 nationwide process of what is known as "Economic

1 Restructuring" which adversely affected many
2 communities, including Dubuque. The massive layoffs
3 during the 82-83 years in Dubuque were devastating to
4 many working men and women, mostly from the organized
5 labor. My own findings about the effects of economic
6 restructure on unemployment figures in Dubuque
7 indicate that this community has endured a process of
8 economic transformation which negatively affected its
9 residents. First, between 1982 and 1989 the
10 manufacturing firms employing 100 and more workers
11 laid off 4,970 workers, 4,840 of them by 2 major
12 employers alone. During the same period, the
13 ancillary services and related industries employing
14 100 and more workers created only 105 new jobs.
15 Second, in terms of actual earnings in 1988, Dubuque
16 workers in all the 3 areas of production and
17 manufacturing services and clerical/sales were
18 earning less compared to 1981. Finally, economic
19 restructuring in the last 12 years or so in Dubuque
20 has also changed the female-to-male employment ratio.
21 For example, a comparison of the 1980 figures with
22 those of 1989 indicate that in all 3 areas of
23 manufacturing, service and distributing, more women

1 are being employed than men. The service sector has
 2 had the most drastic changes in terms of female/male
 3 ratio. That is, while in 1980 about 34% of workers
 4 employed in the service sector were female, by 1980,
 5 this ratio was changed to about 67%. Considering the
 6 fact that the jobs created in the service sector are
 7 mostly non-unionized, part-time, seasonal and lower
 8 paid positions with few or no benefits, this change
 9 is an indication of reduced earnings for female
 10 workers and their families, as well as an
 11 intensification of a social process known as the
 12 "Feminization of poverty" in Dubuque.

13 Another development which is having a
 14 great social and economic effect on the Dubuque is
 15 the construction of the new Highway 61/151 which cuts
 16 through the old and most working class neighborhoods
 17 in the so called "Flats" area. In 1989 the Dubuque
 18 Housing Commission conducted a Housing Impact Study
 19 of Freeway Corridor Plan to investigate the effects
 20 of highway 61/151 corridor on the adjacent
 21 neighborhoods. According to this study, "If the
 22 currently proposed land use plan for the corridor
 23 were adopted, implemented, and fully realized,

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1 between 75 to 89 percent of residential units in the
 2 5 areas would be loss to residential use. That is up
 3 to 590 housing units out of a total of 664 would be
 4 either converted to other uses or demolished for
 5 commercial or industrial redevelopment. By Dubuque
 6 standards, the assessed value of an affordable house
 7 has to be below \$30,000 and 95 percent of the
 8 residential units in the affected neighborhood are
 9 affordable houses for low income families. This
 10 clearly demonstrates the devastating effect of the
 11 highway on the residents in the above-mentioned
 12 areas.

13 Let's take a look at several racial
 14 motivated incidents in the last ten years or so. In
 15 1982, a cross was burned in the backyard of an
 16 African American family and a carefully poured
 17 gasoline on an Asian family's lawn burned the grass,
 18 which spelled out the word "Chink". In the 3rd
 19 incident in 1982 and at the height of massive layoffs
 20 at the two major plants and other work places African
 21 Americans on the northside of town were warned that
 22 if they are employed in some city factories, there
 23 could be trouble. In 1983, the newly elected member

1 of the Dubuque Human Rights Commission offended
2 Dubuque residents with German ethnic background, as
3 well as African Americans with his tasteless ethnic
4 and racist jokes. Being an Irish, the first target
5 of his ethnic jokes was homegrown, since Dubuquers
6 with German background are historically associated,
7 at least known to be associated with money and power.
8 But, the second target, African Americans, is created
9 by a national ideology of racism, who, as the most
10 visible minority, comes handy as a scapegoat during
11 times of economic hardship, and Dubuque is no
12 exception. Race related incidents occurred here and
13 there during the rest of the '80s, but this community
14 witnessed a resurgence of such activities in the late
15 1980s, as in '89 antisemitic literature was
16 distributed in which Jews were blamed for many social
17 and political problems in society. This happens at a
18 time when very few, if any, Jewish people were
19 residing in Dubuque. Later in the same year, a cross
20 was burned in an African American couple's garage,
21 which led to community-wide protests, the
22 establishment of the NAACP Chapter, and formation of
23 the Constructive Integration Task Force. Racial

1 tensions were intensive thereafter which culminated
2 in last year's cross burning incidents.

3 Why am I questioning the purpose of the
4 economic development, or lack of it, and race
5 relation incidents in Dubuque? My point is that
6 there are all indications that human rights
7 violations in the form of blatant racism, such as
8 hate crimes, have a tendency to increase during
9 periods of economic hardship. Frustrated with an
10 economic system which is unable to create jobs and
11 provide the basic needs of the people, workers were
12 afraid to lose their job, and the unemployed who
13 scramble for the few available positions have in
14 times used various minority groups as scapegoats to
15 vent their anger. This misplaced anger is displayed
16 by some white workers who, unable to understand the
17 dynamics of the national economic and political
18 forces, use racism as an outlet for their
19 frustration. This overt racism is in sharp contrast
20 with a more subtle but equally deep rooted racist
21 attitude among the middle and upper class
22 individuals.

23 Recent cross burnings have divided

1 Dubuque's residents along the line of racial
2 prejudice. But Dubuque has long been a divided city
3 along the lines of social class and economic
4 opportunity. As an example, the spatial segregation
5 of the poor and the working class from the middle and
6 upper classes in Dubuque is accentuated by the city's
7 topography. The former are concentrated in the so
8 called flats and the latter reside up on the hills.
9 What is more, not only more money seems to be spent
10 to improve the quality of urban environment in the
11 middle and upper class areas. New urban development
12 such as Highway 61/151 also adversely affects the
13 poor and working class neighborhoods. On the other
14 hand, even a cursory survey of police reports on the
15 index crimes and cross burnings will indicate that
16 the majority of offenders come from the flats area.
17 It's easy and convenient for us to blame those who
18 burn the cross, put them in jail, and then go about
19 our normal lives with a clear conscience. But, one
20 has to recognize that cross burners are not
21 criminals, are themselves victims of the social
22 situation which is based on economic injustice,
23 inequality, and poverty.

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1 Now, let us take a look at the reaction
2 of various community leaders to the recent racist
3 incidents. The leaders of the business community,
4 the church, and the religious organizations, the City
5 Hall, the organized labor, political parties, and the
6 Iowa legislative body, all deplored racism, asked
7 citizens to shun the racists, posted rewards for the
8 arrest of racist criminals and supported cultural
9 diversity in Dubuque. Except for few voices from the
10 organized labor, although a bit late, and the leaders
11 of some grassroots neighborhood organizations, no one
12 else understood and acknowledged the existence of a
13 like between a resurgence in racism and Dubuque's
14 uncertain economic future in terms of the provision
15 of adequate jobs and affordable housing. I do not
16 believe that a community such as Dubuque can
17 eradicate racism singlehandedly as long as economic
18 decisions are made by the elite, and as long as
19 racism as an ideology is not seriously dealt with at
20 the national level. However, the battle against
21 racism and other civil rights violations in Dubuque
22 ought to be fought at two fronts. First, we have to
23 confront all acts of racial hatred and bigotry as

1 they violate basic human rights of various groups in
2 society. And second, we have to strive for economic
3 and political justice in our community in order to
4 reduce poverty and unemployment which at times breed
5 ethnic conflict and racism. Thank you.

6 CHAIRMAN SOMMERVILLE: Are there any
7 questions from the committee?

8 MS. FRIAUF: Mr. Chaichian, when you talked
9 about how to solve this problem and you mentioned the
10 development in the hill area as opposed to on the
11 flats, what do you see would be a better solution for

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1 been any attempt in Dubuque in order to transplant a
2 neighborhood in its entirety. The Housing Commission
3 and the several groups in Dubuque, the housing in
4 Dubuque have been trying to work provisions for
5 affordable housing and they have been successful in
6 providing a few, but those are a few and there's a
7 need for money in order to build low income housing.
8 And, as usual, the people who are in the housing
9 development business, they will not invest, the
10 private sector will not invest in low income housing
11 projects because it's not profitable. So, there is a
12 need for public money in order to relocate the people
13 who are going to be dislocated in the future.

14 MR. JENKINS: Several questions. It's my
15 understanding that the city began to grow in terms of
16 new number of jobs coming and moving into the city,
17 Wal Mart and a few other places are coming in, and
18 with the population that has been displaced in terms
19 of employment for a number of years because of John
20 Deere close out and what have you, and with the
21 development of the Constructive Integration Plan to
22 recruit minorities for the cities. At one point,
23 taking all this into consideration, and we talked

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1 about misplaced anger, misuse of racism, what have
2 you, what beyond the mouthing or the responses by the
3 city in terms of words that we need more harmony in
4 Dubuque, what more could have been done by the city
5 leaders and corporate officials to bring about a more
6 harmonious relations area in Dubuque?

7 DR. CHAICHIAN: There is a question. I do
8 have a ready answer, but probably one of the avenues
9 is to monitor affirmative action and that is not
10 something which should be done only by monitoring.
11 Of course the government employment. It has to be
12 done also by the private sector. And I don't believe
13 that there's any process for affirmative action in
14 this area in terms of constant monitoring of
15 affirmative action. So, it has to be re enforced in
16 the community and that probably would be a big step.

17 MR. JENKINS: Okay, with the growth of jobs,
18 in your opinion, as a sociologist and a recruiting
19 perhaps minorities from other cities or placing
20 minorities here in Dubuque, do you see that as a
21 major source of friction which the constructive
22 integration plan was developed? We've heard that
23 through the course of our background investigation

1 that Dubuque should take care of its own. Is there
2 enough room in Dubuque for minorities from other
3 communities to come and settle and to be welcome?

4 DR. CHAICHIAN: See, in the course of the
5 past few months, a lot of people who have been
6 actively involved in race related issues, they have
7 indicated that which is a very true statement, that
8 Dubuque and any other city have always been open
9 market for recruitment. So recruitment is not the
10 question. And if you notice in the last ten years or
11 so there's also a resurgence of the reverse
12 discrimination. So, reverse discrimination as a
13 concept or homegrown, it's, locally it is not
14 homegrown. It's not locally, it's a process which
15 is nationally. These are also factors influencing
16 and affecting a small community like Dubuque which
17 has to fight for few jobs, attract new businesses.
18 So, when the economy goes back as nationally in a
19 small town, you do not have adequate resources, so
20 that's all.

21 MR. JENKINS: One of dialogues that we used
22 regarding the southern states in the late 60s and
23 early 70s we had discussion groups. What we would

1 call meet and greet groups, bringing minority and
2 majority group together to sit and talk more openly
3 and frank about the problem on the state of race
4 relations. Has that process taken place now in
5 Dubuque?

6 DR. CHAICHIAN: Well, I may not be the most
7 qualified person to answer your question. But the
8 implementation of the multicultural, non racist
9 curriculum at the public schools has been a very
10 important step, and I do believe that the community
11 is very conscious about racial awareness. And,
12 again, that has been happening in a lot of
13 communities. We are making the citizens aware of
14 different races, but whether or not this is going to
15 improve race relations is another question. So, I do
16 believe that the people in Dubuque are aware of
17 racial differences, but that may not be the answer.

18 MR. JENKINS: My question is whether or not
19 racial differences make a difference?

20 DR. CHAICHIAN: I beg your pardon?

21 MR. JENKINS: The ultimate question we can
22 recognize that there are difference among the races,
23 but we should also come to the conclusion that

1 difference should not matter.

2 DR.CHAICHIAN:. Exactly.

3 CHAIRMAN ALLEN SOMMERVILLE: Any other?

4 MS. STASCH: Going back to dealing with the
5 socio economics. We're talking about trying to deal
6 with an economic evenness, trying to bring the lower
7 income people up and the higher income people to a
8 more even level. And we always talk about or I
9 always hear we don't have money to do this. We don't
10 have money to do this, but in a more positive vein
11 are there things that you can think of or something
12 that, in your mind, can be done now to try to strive
13 towards that. Oftentimes we say we don't have money
14 to do it, therefore, we won't do it, we can't do it.
15 Do you have any answer to that? In your own mind and
16 in the studies that you have, are there ways in which
17 Dubuque can start striving towards that in an
18 immediate situation?

19 DR. CHAICHIAN: These are hard times.
20 Yesterday there was the news about the possibility of
21 cutting the budget, the state budget. And some may
22 say, including social welfare. And then today's
23 paper indicated that they may not consider cutting

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1 the social welfare budget if they're talking about
2 budget cuts next year. Again, it has to be dealt at
3 different levels; nation, state and local level. And
4 I really don't know what are the ways to come up with
5 the money. But, certainly with smaller community and
6 I can agree a sizeable community, put it that way.
7 The size of a community like Dubuque I believe it has
8 to be more interaction and communication with the
9 people who are being affected and the people who make
10 the decisions. And that, I believe, is the first
11 step.

12 CHAIRMAN ALLEN SOMMERVILLE: Thank you.

13 During our research, we have found that
14 one of strategies for addressing racial tensions was
15 a result of the Constructive Integration Task Force
16 and the product was a plan. And Jack Hanson is here,
17 and who knows about that plan. And we're going to
18 ask Mr. Hanson to provide us with some information.

19 As with the others, please state your
20 name and address.

21 MR. HANSON: Jack Hanson. I reside 781
22 Cottage Place in Dubuque. Even though I'm listed as
23 a freelance writer, I'm basically one of Dubuque's

1 unemployed. I served as a member of the Executive
2 Committee of the Constructive Integration Task Force,
3 and I currently serve on the Dubuque Council for
4 Adversity. My purpose here today is to give an
5 overview of Constructive Integration Task Force
6 process and it's evolution into this for diversity.
7 In doing this, I'll try to take you sort of
8 chronologically for the whole process, make various
9 references to the plan without getting into a
10 definitive explanation of the plan itself.
11 Hopefully, I can get all through this in the allotted
12 time.

13 Anyway, following the Dubuque Human
14 Rights Commission release of their policy statement
15 on strategies to improve race relations in Dubuque
16 issued in mid 1989, they sent a number of letters to
17 various residents of the community, about 240 in
18 number, inviting them to attend the meeting which
19 would hopefully lead to the formation of a citizen's
20 group who could implement the strategies that were
21 devised by the Human Rights Commission. As a result
22 of these 240 letters, approximately 20 people made
23 the decision to become involved, and this was

1 actually the beginning of the Constructive
2 Integration Task Force. Though during this initial
3 meeting in October of 1989 and after a short period
4 of orientation, the task force people, the 20 people
5 spent some time as a group discussing the prioritizing
6 what they saw as areas of concern. And they came up
7 with three broad areas to concentrate their efforts
8 on. And these areas were community education
9 recruitment and retention/orientation. Now, the
10 balance of that first meeting as well as subsequent
11 meetings of the task force were conducted in the
12 following manner. The group divided into two sub
13 groups of each of which concentrated their efforts in
14 one of these 3 broad areas. A small group would meet
15 by themselves for the first parts of each meeting to
16 suggest, consider and discuss items which they felt
17 should be included in their particular area. The
18 group would then be gathered together for the last
19 part of the meeting where they, as a whole, and feed
20 all of the relevant points and recommendations into a
21 facilitator who would list all of these on the
22 overhead projector. As additional comments were
23 solicited through group between meeting, the

1 facilitator would add the new information to that
2 which had been previously recommended by a group and
3 have an updated working list ready for the next
4 meeting.

5 For your information, I will be
6 submitting a copy from one of our meetings.

7 CHAIRMAN ALLEN SOMMERVILLE: Thank you.

13 8 MR. HANSON: This happens to be from our
9 4th meeting, and I think you'll note that by already
10 the list contained 6 and a half pages single spaced
11 of concerns, recommendations and items for
12 consideration. When you consider the fact that the
13 final plan itself really consisted only of 8 and a
14 half pages in narrative form, I think you'll get some
15 idea of how much give and take there had to be in
16 this entire process. I might mention here that the
17 facilitator was a member of the Dubuque Human Rights
18 Commission, Mr. Don Miller. And he was just that, a
19 facilitator. He in no way influenced the group
20 process or the tone of the eventual document. Beyond
21 that point, and that's why he isn't listed as one of
22 the authors of the document. Following the second
23 meeting in October of 1990, a public meeting was

1 scheduled for early November to fill the public in on
2 the program and to seek a wider range of communities
3 input. This public meeting was well publicized in
4 the media. Every resident of Dubuque had an
5 opportunity to attend and express their views on the
6 program. Apparently very few residents were
7 interested in the process because the meeting was
8 poorly attended. As a note of interest, not having
9 been one of the original invitees, I became involved
10 in the process as a result of this public meeting.
11 At the task force meeting on November 27th, 1990
12 which was the 3rd meeting of the group. We
13 considered those things which had been put forth at
14 the public meeting. We added a 4th area to our
15 deliberations, and this became the basis of admission
16 and success statements of the document. It was also
17 at this meeting that we selected a group to begin the
18 writing process of the document with instructions to
19 then grade a narrative type document with
20 recommendations that have been agreed to by the task
21 force members. Additional input was given to our
22 writers at our December, 1990 meeting and preliminary
23 draft of the document, which is now titled, We Want

1 To Change, is presented to our group and discussed
2 the January of 1991 meeting, and at a meeting in
3 early February. Changes were made in the document of
4 at both of these meetings and discussed. Another
5 public meeting which was held February 25, 1991 at
6 which time we revealed the draft of the document to
7 those in attendance and solicited again, comments.
8 The public had been again advised in advance of the
9 meeting. A copy of the plan had been made available
10 to the Human Rights Commission office more than a
11 week prior to the meeting on March 14, 1991. The
12 task force met to consider the changes which had co
13 up at the public meeting, and to incorporate any
14 changes and review a final written document. At this
15 meeting, we reached a consensus on the final draft
16 and then present it to the Dubuque Human Rights
17 Commission for their approval at the meeting of April
18 8, 1991. The Commission unanimously endorsed the
19 plan at this meeting. We Want A Change was then
20 presented to the City Council at their meeting, next
21 monthly meeting, May 20, 1991. At this meeting the
22 Council endorsed the plan in concept on the vote of 6
23 to 1 and this action ended the planning phase of th

1 Constr̄uctive Integratīon Program.

2 Before I move on to the implementation
3 phase, there are a few things I believe I should
4 point out regarding the make up of the task force and
5 the planning process. I've been involved in
6 countless community activities over the past 5 years,
7 and despite some complaints heard from some residents
8 about the exclusive nature of the task force, I can
9 say unequivocally that this was the most broad based
10 community group that I have ever been associated
11 with. The organization task force includes among
12 it's members a social worker, lawyer, a law
13 enforcement officer, an unemployed person, a woman
14 religious, an hourly employee, a housewife, Dubuque
15 workers, school recruiter, probation officer,
16 personnel manager, a priest, a couple of employment
17 counselors, college professors, and college staff
18 person. So, I think that's a very broad based
19 representation from the community. No step in the
20 process or the ideal recommendation was given. To
21 begin with, there was a full discussion,
22 disagreement, agreement, and all those things which
23 are normally present in the group process. The task

1 force was aware at all times the need for community
2 input, and I believe that more than adequate
3 opportunity for input by citizens was allowed,
4 because the task force members came from such a wide
5 range of diverse backgrounds, careers and cultures.
6 The process was a continual educational experience
7 from each one of us involved, although as an aside,
8 we might have approached certain aspects in the plan
9 differently, as a group, we reached the concensus of
10 the process used in constructing the plan. And on
11 the contents of the plan itself. Although many of
12 us realize there would be some opposed to this plan,
13 either in part or it's entirety, I believe we all
14 felt it was morally imperative to put this plan forth
15 in our community. Some people of the task force, as
16 may be expected, had more community experience than
17 others, and some had more experience and knowledge of
18 the diversification than others. Some of our members
19 had experienced racism on a firsthand basis, either
20 in this community or other communities as well. I
21 don't believe we saw anything in this plan that was
22 threatening to either to the community or to groups
23 or individuals within the community. At least I know

1 I didn't, and I still_don't. We viewed the plans as
 2 a series of issues and challenges, fully, if
 3 accepted, would increase diversity among our citizens
 4 and probably more importantly, would increase
 5 understanding between our residents.

6 Following the endorsement of the City
 7 Council, we scheduled another public meeting in June
 8 25th, 1991 to organize the committee structure and to
 9 discuss strategies and implementation of plans. If I
 10 remember correctly, there were somewhere around 50
 11 people in attendance at this meeting. The group
 12 decided to organize into 5 working committees for
 13 implementation. And this would be in education,
 14 employment, housing, finance, and mediation and
 15 corporation. Each of these committees selected their
 16 own chair people at that meeting by vote and the
 17 groups made a decision to operate with a 9 member
 18 executive committee composed of the chair persons of
 19 each committee, plus 3 others. So, that ended up
 20 being 9 people. The committee and the executive
 21 committee each began to meet on a monthly basis in
 22 July of '91 over the next couple of months. The
 23 total number of people participating in committee

1 work approached one hundred. The Speaker's Bureau
2 was established under the education committee and
3 thoughts and discussions were held at meetings of
4 civil organizations, educational institutions, and et
5 cetera. Constructive integration in service program
6 was held for high school teachers and administrators
7 at high schools in Dubuque. They took programs
8 contingents through the summer and fall of 1991. On
9 October 23rd, 1991, another public meeting where the
10 public was updated on the current working committees
11 and time was set aside for general discussion. And
12 those in attendance were also informed of plans to
13 incorporate the task force under the Non Profit
14 Corporation Act in order to pursue more effectively
15 with fundraising. On November 19, we held a meeting
16 which we signed the Articles of Incorporation adopted
17 by us and elected officers. Also, during this time
18 period, the committee were getting a number of
19 different initiatives in the community and most of
20 these were covered in the media. And while, of
21 course, on November 3rd, 1991, the New York Times had
22 published the infamous article, photo of Four White
23 Supremacists; and, quite frankly, all hell broke

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1 loose in this community. Although we had attempted
2 to convey the message in this community, it was not
3 meant to be an unalterable document, as rather
4 something which change and circumstances might
5 warrant. We began, quite frankly, discussing
6 possible revisions more frequently and more
7 intensive. From this point, we received some basic
8 misunderstanding about the intent of the plan and a
9 number of misrepresentations had been pointed out at
10 some of these public hearings. In mid December we
11 advised the public of our P.O. Box in which they
12 could send suggestions. Very few responses were
13 received, and towards the end of December, we started
14 advertising locally around the United States for a
15 full time Director, which we felt was necessary to
16 oversee and implement and coordinate the plan. We
17 received, I think, 92 applications locally and from
18 around the country for this position. Beginning in
19 December of 1991 and continuing through January, and
20 February of this year, we began meeting with various
21 representatives of labor, education, and business
22 community who had indicated an interest in not only
23 assisting with the revision process, but also of

1 becoming involved in the implementation of a program
2 for diversity for this community. This leads
3 directly to the formation of the new Council for
4 Diversity with the executive committee of the task
5 force considered the logical next step in the
6 evolutionary process of this plan. Together, the
7 task force and others involved in these discussions
8 agreed to the make up of the new council, and it was
9 announced at a press conference on March 24, 1992 at
10 which time the council also announced it's objectives
11 which were, as with the task force objectives, the
12 profession to enhance the cultural diversity in
13 Dubuque based on a multicultural community is a
14 better community. Those with freedom to serve on the
15 Council represents, firms includes bank, business,
16 education, labor, manufacturing, social services.
17 Three people involved in the work of the constructive
18 integration task force are also serving as members of
19 the council. One of them is vice chairperson of the
20 council. The council the other night met with
21 working community of the task force and encouraged
22 them to stay involved in the process. And we're also
23 nearing completion for the search for the full time

1 director for the program. Hopefully that will be in
2 place by mid May. That's where we stand for dates.

3 If I could take just a couple more
4 minutes. Having been an elected official
5 spokesperson of the constructive integration plan, in
6 early November, following this New York Times
7 article, before I close, I'd like to discuss my
8 experiences in regard to my position, because I feel
9 they're germane to your deliberations also, which
10 your committee is charged with the dual
11 responsibility of gathering information on the status
12 of race relations in Dubuque and reporting the Civil
13 Rights developments. The media, of course, has it's
14 own agenda and I don't want to dwell on it's coverage
15 of Dubuque because it's or they are available in
16 print or in film. But, I'm submittting a complete
17 list of my media contacts for your information. I
18 believe you will find it informative and long
19 ranging, and it includes almost a hundred subject
20 contacts. They were solely my contacts. And, of
21 course, other members of the task force were also
22 contacted by the media. Reaction from people, not
23 media, is the thing that's important to us and

1 not to you -- Can I have two more minutes?

2 CHAIRMAN ALLEN SOMMERVILLE: Yes.

3 MR. HANSON: I want to just touch on that
4 reaction from people because I think there was a real
5 dicotomy involved here. During November and December
6 I received phone calls from across the country with
7 over 80 because people in 24 different states and the
8 District of Columbia, included calls from people who
9 wanted copies of the plan for possible use in their
10 own community. But, for the most part, these were
11 all supportive calls. People called to support.
12 There were only two that I recall that said we were
13 crazy or something similiar. Most callers really
14 expressed pleasant surprise that there was a
15 community in the United States that was actually
16 attempting to attack racism on such a personal level,
17 and in such a straightforward manner. They were
18 willing to look beyond the cross burnings and look at
19 the plan itself. And I think that's encouraging. A
20 number of people asked how they might get involved in
21 this process. Local reaction by way of telephone
22 calls was almost the exact opposite. These calls
23 came so fast and furious, I couldn't even attempt to

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1 keep track of them. My wife and I were subjected to
2 fits of screaming namecalling, foul and almost
3 universal unwillingness for people to identify. I
4 was accused of burning crosses myself, accused of
5 literally forcing some good local boys to go bad by
6 burning crosses. And believe this, I was accused of
7 meeting and encouraging and engaging in a conspiracy
8 of the African Counsel in Milwaukee, threatening to
9 bring guns out and start killing white people, in
10 '85 who threatened and started killing white people.
11 The vast majority of those who I had could not, did
12 not read the plan and didn't like it anyway. At the
13 very most, I received maybe 5 or 6 supportive calls,
14 and another 3 or 4 calls from people who wanted
15 further information on the plan. These people, of
16 course, didn't identify themselves. And toward late
17 November, people had become too abusive that I was
18 forced to use an answering machine to screen all of
19 my local calls, identify myself and advise callers
20 that if they wish to talk about constructive
21 integration, I'd be happy to listen. To identify
22 themselves, and had read the plan, and most of the
23 callers then automatically hung up, although a couple

1 had a few things to say. Don't get me wrong, by
2 telling you that this happened, I don't mean to
3 indict this entire community. This isn't a Carte
4 Blanche community. Some people are really great and
5 caring in this community, and a lot of people I met
6 in person were supportive. If I can give you just
7 two quick examples. One person contacted me, at the
8 time I was working a night security guard job at
9 Clark College in Dubuque. This person offered to
10 train in that job and take my place on nights I had
11 to work allowing me to keep the money from this
12 because they felt this would free me up to attend
13 meetings, give talks in constructive integration.
14 And they thought in this way they could be supporting
15 me in a way that they could. I thought that was
16 great. Another person had actually offered at the
17 night of the cross burning to park in front of my
18 house every single night of the week in case I felt
19 the need for any sort of protection. As I said
20 before, I'm not interested in indicting the entire
21 community. To let you know that these things
22 actually happen. The facts that happened here, we
23 can't ignore them and we can't simply wish them away.

1 We who live here have to acknowledge that these
2 attitudes exist here, just as they do in every single
3 community in the United States. Once we acknowledge
4 that fact, I believe we can begin to make real
5 progress towards diversity and understanding at this
6 point. Thanks for giving me an extra minute.

7 MR. FURGERSON: I have a question, Mr.
8 Hanson. How many individuals from the neighborhood
9 that's affected by the highway relocation or by the
10 loss of jobs over the last decade were a part of the
11 committee?

12 MR. HANSON: I don't think any. I think we
13 have to understand that we didn't specifically invite
14 groups. We invited the community generically, I
15 suppose, to get involved beyond that. That original
16 240 people, now there may have been some people from
17 that community on that list of 240, I don't know. I
18 would have to, you can check that out through the
19 Human Rights Office.

20 MS. GONZALEZ: On the original list of 240,
21 what was the determination of who was on that?

22 MR. HANSON: I think based on their
23 experience in the community, their knowledge of their

1 involvement in the Human Rights Commission came up
2 with that list themselves independently. They, from
3 what I understand, they brought names and suggestions
4 into a Human Rights Commission meeting. And every
5 name that was suggested was thrown into this list. I
6 wasn't involved in that process, though.

7 MS. GONZALEZ: On the integration plan, and
8 then also with the Council for Diversity, what
9 recommendations can the council use to implement
10 programs to ensure and bring about racial harmony and
11 also cultural diversity here in Dubuque?

12 MR. HANSON: Well, I think this main thing
13 I suppose after so much time it might even sound
14 trite, but education is the answer. People have to
15 be, I guess the fears of people have to be allayed by
16 recruiting and asking the local business community to
17 recruit on a level playing field. That's not going
18 to affect the jobs. Employers normally recruit
19 outside of this community anyway, asking them to
20 consider the possibility. But, they might more
21 heavily attempted to get people of diverse colors
22 into this community. I think that the Council for
23 Diversity, which is composed of a lot of leadership

1 in Dubuque, is very important to just exhilarated to
2 finally step forward to say we do realize that
3 diversity makes economic sense. It makes moral
4 sense, it makes -- I have a feeling I think this is
5 going to become a diverse community, whether we have
6 this plan or not, you know, just by demographics.
7 The increase in culture to our community. It becomes
8 a question of how we're going to approach this
9 diversity as a city; whether we're going to do it
10 objectively or constructively.

11 MS. FRIAUF: I have one quick question.
12 Out of 20 responses you said you got from the
13 letters, from the letters that went out, do you think
14 there were any native Dubuquers that responded?

15 MR. HANSON: Yes, there were some native
16 Dubuquers. I didn't get a letter, I'm a native
17 Dubuquer back to 1938. I'm sure there were a couple
18 of more.

19 MS. FRIAUF: I was curious to know. I know
20 you said there were very wide spread as far as
21 background. I just wanted to know if you knew they
22 were native Dubuquers?

23 MR. HANSON: I know a lot of the people are

1 long time residents.

2 MS. FRIAUF: Thank you.

3 CHAIRMAN ALLEN SOMMERVILLE: You talked
4 about the negative opposition of the plan from the
5 local community. What about the response of the
6 minority community to the plan?

7 MR. HANSON: Well locally?

8 CHAIRMAN ALLEN SOMMERVILLE: Yes.

9 MR. HANSON: Of course I couldn't
10 differentiate who was doing the calling on the most
11 part, but I think for the most part the minority
12 community of Dubuque is supportive of the plan. You
13 know, there hasn't been any type of survey taken, I
14 don't think. The NAACP, of which I'm on the
15 executive committee, is generally obviously there are
16 some items in the plan that everybody questions the
17 need for, but I think generally it's a working plan,
18 and I think generally a lot of people in the
19 community are supportive of at least the general
20 concept, once they understand it.

21 CHAIRMAN ALLEN SOMMERVILLE: What area of
22 the plan gave you the most dismal problem?

23 MR. HANSON: A couple. First of all, there

1 was the tendency of the media to use the term
2 bringing in normal life. It was like bringing in a
3 hundred black people. No place in this plan did we
4 talk about bringing in anybody. We talked about the
5 normal recruiting process, supporting our local
6 employers as they go out, providing information for
7 them to be more successful in recruiting minorities.
8 I think we all realize that part of the problem with
9 the local employer is that because of the previous
10 history of Dubuque and how Dubuque is perceived in a
11 lot of the minority areas of the United States,
12 employers have a hard time recruiting people to move
13 into this area. Say, look, let's get an
14 infrastructure in place, composed of white people in
15 Dubuque and people of different cultures, you know,
16 people of color and have this all available so that
17 when a recruiter goes out, we're saying we're trying
18 to make this a more wide open embracing community.
19 And that would help in this process.

20 CHAIRMAN ALLEN SOMMERVILLE: Would actual
21 recruitment prove to be a threat to this community?

22 MR. HANSON: Yes. I mean, it did -- it was
23 determined as a threat.

1 CHAIRMAN ALLEN SOMMERVILLE: Why?

2 MR. HANSON: Because of a misunderstanding
3 of what that term recruitment meant. I think there
4 was a lot of understanding for people, especially
5 people that read this report to begin, with a
6 jaundiced eye that somehow this community of 21
7 people was going to go out ourselves and recruit
8 people and say oh, okay. There are some jobs here.
9 We're going to bring in people of color to take those
10 jobs specifically. You know, a long part of our time
11 was telling people, hey, we don't control any jobs,
12 there's a segment of this community that controls
13 these jobs. They are the business leaders, banking
14 leaders, whatever you want. We weren't doing any
15 recruiting or anything. All we were doing is
16 offering assistance to local recruiters, you know.
17 And once some people understood that, they said well,
18 if that's the way it's going to work, I'm here. But,
19 some people just refused to hear that.

20 CHAIRMAN ALLEN SOMMERVILLE: Do we have one
21 more question?

22 MR. WOLF: Let me follow that up. One part
23 of the program I thought brought particular

1 controversy was the offer of economic incentives,
2 like interviewing cost, relocation and housing. To
3 what extent is that something different than what had
4 already been going on? And to what extent was it
5 actually to be funded out of public funds rather than
6 private?

7 MR. HANSON: Okay. I think we have to
8 understand people on the task force, when we put this
9 plan together, we attempted to challenge every
10 segment of this community to get involved in this
11 plan. We have never made any intention of
12 specifically going to city government and saying we
13 want X number of dollars from you. Our whole idea
14 was saying if you look at this plan, city government,
15 and you say this is good for our community, feel free
16 to put some money to it to a new goal, just as you
17 would a golf course or any other program. We had
18 absolutely no intention of ever going specifically
19 and requesting money, that was going to be up to
20 them. Just as it was going to be up to the Chamber
21 of Commerce to buy into this program, local business,
22 education, educational institutions, there was an
23 invitation for people to participate in the process.

1 We had already made plans on seeking foundation
2 grants and building contributions because we thought
3 we wouldn't have any trouble over a period of time
4 raising those funds.

5 MR. WOLF: Were employers already offering
6 this to other recruits they would be bringing in?

7 MR. HANSON: A lot of people didn't
8 understand that the larger employer, the more
9 successful ones do. When they go out recruiting,
10 they offer these incentives. I was offered those
11 incentives when I came to Dubuque; help with housing
12 cost, job hunting, relocation, job hunting. I think
13 most of us have in their background. Where our small
14 industry recruiters that don't have the wherewithal
15 to offer these, and that prevents people from taking
16 transfers in Dubuque, no matter what. It's not even
17 considered in color. And we thought if maybe we
18 could consider some kind of fund to give assistance
19 in these area, it wouldn't buy anything additional
20 than what the larger employers were able to do.

21 CHAIRMAN ALLEN SOMMERVILLE: Thank you so
22 much.

23 MR. HANSON: Thank you.

1 CHAIRMAN ALLEN SOMMERVILLE: We'll have a
2 ten minute break.

3 (A brief recess was taken.)

4 CHAIRMAN ALLEN SOMMERVILLE: We will resume.
5 At this time we would like to listen to information
6 regarding hate crimes, a federal perspective. And we
7 do have an individual from the United States
8 Department of Justice, William, Whitcomb. We're
9 going to ask our speakers to speak up, speak a little
10 louder so it can be heard by the stenographer.

11 For the record, please state your name,
12 address and your occupation, and then 10 to 15
13 minutes presentation.

14 MR. WHITCOMB: Thank you very much. It
15 certainly is a pleasure to be here this morning and
16 speak before the Commission, and I'm Bill Whitcomb, I
17 reside in Kansas City, Missouri. I work for the
18 Department of Justice, an agency cut between the FBI
19 and U.S. Attorney's Office, for those of you who are
20 not familiar with the Agency. This Agency was
21 founded, I guess, back in 1964 as a result of the
22 Civil Rights legislation Title X. So we've been in
23 existence for a long time. We do our work with a

1 limited amount of notariety, very little publicity.
2 We're very effective.

3 I come here this morning with some
4 distress. I was called at 3:00 o'clock this morning
5 as a consequence of what happened in L.A., and I
6 thought I was going to be dispatched there, most of
7 field staff. And we may have to respond to that. So
8 I had to, in the old street vernacular boogie on back
9 to Kansas City, we've had some problems there. For
10 those of you from Kansas City, Mr. Jenkins and Mr.
11 Ascension. But, it kind of sets the tone of what is
12 going on in this country. If the Commission does not
13 mind, I would like to, I do have a prepared text.
14 This is not uncommon for our agency to make sure that
15 we say the right things relative to what we're doing
16 out in the field. And so it's not very long. I'd
17 like to read that, then I'll make that text available
18 to the Commission members and other material, if you
19 like.

20 As I said, that the Community Relations
21 Service was created by Title X of the Civil Rights
22 Act of 1964. This legislation created a mandate for
23 my agency to provide direct help to communities to

19

1 resolve conflicts, disputes, disagreements or
2 difficulties relating to the discriminatory practices
3 based on race, color, or national origin.

4 Intervention in a jurisdictional situation may result
5 from a request for assistance from state or local
6 officials, individuals. And, of course, we can get
7 involved in community conflicts through our own
8 volition, our own assessment of, in the racial
9 tension. The goal of our agency is racial and ethnic
10 dispute resolution by using three techniques. They
11 are essentially conciliation and mediation, technical
12 assistance and we provide a great deal of training
13 for which is for school districts and police
14 departments.

15 In many situations we try to come into
16 a community certainly in a mutual, hopefully
17 objective posture and third party neutral because its
18 very important coming from us to relate equally to
19 all parties in the dispute.

20 Our approach to any situation is
21 flexible and geared to cope with specific community
22 relations, education, law enforcement, hate group
23 activity, voting rights, and claims to civil

1 disorder.

2 My area of focus today is police
3 community relations and education provided to the
4 community of Dubuque, Iowa.

5 Information to our agency comes from a
6 number of sources. As I mentioned earlier, when a
7 situation comes to our attention, we document it. We
8 have a proscribed way of reporting these incidents.
9 They're not arbitrarily done. These reports and our
10 progress, our interventions are strictly recorded by
11 the U.S. Attorney in Washington and we get feedback
12 in terms of the substance of our involvement.

13 Between November of 1988 and July, 1990
14 and I'm bringing out dates historical because I think
15 there's probably very few people basically in the
16 community that are unaware that our office was
17 involved in a lot of racial, ethnic conflicts long
18 before the successful prosecution that you're hearing
19 about today. And I think it's important that this
20 fact be brought out. But anyway, between November,
21 1988 and July, 1990, 14 racial incidents were
22 reported to our agency by community residents. Our
23 agency was involved in responding to these incidents

1 through convening several meeting that included Mr.
2 Ralph Watkins and he was then the NAACP President,
3 and, of course, that's also involved college and city
4 officials and other community residents.

5 After receiving information about
6 serious reoccurring racial incidents in the
7 community, our agency was instructed to make contact
8 with the Eastern Iowa FBI and advise them about CRS
9 role in responding to racial violence in the area.
10 Some examples of these instances were the cross
11 burnings in November of '88 up and to some of the
12 more recent racial incidents of violence that most of
13 you are familiar with today. Our agency has been
14 actively involved with working with the United States
15 Attorney and other Federal authorities so that a more
16 visible presence of criminal investigation could
17 complement CRS' response to the racial incidents.

20

18 Our agency has been involved in
19 assisting the community and resolving conflicts and
20 disputes in the community since 1990. Recently, I
21 began a process of assisting the community group in
22 their desire to respond to what they perceive to be
23 increasing racial incidents in the community and what

1 they perceived to be a deterioration in police
2 community relations.

3 Our agency has convened a number of
4 meetings involving elected community officials of the
5 City of Dubuque and the local branch of the NAACP.
6 The consequence of these dialogues has resulted in
7 people talking, people listening, and people
8 understanding that those issues have impacted
9 negatively on their community.

10 In addressing conflicts as perceived by the
11 minority community in the Dubuque School District,
12 our agency has been responsible for convening a
13 number of meetings by which issues were identified,
14 clarified and available remedies considered.

15 The School District had been a willing
16 audience in working with our agency toward developing
17 some definite resolutions to issues that can have
18 surfaced through the series of meetings that our
19 office has convened during the past year. The school
20 District and the NAACP have voluntarily, in my
21 estimation, in good faith, made an effort to resolve
22 those issues. The consequence of all this activity
23 has resulted in the development of a, what we call a

1 formal legal document called the Memorandum of
2 Understanding that points out certain issues that
3 have been identified and the specific goals and time
4 lines in which those issues will be resolved. The
5 Dubuque School District acted to adopt the substance
6 of the Memorandum of Understanding at its April 20th,
7 1992 School Board meeting.

8 Let me share with you some of the
9 examples of the issues that the School District has
10 acted on and made efforts to resolve. The adoption
11 of an anti racial harassment policy procedure. And
12 this appeared to be the top priority in terms of
13 feedback from the community that this School District
14 needs some kind of policy, procedure, guidelines that
15 is some confirming reference with teachers and staff
16 have to operate in terms of responding to these
17 incident. I want to make it clear that all through
18 during my intervention with the School District, make
19 it clear that these instances can erupt into some
20 serious violence if it's not contained. And I made
21 mention to a series of incidents that happened in
22 North Carolina where actually two black students were
23 killed as a consequence of these kinds of incidents

1 not being responded to appropriately. The District
2 agreed to a comprehensive, ongoing cultural diversity
3 curriculum and training program. The District also
4 agreed to the training of faculty and staff towards
5 the implementation of the anti racial harassment
6 policy.

7 The U.S. Justice Department community
8 relations service is available to help these types of
9 communities to resolve their community conflicts.
10 And we certainly hope that this will not be the last
11 of our assistance to the Dubuque community. And
12 we'll try to respond to them as we are called upon.

13 That represents the substance of my
14 abbreviated statement to you. I'll be happy to
15 respond to any questions that you may have.

16 CHAIRMAN ALLEN SOMMERVILLE: All right,
17 thank you. Questions?

18 MR. FURGERSON: Yes. I guess the question
19 I have is, have you identified any serious issues
20 that in particular to the situation here in Dubuque?

21 MR. WHITCOMB: As it relates to school
22 issues? As it relates to law enforcement?

23 MR. FURGERSON: Law enforcement?

1 MR. WHITCOMB: Law enforcement. I have
2 convened several meetings involving law enforcement
3 and also elected upon officials. Although the
4 dialogues have taken place, there has not been a
5 definitive response to a prepared program of redress
6 issues to my knowledge at this point. I understand
7 that it will be one of the priorities in the next
8 month or so. I think the community sometime
9 perceives a perception of lack of attention or
10 delayed action in terms of elected upon officials to
11 resolve what they perceive to be a bad or
12 deteriorating police community relations.

13 MR. FURGERSON: Particularly, some of your
14 early cases, they were seemed to not believe that
15 there was a problem to be handled, and I guess I hope
16 that they have, have they changed on that now? When
17 they would -- when an incident is reported to them?

18 MR. WHITCOMB: If you're referring to the
19 racial incidents and the so called Klan or white
20 supremacist activity, I think it's not a typical to
21 respond to that kind of situation. It's very easy to
22 put your head in your hands and claim that it does
23 not exist, and to let it continue only sets a tone or

1 suggests that more important problems facing the
2 community that is, you know, racism. And to turn
3 your back on activity like the Klan and not be
4 aggressive and curtailing that kind of activity, I
5 think it sends a message for the community in terms
6 of activity by these groups. And we found that the
7 Justice Department has found that if you do not have
8 a constitutional permissible monitoring of these
9 activities, that you're really setting the tone for,
10 you know, allowing these kinds of activities to
11 continue.

12 MR. FURGERSON: This is monitoring by the
13 city?

14 MR. WHITCOMB: Monitoring by the city,
15 state and federal officials. There has to be a
16 partnership in those three levels of
17 responsibilities, and that's absolutely necessary.

18 CHAIRMAN ALLEN SOMMERVILLE: I'm glad you
19 said that because we can document century old federal
20 legislated mandates and policies that address race,
21 civil rights, equity and whatever. And now it's
22 1992. Did anything work? What do we have to look
23 forward to? What does Dubuque have to look forward

1 to? What is the relationship between the federal,
2 the local and the state?

3 MR. WHITCOMB: It's a good question and I
4 have to respond very generally to that question,
5 being part of that system, and I think what is
6 happening in L.A. should suggest, should answer some
7 of those questions that perhaps maybe we have not
8 moved aggressively and far enough in responding to
9 the needs of the minority constituency. I think when
10 elected upon officials do not respond to concerns of
11 his minority citizens or it's citizens as a whole,
12 through delay, inconsistent or just no action at all,
13 you set the tone for these type of activities for a
14 negative response to that community. As it relate to
15 hate activity, I think the police are not sensitive
16 to the ramifications of these kinds of activities.
17 They are not trained to identify, the courts. If the
18 prosecutors, the jurors, and the elected officials
19 aren't sensitized to that, there is no stopping to
20 what these groups will attempt to do. So, that's why
21 I say it has to be a partnership from local law
22 enforcement, to state law enforcement, to federal law
23 enforcement. And too many of these levels of

1 investigatory levels, and prosecutorial levels are
2 not attuned or sensitized to these kinds of
3 activities. And when I talked about similar
4 function, I'm talking about a lot of our functions
5 were providing training to these institutions so they
6 can better prepare to process these kind of cases or
7 instances in the community.

8 CHAIRMAN ALLEN SOMMERVILLE: Does that
9 training have to be requested or is it offered?

10 MR. WHITCOMB: It's very difficult for us
11 to come into a community and say we think you need
12 this training. I think it's the responsibility of
13 the appropriate elected upon officials to say, hey,
14 we need to respond to these kinds of incidents in a
15 way that will assure the community that they mean
16 business, that they're setting the tone that they
17 will not let these kinds of things will not invade
18 the community and take it over. And I say they have
19 to make that assessment in terms of what kinds of
20 resources they need. And certainly the consequences
21 of that kind of incidents that we respond to
22 involuntarily are those of a crises nature, then we
23 do not need the invitation of elected upon officials.

1 We can come in on our-ōwn prohibition.

2 MR. WOLF: I'd like to get a federal
3 prospective on this. How does the Iowa hate crime
4 legislation help you in your task both in terms of
5 monitoring, but also prosecuting and discouraging
6 these type of activities?

7 MR. WHITCOMB: My comments on the Iowa
8 hate crime statute. I think it's a good statute. I
9 don't think it's been signed by the governor, but I
10 think it has been signed and I think it has more
11 substance to it in the ethnic intimidation statute
12 that we have in Missouri. There are still some legal
13 issues in that particular statute, some glitches in
14 that statutes. But, whether or not it's glitches or
15 not, the fact is it has to be used in all levels of
16 investigatory, prosecutorial system, you will be
17 surprised how many prosecutors or police chiefs and
18 even FBI agents, DEA will say what is the nature of
19 the statute? We want to pursue another level of
20 prosecution or another level of systems or another
21 level of penalty. These are folks who are interested
22 and want to carry the whole criminal justice process
23 to it's fullest extent, and you ask questions, you

1 bring them out that the perpetrators need to be held
2 accountable, nothing will be done.

3 MS. STASCH: You talked briefly in the very
4 beginning about incidents that you were called upon
5 to react to and instances like, I think I heard you
6 say college and I also heard you say educational
7 institutions. I'm curious to know where are these
8 coming from? Are these coming from the college
9 campuses? Are they coming from high school? Are
10 they coming from the grade schools in Dubuque? What
11 are the people in Dubuque looking at as far as the
12 incidents that you're calling in the educational
13 system?

14 MR. WHITCOMB: Well, any time you get a
15 response from agencies such as ours or other federal
16 agencies, an incident has to occur what we commonly
17 call a triggering incident. And I understand there
18 were several triggering incidents in Dubuque. And
19 I'm saying that when these kinds of incidents occur,
20 whether it's in the school system or in the
21 community, and there is not, you have not developed
22 appropriate responses to them, they will reoccur. If
23 the incidents happened in school, where there is

1 racial conflict and it's a matter of well, you know,
2 kids and boys will be boys. You can see when these
3 things begin to occur, they can aggravate into
4 something very serious. That's why I pointed out to
5 you the case of a situation in North Carolina. The
6 School District tended to -- this happened on the
7 premises of the campus. They tended to turn their
8 back at what resulted in the death of two innocent
9 black students that could have very well happened in
10 Dubuque. And, but I do think that the School
11 District has responded to these points and
12 acknowledging that those kinds of things happen, have
13 to be addressed. And that's why they felt like the
14 policy is very good. This is not a policy that is
15 just unique to Dubuque, but there's a lot of school
16 districts are implementing a similar policy, but not
17 just because of a, carrying a step further, we're
18 talking about policy procedure, guidelines, and
19 discipline or punishment for the perpetrators,
20 institutions of a higher education, believe it or
21 not, are without those kinds of guidelines. And you
22 see what causes this. You have folks like your Aron
23 Nation, your white supremacist, your Skinheads, and

1 folks that are being disenfranchised, disaffected,
2 that need to be, to target a particular community
3 that is not prepared. You can expect that these
4 things will continue. And you said that this was not
5 unique to Dubuque. Did you see anything that was
6 unique about the situation?

7 MR. WHITCOMB: Well, I think it was
8 difficult to pull the community concern over what we
9 saw, community meetings towards a constructive and
10 orderly process of resolution which is very
11 important. It took, even though I was not involved
12 with responding to the issues, it took a little
13 doing, and maybe it was a confidence building process
14 that I came to achieve, but oftentimes I generally do
15 not have to go through the fact of the federal
16 presence and how to present myself is enough to
17 catalize the group toward some constructive action.
18 And to a degree, I found that it was a little
19 difficult to get that kind of process moving in the
20 City of Dubuque.

21 MR. WOLF: Do you find that same difficulty
22 at the state level as well?

23 MR. WHITCOMB: State of Iowa?

1 MR. WOLF: Yes.

2 MR. WHITCOMB: My involvement with the
3 State of Iowa is in terms of their state wide hate
4 crimes. But, they have legislation and they're
5 working to make it as comprehensive as possible.
6 That says something. You have a government that's
7 following you. A governor that calls me personally
8 with some concerns. I mean, that sets the ton that
9 we are concerned about, and we're not going to
10 tolerate this type of racial violence in the
11 community. I think you know with that kind of
12 leadership from the top on down, elected upon
13 officials that they set the tone relative to the
14 direction of that city and how they will accomplish
15 or respond to the concerns of the citizens. All
16 citizens, not just minorities.

17 MR. HERNANDEZ: Mr. Whitcomb, you referred
18 to complaints that may have come from the School
19 District. Were there any complaints that came from
20 any of the colleges here in Dubuque?

21 MR. WHITCOMB: I'm not that familiar -- no,
22 in answer to your question, however, not that I have
23 personally responded to, I understand there have been

1 racial instances in some of the area colleges. I
2 mentioned Grinnell. I think there's a college within
3 Dubuque that's had some difficulty, but those were
4 incidents that I personally were not involved in.

5 MR. JENKINS: One more question. You
6 mentioned a Memorandum of Understanding between I
7 guess the Department of Education and the local
8 School District. Is that document a public document
9 yet?

10 MR. WHITCOMB: I would assume that now if
11 this document was adopted the 20th of April and once,
12 as far as we're concerned, once that has been
13 adopted, it's a matter of public record and I intend
14 to, as a matter of fact, I'm asking for the minutes
15 of those proceedings. So that it will become
16 official in my recordkeeping that has to go to the
17 Washington.

18 MR. JENKINS: As a two prong thing. We
19 would want to request a copy from your office. We
20 make a similar request of the superintendent of
21 schools from a copy?

22 MR. WHITCOMB: I would see no problem with
23 you getting it, either from my office or from the

1 Superintendent of School.

2 MR. JENKINS: What, in the experience of
3 mediation and conciliation, you've been in and out
4 of 4 states in the four state area for a number of
5 years. In talking Dubuque, you mentioned some
6 problems with dealing with education. However, you
7 indicated that you were there undergoing dialogue in
8 the police department, some city officials concerning
9 police community relations are there some specific
10 issues that you can share with the committee
11 concerning police community relations in Dubuque?

12 MR. WHITCOMB: I try not to inasmuch as
13 that process has not reached a successful, what, you
14 know, what the community felt a successful
15 conclusion. That whole broad spectrum of police
16 community relations, we're talking about training,
17 we're talking about recruitment, we're talking about
18 relating to the minority community. We're talking
19 about operating procedures. We're talking about
20 review concepts. We're talking about testing of the,
21 how do you go about recruiting, testing of it. So,
22 it's some fairly different of kinds of issues that is
23 devoid of the concerns expressed by the community and

1 those concerns have not been based on the feedback
2 that I get from the community, have not been
3 addressed.

4 MR. JENKINS: You also talked about the tone
5 being set from the top with reference to negotiations
6 now on police community relations. What tone do you
7 perceive there being set at the top in Dubuque
8 between elected and appointed officials?

9 MR. WHITCOMB: The ideal situation is based
10 on perception than is emanating from the community.
11 What do we want to respond to. We want to deal with
12 it. What can you do to help this? Let's get
13 something started. That's our deal. I can't say
14 that was the situation here.

15 MR. JENKINS: One last question. In your
16 comings and goings in Dubuque, you mentioned
17 education, police community relations. Are there
18 some other observations that you want to make
19 concerning general race relations in Dubuque beyond
20 those two?

21 MR. WHITCOMB: I really can't, you know.
22 My only statement would be that I hope I'm reading
23 the minority community right. I hope I'm reading th

1 group that controls, the protest group to articulate
2 their concerns right. There still remains some
3 dissatisfaction. That's not my perception, that's
4 what I'm reading from them. And I will make my text
5 available to you.

6 CHAIRMAN ALLEN SOMMERVILLE: Thank you. The
7 subject of hate crimes has certainly come before us,
8 and we would like to hear a perspective regarding
9 hate crimes in Iowa. If there's any technical
10 assistance available. So, we'll hear from the
11 Attorney General's office, Roxann Ryan. And, Roxann,
12 as with the other individuals, would you please state
13 your name, address and occupation.

14 MS. RYAN: My name is Roxann Ryan, I'm a
15 Deputy Attorney General with the Iowa Attorney
16 General's Office. And I live in Des Moines.

17 I'd like to begin, I guess by making it
18 clear what the Attorney General's jurisdiction is in
19 Iowa. Our jurisdiction is somewhat limited with
20 respect to criminal prosecutions. The county
21 attorneys have primary responsibility for bringing
22 criminal charges. It's possible for the county
23 attorneys to ask for assistance from the Attorney

1 General's office. Given our budget constraints,
2 however, the few area prosecutors that we have in our
3 office generally are limited to county prosecution
4 only at this point. So, most of the focus of
5 prosecution in Iowa is at the local level rather than
6 the state level. We do provide training to county
7 attorneys across the state on a regular basis. The
8 prosecuting attorney coordinator is a member of the
9 Department of Justice. We generally have at least 2
10 major training sessions, one in the spring, one in
11 the fall for county attorneys. We also provide
12 various seminars throughout the year on specialized
13 topics, spring and fall conferences, generally on
14 more general topics. As far as the state
15 perspective, I realize that the focus of your
16 factfinding here is in Dubuque, but the hate
17 activities in Iowa certainly have not been limited
18 only to Dubuque during the last year or even before
19 that. The state law enforcement and prosecution
20 interest in hate crimes certainly predates the
21 incident in Dubuque last year. There's been a
22 concern and awareness by law enforcement and
23 prosecutors throughout the state for a number of

1 years. We had a training session 3 or 4 years ago at
2 one of our regular county attorney conferences on
3 hate crimes. It was about a two hour presentation
4 talking about the development of various hate groups
5 and what kinds of activities were occurring. So, it
6 came as no surprise to us that hate crimes were going
7 to occur in Iowa, just as they have in other parts of
8 the country. We also had a change in our uniform
9 crime reporting form that took effect in January of
10 1991 to specifically provide for the reporting of
11 hate crimes that occurred in Iowa. And, of course,
12 that's a process that takes 2 or 3 years to occur.
13 So, we have had some progress already and have been
14 spurred on even more because of the incidents that
15 have occurred during the last year.

16 The statistical information right now
17 is sketchy at best. I think it's going to be useful
18 in the future. Right now we don't really have any
19 valuable statistical information about hate crimes.
20 The reporting form is fairly new. We have some
21 targets of hate crimes who are reluctant to report
22 that the crimes are hate motivated, and not all of
23 those crimes are extremely public crimes. So, in

1 some instances those cases simply are not included on
2 the reporting form. Now there are some law
3 enforcement agencies, I think, that are not attuned
4 to making sure that every hate crime is reported as a
5 hate crime, and we also have had some difficulties
6 with the statute that we've had in Iowa because it's
7 been fairly limited as to what qualified as a hate
8 crime. There have been some hate motivated
9 activities that simply do not fit the definition of a
10 hate crime. So I think generally we are going to see
11 some under reporting at the hate activities that have
12 occurred in Iowa. I do think that the new amendments
13 to the hate crime statute are going to be very
14 helpful. They don't go as far as I personally would
15 like to see them go, but it certainly is going to be
16 an improvement over what we have had in the past. A
17 great deal more is covered, effective in July 1st,
18 1992, effective July 1st.

19 In terms of what has actually happened
20 in Iowa during the last year, about all we have right
21 now is anecdotal information that I've gathered
22 simply by calling various city attorneys. And it's
23 showing that we do have hate activities in Iowa, that

1 includes cross burning in several cities, assaults,
2 and grafitti that is hate motivated. Those are the
3 most common things that we have seen during the last
4 year. It would hardly be fair to characterize it as
5 pervasive, but we feel that any amount of hate
6 activity is certainly unacceptable and significant.
7 Those crimes are being prosecuted in Iowa.
8 Generally, I think they're being prosecuted very
9 vigorously in Iowa. We also, I think have seen some
10 organizing by hate groups throughout the state in a
11 number of different communities.

12 One of the things that I heard from
13 county attorneys in talking with them is that they
14 are interested in how best to address the question of
15 organizing of these hate groups. Law enforcement
16 officers and prosecutors certainly have a strong
17 interest in discouraging this organization effort,
18 but they wonder whether going public about a fledging
19 group is going to help or hinder the group's efforts
20 in organizing. And I think that's something that we
21 need to address in training sessions during the next
22 year as to how best to deal with that question, among
23 others.

1 The new legislation that takes effect
2 July 1st mandates inservice training for law
3 enforcement officers and it also mandates sensitivity
4 training for law enforcement officers and prosecutors
5 throughout the state. Some of that training is going
6 to be done through the prosecuting attorney training
7 coordinator in the Department of Justice, and in
8 fact, we already have plans in place to do a training
9 segment at our fall conference which ironically is
10 going to be held in Dubuque. We made plans to have
11 it in Dubuque about a year ago. We do look forward
12 to doing that kind of training, and we're hoping we
13 will be able to do some other training as well.

14 The portion of the legislation that
15 provided for funding for the training throughout was
16 struck and we are going to have some funding
17 difficulties, especially given what's going on in the
18 legislature this week, it could be a serious problem.
19 But, we are committed to doing training sessions and
20 as many as we possibly can on hate crimes. We
21 already have planned for our spring conference in
22 June, half day session on legislative updates.
23 There's going to be a large segment of that portion

1 of the program devoted to hate crimes. So we can
2 give people an idea before July 1st of what it is
3 that's going to be included in the new law.

4 In summary then this is certainly sad
5 to say that we have seen hate activities here in
6 Iowa. Those hate activities are not based solely on
7 race, but also on religion, natural origin and sexual
8 orientation. We are going to try to address that
9 problem through training and vigorous prosecution as
10 well. Many criminal activities, the best and most
11 effective response is a community response. And we
12 need to make sure that we send a very clear message,
13 not only through our prosecution efforts, but
14 generally speaking, that we simply will not accept
15 hate motivated violence in Iowa. And vigorous
16 prosecution is only one part of the response that we
17 need to make to be able to address that.

18 CHAIRMAN ALLEN SOMMERVILLE: Thank you.
19 Before I open it up to the committee, just for the
20 record, would you differentiate between hate crimes
21 and hate motivated incidents?

22 MS. RYAN: By a hate crime I'm referring to
23 what is currently covered under the hate crimes state

1 in Chapter 729 of the Iowa Code that deals right now
2 with assaults and criminal mischief. That's the only
3 thing that's covered. We've had a number of cases
4 dealing with more serious assaults, of course, and
5 willful injury is a Class C felony. County attorneys
6 will bring a willful injury charge rather than a hate
7 crime charge because the hate crime charge is a
8 misdemeanor, so they will bring the felony charge
9 rather than the misdemeanor charge. That may not be
10 reported as a hate crime. The crime reported to him,
11 but we consider that to be hate motivated activities.

12 MR. FURGERSON: I understand one of the
13 difficulties with the previous hate crime was that
14 word "and" and it required that the person not only
15 had to do something, but had to do it in collusion
16 and with other people. Does the new law take care of
17 that?

18 MS. RYAN: I don't believe it does.

19 MR. FURGERSON: So it's still the "and"
20 situation?

21 MS. RYAN: I believe it is still the same.

22 MR. WOLF: So that's where the willful
23 injury comes in because it's difficult to prosecute

1 for the felony charge under hate crimes. It seems to
2 diminish it either to a misdemeanor or to go to this
3 rule?

4 MS. RYAN: That's right. The advantages of
5 the new legislation is that it makes it clear that we
6 bump up the penalty one degree if it's a hate
7 motivated crime, and we've expanded the number of
8 crimes that are included within the crime statute.
9 It now includes assault and criminal trespass,
10 criminal mischief and arson.

11 MR. WOLF: Can I ask you what other changes
12 are there in the new legislation on the hate crimes?
13 Is there a short way to explain that or have you even
14 had time to analyze that?

15 MS. RYAN: Some. It's basically two
16 things, well three there. I guess one is training
17 for law enforcement officers and for prosecutors.
18 The second is it provides for civil remedies. There
19 were some changes to the previous law that will make
20 it easier to get civil remedies. And the third is to
21 expand the definition of what a hate crime is and
22 increase their penalties. So those improvements
23 certainly are important improvements.

1 MR. WOLF: Is there a change in the number
2 of the protected groups under that?

3 MS. RYAN: No.

4 MR. WOLF: The other question I guess I
5 would have is you only had experience under the older
6 statute. What does that enable you to do that you
7 couldn't do before? In other words, even though it
8 was flawed to some extent, did the Department find
9 that helpful in term of prosecuting and discouraging
10 hate crimes?

11 MS. RYAN: Under the old law?

12 MR. WOLF: Yes.

13 MS. RYAN: It was helpful in the sense that
14 I think it raised awareness that hate crimes occur.
15 Other than that, I guess I'm not sure that it was all
16 that helpful.

17 MS. GONZALEZ: New legislature that
18 mandates inservice training for law enforcement
19 officers and training for county attorneys. That
20 training would include information, an explanation of
21 the new legislation and also sensitivity training.
22 With regard to the sensitivity training, what type of
23 input would the county attorney's office have from

1 the community to get the community's perspective with
2 regard to sensitivity awareness training? Are they
3 going to be an advisory committee to address or are
4 they just going to come out?

5 MS. RYAN: There's nothing in the statute
6 that specifically required any kind of community
7 input. The only thing that statute requires is some
8 input from the Civil Rights Commission and other
9 various other state agencies. Often we will also
10 seek input from community groups. And we're talking
11 about sensitivity training that's not something that
12 lawyers are terribly trained in, generally speaking.
13 And so we certainly are going to be relying on other
14 people.

15 CHAIRMAN ALLEN SOMMERVILLE: What is the
16 process for statistical documents documenting a hate
17 crime?

18 MS. RYAN: The law enforcement officers are
19 required to fill out a, it's about a 4 page form that
20 tells the underlying facts of the crime and race,
21 sex, general identifying information about the target
22 of the crime. And all of that information then is
23 sent to the Department of Safety and is inputted into

1 a computer in the Department of Public Safety. They
2 generally put out a statistical analysis, about one a
3 year. And one of those sections is going to be on
4 hate crime activities. They have recently, during
5 the last several years, changed the reporting
6 requirements for domestic abuse. They've had a
7 separate publication that talks about domestic abuse
8 statistics in Iowa. I think if we have sufficient
9 information about hate crimes, we may be able to have
10 at least a separate chapter, perhaps not a separate
11 publication, but a separate chapter dealing with
12 statistical analysis of hate crimes.

13 MR. WOLF: Could we get a copy of those
14 from your office; both of the information and of the
15 statistical analysis when it's done? I assume it
16 will be sometime in the summer?

17 MS. RYAN: I think so.

18 MR. WOLF: Thank you.

19 MS. GONZALEZ: One of the concerns that was
20 also addressed in Sioux City in regards to the
21 previous legislation, the dealing with training for
22 the law enforcement, but there was the first step
23 with respect to the reporting. The other was to make

1 a determination as to whether it was a hate crime.
2 And one of the concerns was that those law
3 enforcement individuals; number one, were not
4 receiving training, I believe that was part. It may
5 not have been mandated, but it was part of the
6 previous legislature. In addition, there was no way
7 to ensure that the determination was going to be
8 accurate, are those issues still going to be
9 addressed in this current legislature?

10 MS. RYAN: The first?

11 MS. GONZALEZ: But are there any safeguards
12 regarding the reporting process so that if a law
13 enforcement individual is not determined that is a
14 hate, advise you that it is a hate crime, is there
15 any safeguards to the county attorney to say no, this
16 should be reported or--

17 MS. RYAN: Generally speaking, the county
18 attorney will see the report, so at this point, no, I
19 don't think there is a check. One of problems that
20 we've had about the training in the past has been
21 that the training has been a part of the law
22 enforcement academy level at the initial training.
23 And so new officers are trained, but the senior

1 officers have not been required to get that kind of
2 training. This legislation does require inservice
3 training. So we would be reaching all of the
4 officers and not just the new officers.

5 CHAIRMAN ALLEN SOMMERVILLE: So there could
6 be a perceived difference between the victim and the
7 person who is recording?

8 MS. RYAN: That's right. I think that's
9 one of the things that needs to be addressed. If
10 we're going to have mandated inservice training,
11 that's a good opportunity to let people know that
12 reporting is also important. Not just investigating
13 it and not just bringing charges, but also following
14 up and making a report. I think that's one of the
15 things that needs to be included in an inservice
16 training.

8
17 MS. FRIAUF: You also mentioned at the
18 beginning of your talk you were using a new reporting
19 form that had this question addressed on it. Do you
20 feel that that may be will also be looked at in the
21 local officials closer so they will think in terms of
22 absences?

23 MS. RYAN: Yes. The Attorney General often

1 invited to write for law enforcement journals and
2 we're happening to be able to do a series of articles
3 over this summer, I think there's 4 or 5 law
4 enforcement journals that we fairly regularly write
5 for that will be submitting an article that talks
6 about new hate crime laws, and the importance of
7 reporting on a uniform basis. That reaches quite a
8 few of the law enforcement officers around the state.

9 MR. HERNANDEZ: Could you give us an idea
10 of what cities that dealt with bias motivated
11 incidents or hate crimes from the perspective of your
12 state office reports?

13 MS. RYAN: Sioux City, Waterloo, Des
14 Moines, Indian Oaks, Clark College. I think that's
15 it. There have been a couple of other crimes that
16 are not really hate motivated crimes, but have been
17 characterized as hate motivated crimes. One in Cedar
18 Rapids and House Bluff.

19 MR. WOLF: Is the Attorney General's Office
20 fairly confident that this statute will survive
21 whatever determination the Supreme Court will make in
22 the Minnesota case?

23 MS. RYAN: We really haven't changed

1 anything in the statute than the issues that are
2 raised in the statute. We hope that maybe next year
3 we will be able to pass that, assuming that we get a
4 good ruling from the U.S. Supreme Court.

5 MR. JENKINS: One of the things you
6 mentioned earlier in your opening statement that the
7 law did not go as far as you wanted it to go. What
8 some of the things that are missing that you think
9 should be in the law or go back to the legislature
10 this year?

11 MS. RYAN: Depending on the U.S. Supreme
12 Court case in the Minnesota case, I'd like to see a
13 statute similar to the one in Minnesota. One of our
14 proposals also was that you not limit the underlying
15 crime of the hate crime to a certain number of
16 crimes, but to include any public offense that hate
17 able.

18 CHAIRMAN ALLEN-SOMMERVILLE: Anyone else?
19 do you have a last statement that you want to make?

20 MS. RYAN: I'd be happy to answer any
21 questions and I'll provide you with the uniform crime
22 reporting form.

23 CHAIRMAN ALLEN-SOMMERVILLE: Thank you. I

1 think we'll recess for lunch. And resume at 1:00
2 o'clock.

3 (A luncheon recess was taken.)

4 CHAIRMAN ALLEN-SOMMERVILLE: We will resume
5 our fact finding session regarding racial tensions in
6 Dubuque. This afternoon we will begin looking at the
7 community and we have several individuals who will
8 address what's happening in Dubuque from a community
9 aspect. Our first presenter will be Matt Lorenz.
10 Mr. Lorenz, will you please come forward?

11 We would like for you to visit with us
12 for 10 to 15 minutes and then we will go into perhaps
13 a question and answer period. For the record, would
14 you please state your name address and occupation?

15 MR. LORENZ: My name is Matt Lorenz. I
16 live at 1483 Langworthy in Dubuque, Iowa, and my
17 occupation is the President of Matt Lorenz and
18 Associates, a private Human Rights Corporation. May
19 I just begin now?

20 CHAIRMAN ALLEN-SOMMERVILLE: Yes.

21 MR. LORENZ: Okay, fine. I'm going to
22 begin by taking off my jacket. Nothing against your
23 air conditioning system here. I'll try to contain

1 myself to your 10 or 15 minutes, I think it was,
2 limitation that you've imposed there. I understand
3 the importance of that.

4 Let me begin by thanking you for the
5 opportunity to speak once again on behalf of human
6 rights issues in the City of Dubuque. I have taken
7 approximately a one year absence from speaking on
8 human rights issues. That was some time that I
9 needed to do some other things, begin a book on the
10 subject for one thing, and take a necessary respite,
11 quite frankly, for another. I would like to begin by
12 telling you that in preparation for my remarks today
13 I have met several times with small groups of people
14 in the Dubuque community to try to pick up the pulse
15 for what I think the community's attitude is
16 regarding human rights issues in the City of Dubuque
17 today, as we sit here right now. And I can tell you
18 this with great certainty, that the people that I met
19 with are mad as hell about the debacle that has taken
20 place here over the past 12 to 15 months. They are
21 also hurt. They are disappointed, and above and
22 beyond everything else, they are confused. Beyond
23 that, they're in no mood for excuses. They are in no

1 mood for rhetoric or any failed attempts for fixing
2 what's wrong with our image. Now, those things I can
3 tell you for certain, those things ran throughout the
4 groups that I met with. None of the people that I
5 met with were minorities, and I did that on purpose.
6 I can tell you that their sentiment is that strong
7 arm tactics from people out of town -- that doesn't
8 necessarily mean you -- are not welcome, will not
9 work, and quite frankly, will not be tolerated much
10 more if, in fact, we see some more of that coming
11 into our town. Guilt trips, parades are also not
12 going to solve anything any more. We have gotten
13 beyond that. We've been forced into a position to be
14 beyond that. That's what I found.

15 Now, my own remarks, my own sense of
16 things is as follows. Actually what happened to the
17 City of Dubuque, although it's hard for my mouth to
18 say this, was a good thing. It put Dubuque in a
19 leadership position potentially to do something
20 unique for Dubuque, for the County, for the State,
21 for the nation. And, in fact, for the world. We
22 still are in the rare position to be able to pick up
23 the pieces of this thing called constructive

1 integration and read the world with it, give the
2 world it's first example of a community that can say
3 to itself, and to the world, regardless of what you
4 thought our image is or how you conceive of us, the
5 fact of the matter is, we can constructively move
6 from a white only kind of a scenario if that's in
7 fact what Dubuque really was, to a new horizon, a new
8 time. And we can do that forthwith and without a lot
9 of hoopla if we have proper processes. And if the
10 people, pursuant to that effort, will just simply do
11 three things for us or be three things for us through
12 the process; well-thinking, well-acting and
13 well-intending about the end result of making Dubuque
14 a better place, a multi racial place, a safer place,
15 quite frankly, for our children. Especially if they
16 leave Dubuque and go just about anyplace in the
17 world. It isn't enough to blame government for the
18 recent problems that Dubuque has gone through. That
19 had to be a much larger symphony of errors than just
20 that which we can pin on governors. But people told
21 me, in preparation, that they felt government were
22 stupid; that is, they were low tech in terms of their
23 process dynamics. They told me that government was

1 obscure; that is to say government was hiding or
2 invisible within it's own politics about this
3 situation. I heard that government was gutless.
4 That it shrank back before the face of adversity, as
5 people came in and said do this or you'll get a
6 Constitutional challenge. Some people felt so what?
7 Bring on the challenge because we're rising to a
8 greater good. Something that is absolutely an
9 inoculation that Dubuque needs at this particular
10 time. And, lastly, I've heard that Dubuque, that
11 government in Dubuque was unfair. That it was
12 listening lopsided just to the minority opinion.
13 And, quite frankly, there may be just a little bit of
14 truth in that. But, if there is some truth in it,
15 perhaps it is because the other side waited so many
16 years to raise it's head and do something coordinated
17 and intelligent and beneficial for the City of
18 Dubuque. I'm not sure the other side ever got to
19 that particular point, but if they did, quite frankly
20 folks, they were late. So, let's not lay all of
21 those sins on government. After all, it's a
22 democratic process and we did elect them. Now, quite
23 frankly, I think that most of the folks entrenched,

10

1 if you will, in the government process aren't really
 2 speaking for anyone. Did not, through the process,
 3 speak for anyone or maybe even the silent majority
 4 here because not enough testing was done for them to
 5 make an intelligent entree into the subject. I think
 6 that, however much they may have been experienced in
 7 politics, they weren't experienced in human rights.
 8 And that lack of experience, that lack of specific
 9 knowledge about Dubuque the place and about the
 10 Dubuque concept of human rights made them totally
 11 inadequate to speak to it. So be a little kind, I
 12 think, to them.

13 Lastly, one person said to me that
 14 actually I believe that Dubuque government is an ox
 15 being driven by a fox. And I said, well, whether
 16 that's true or whether that isn't true, it's too
 17 cynnical for where we are in the City of Dubuque
 18 today. Let's not curse the ashes, let's not curse
 19 the crap to which we are emired right up to our nose.
 20 Instead, let's see how we can save ourselves from it.
 21 Let's emulate the Phoenix bird and find a way to fly
 22 from this and get back to a point of giving the
 23 nation the shot in the arm leadership that it needs

1 to rise above these kinds of community
2 confrontations.

3 Quite frankly, had the city been
4 successful, and I mean the City, I'm not talking
5 about government, I'm talking about we citizens here,
6 had Dubuque been successful in our earlier attempts
7 at constructive integration, we would now have
8 something to give Los Angeles, South Central Los
9 Angeles today. This morning we would have processes
10 to offer them and an example to give them to bring
11 them up out of the kinds of problems that they are
12 experiencing because of there own expression of
13 confusion about what the right thing to do, the right
14 thing to do would be in the face of the kinds of
15 human rights problems that they have experienced.

16 So, I want to give you something today
17 that is much more useful, I hope, than just a
18 recapitulation of the problems that have been and the
19 current state of affairs as it exists with the
20 general population in the City of Dubuque if, in
21 fact, I have represented them correctly.

22 I would like to tell you this, that
23 what's to be done in the City of Dubuque is, number

1 one, we have to identify a new leadership in the City
2 of Dubuque to deal with these issues and other
3 issues. Let it not be lost on you that after we got
4 enmeshed in this human rights controversy and
5 constructive integration by way of a proper name,
6 controversy, the city then had to come on this whole
7 thing of the Iowa Trust scandal and that problem,
8 although you might now think is somewhat distant from
9 the constructive integration system, it's not simply
10 because the citizenry here has to deal with both.
11 Okay, so you must find a nexus, a causal start point
12 between those two particular things if you are to
13 deal with or anyone here is to deal with the
14 hollistic problem of human rights problems in the
15 City of Dubuque. How to do that? Very simply, you
16 have to solve for one of the two variables first.
17 First you have to admit frankly that there are two
18 variables. Secondly, one of those two variables has
19 to be solved first. Solving for one of those
20 variables might give some new leadership not related
21 to the human rights issue at all. That may happen if
22 that particular side of the equation is solved first.
23 Nevertheless, the point that I need to make is that

1 new leadership is a must. We need new leadership in
2 government that speaks to human rights issues in a
3 well-thinking, well-acting and well-intending way.
4 And that well-thinking, acting and intendingness must
5 be consistent, always. The voice must be unified.
6 We also need more leadership from what I call the
7 peek-a-boo business folks, now of which I am one,
8 okay. The business has taken more responsibility to
9 do things in the City of Dubuque than anyone most
10 recently. But, the number issuing from the private
11 sector is too small. The agenda is too narrow, I
12 think, and the specific knowledge of what to do is
13 probably lacking, and I want to get to that. What to
14 do once new leadership is installed? Leaders must
15 have, number one, a specific knowledge of what the
16 problems are, and much more than that, what to do.
17 The City of Dubuque can no longer afford any waffling
18 or any flopping around on the deck. There has to be
19 a knowledge about human rights, and that knowledge
20 must drive the agenda. Number 2, the process that
21 these leaders pick for the City of Dubuque has to be
22 tailored to the City of Dubuque. Let us not bring in
23 somebody from Council Bluffs or from anyplace else

1 that knows nothing about the City of Dubuque, not
2 knowing about the history of the City of Dubuque or
3 our current problems, and has only read the newspaper
4 and let them try to set the processes for the City of
5 Dubuque. Folks, I was born and raised here and we go
6 back in this town to about the first frame house, and
7 I'm telling you that that will not work. Our
8 solutions must come from us.

9 The last thing that our leaders need to
10 assure us about themselves, and there is one we have
11 to pay close attention to is that they are high
12 intending about the results that they are pushing
13 for. We need to know this time around that whatever
14 leadership comes along has the highest intentions for
15 the City. Number 2, the thing that leadership should
16 do, the very first thing is to provide an assessment
17 and to garner ownership. Two key words, provide an
18 assessment and garner ownership in the process. It's
19 what we didn't have in constructive integration
20 simply because the processes used, the way that it
21 was presented to the public or, quite frankly, not
22 presented to the public, destroyed it from within and
23 from without. That mistake must not be repeated.

1 So, whatever assessment-processes are used from here
2 on out have to ensure two things; that an assessment
3 is taking place rather than just objectivity or
4 objectively setting the agenda without assessing how
5 people really feel. And ownership has to take place.
6 Can that happen, yes. Why can that happen? Because
7 enough players, enough players have been identified
8 in this community to do a community-wide assessment
9 of the various issues and concerns. Those players
10 are there. It's kind of a strange twisted, perhaps
11 perverse benefit that the Klu Klux Klan is
12 entrenching itself here because at least we know
13 they're here, and at least perhaps if asked they will
14 provide a voice to that particular segment to go
15 ahead, without the far right or the far left, would
16 be a grave mistake because you won't have widespread
17 ownership. Is it naive on my part to believe that
18 an agenda could be made, could be manufactured
19 between such opposing and polarized opposites as the
20 KKK and the human rights people. It is not naive, it
21 can be done. All we have to do is work with Dubuque
22 people about Dubuque problems, and that agenda can be
23 made. Number 2, remember that without an assessment

1 nothing stands a chance of ownership. And without
2 ownership, equality and progress here will never be a
3 reality. So, whatever plans people may have
4 presented to you prior to my coming to this
5 microphone or whoever comes antecedant to my being
6 here, if an assessment isn't first, it's not going to
7 happen. Number 3, ownership cannot be found in the
8 electoral process where issues are foggy and only a
9 few people vote. That's why you need to provide an
10 assessment out at the grassroots level. You need to
11 take the assessment into the neighborhoods and don't
12 count on the electoral process to get it there. I
13 got the sign to quit, so I will quit by saying this,
14 Dubuque, if it does nothing, can expect these things;
15 the KKK is growing in this culture that's been
16 created. Progressive equity concepts and efforts are
17 scattered. The trust scandal and equity issues are
18 going to continue to cause problems. Dubuque has
19 been left with a horrible and erroneous reputation
20 which reaches actually to the far corners of the
21 earth. The more time that goes by, the less likely
22 Dubuquers will be to work together to solve these
23 issues. And the last thing I want to say is an

12

1 offer. I would like to offer the City of Dubuque,
2 that is to say not necessarily government, but the
3 citizenry here any help that I could give it in terms
4 of designing the process that might work or anything
5 else that the citizens feel that I could bring to
6 them based on 20 years of experience in the field.
7 I've withheld that offer until today, but based on my
8 own analysis and scratching around to find out how
9 people feel, I realize that the problem is deeper and
10 broader than its ever been, and so I would offer my
11 services if someone would request them.

12 CHAIRMAN ALLEN-SOMMERVILLE: Thank you, Mr.
13 Lorenz. The committee members will have questions,
14 but I would like to ask you to what do you attribute
15 the recent 1990s high visibility of racial relations,
16 conflicts, problems in Dubuque? What do you
17 attribute that to?

18 MR. LORENZ: Well, unfortunately there are,
19 that problem has several faces. One of those is
20 economics. But I have to tell you this that that is
21 a false face because we really don't have a poor
22 economic situation that would give rise in reality to
23 that type of a knee jerk reaction. So that's

1 something that's been submitted to the public in hard
2 economic times these things come around. I'm saying
3 this to you. The reason I'm tossing that in is
4 because if people who are deeply racist in this
5 community really believed that the excuse that they
6 were tendering, then it has to be put in as one of
7 the possibilities. Another is that I don't believe
8 that all factions in the City of Dubuque for the past
9 ten years that could have been dealing most
10 significantly with human rights have done that. I
11 don't think that it had a high enough priority,
12 frankly with anyone except the Dubuque Human Rights
13 Commission. They, and they alone, burned the
14 midnight oil, hour after hour, after hour, through
15 all of the tough times in the early 80s and I believe
16 that an atmosphere was created a year ago, somewhere
17 along that line when things started to happen that
18 people just simply felt they could act these things
19 out. I think some things started to take place and
20 it lead from one thing to another because there
21 wasn't sufficient leadership to rise up against it,
22 okay.

23 MS. STASCH: I wanted to go back to almost

1 the very beginning. You talked about the groups.

2 You had spoken to small groups?

3 MR. LORENZ: Yes.

4 MR. STASCH: And had group meetings. You
5 made it a point to say that the groups were not made
6 up of any minorities. My question, number one, was
7 why were there no minorities? If you're going to be
8 assessing problems and dealing with them, would that
9 not be a proper thing or a good thing to have people
10 in the minority to discuss and be part of those
11 groups?

12 MR. LORENZ: Bear in mind what I'm trying
13 to do in making my prefatory remarks was to gather
14 what I felt was the majority pulse on the street
15 attitude that would militate against constructive
16 integration. And I really don't believe that by
17 going to minority people, many of whom I already
18 know, and asked them the same redundant questions
19 about how do you feel about constructive integration,
20 I really don't believe that there would be very many.
21 for the sake of my time invested to say, yes, I'm
22 going to militate against constructive integration.
23 I wanted to find out what some people felt that never

1 make the newspapers, that would never should up at a
2 meeting to help constructive integration, but who
3 would sit back with a beer and discuss the thing at a
4 tavern or whatever. Because there are many more of
5 those people than the 10 or 20 percent in the polar
6 camps whose ideas we already know.

7 MS. STASCH: You were a member or director
8 of the Human Rights Commission for 18 years, is that
9 correct?

10 MR. LORENZ: Yes.

11 MS. STASCH: Would you share with us some
12 information on the Human Rights Commission? How is
13 it funded? What is the make up of the Human Rights
14 Commission? What kinds of issues have you dealt
15 with? Are you on -- have you dealt with civil rights
16 issues now or what kinds of particular civil rights
17 issues have you dealt with? It encompasses a lot of
18 answers.

19 MR. LORENZ: Well, not really. For the
20 first time in my life I think you've asked a question
21 or I've just experienced a question that's longer
22 than an answer I'm going to give. I dealt with cases
23 about 3,000 to 4,000 of them that dealt with every

1 aspect of human rights law. 97 to 98 percent of
2 which were mediated rather than taken to court or
3 through the hearing process, adjudicated, in a word.
4 But more importantly, I dealt with many problems,
5 experienced personally many problems that were more
6 of the social nature in the City of Dubuque. One of
7 my minority friends in Dubuque has always described
8 it through the years as an up south attitude. Covert
9 discrimination. I've seen that all the years really
10 that I've lived here, and it's here now. I think the
11 reason that I'm at this table today and the reason
12 that you're here is because there was a shift from
13 covert racism to overt racism. And that's a real
14 scary thing. But, we're seeing it in L.A. today,
15 too. That's what we have to deal with. But I saw it
16 for all of the years that I labored in that venue.
17 Their threats by the KKK. I'm not a stranger to
18 that. I received a letter years ago when I was a
19 human rights director that was threatening me and it
20 was signed KKK. And whether it was sent by a KKK
21 person, I don't know, and I don't really care, but I
22 don't believe that government was understanding of
23 the importance of the human rights agenda, and

1 therefore, budget wise we had to labor every single
2 year a tremendous amount of time and worry was put
3 into whether or not we could survive. And that
4 sends, doesn't it, a message to the entire town that
5 this is not a high priority. So, is that helpful to
6 you?

7 MS. STASCH: Not quite. But when you said
8 97 percent of the cases were mediated, what kinds of
9 cases are you speaking of? Are they job related?
10 Are they discriminatory related? What were they?
11 That lets me get a picture of the atmosphere in that
12 kind of market.

13 MR. LORENZ: The vast majority of cases
14 dealt with disabilities, sex discrimination, age
15 discrimination. But we did have, from time to time,
16 in that 18 years of experience from time to time you
17 would get a lump of race related cases. But usually
18 it was probably less than 6 or 7 a year. But, there
19 were times in my tenure as Human Rights Director when
20 we would get a spate of race cases, and it usually
21 was relevant to some social thing that was going on
22 out in the streets. Is that helpful?

23 MR. FURGERSON: I'm a little confused about

1 some of your information. You said that some of the
2 problems are due, one of the main problems is due to
3 the trust fund scandal and up to hearing you speak, I
4 was under the impression that there's a serious
5 problem with the lack of communication between the
6 leaders and the people on the north side who have
7 experienced loss of a lot of jobs and now concerned
8 about losing their homes due to the highway and the
9 trust fund scandal didn't come up until all of this
10 problem already started.

11 MR. LORENZ: I'm picking it up from where it
12 is today. I'm saying to you that the import of two
13 problems in the city is such that if people wanted to
14 pick up the constructive integration project again
15 and go forward, they have to at least bear in mind
16 that there is another dynamic that is on the minds of
17 the citizenry. We no longer share a singular focused
18 problem, so to speak. We don't have that thing
19 alone. There is this other thing called the Iowa
20 Trust issue. And to whatever degree that it's on the
21 mind of the people, that is there too, and that has
22 to be dealt with. I mean, we have two large local
23 issues that have to be dealt with. And my point to

14

1 you is that I don't think -- I think it would be best
2 if one of those issues could be solved before the
3 other one is picked up. That may be too idealistic.
4 Maybe we can't do that. But, it's a lot tougher to
5 bring the whole town's attention to solving a problem
6 like the human rights problem in Dubuque when
7 something else is also on their minds. That's the
8 context.

9 MR. FURGERSON: So, you indicated the human
10 rights problem will not be possible to deal with that
11 until other things are?

12 MR. LORENZ: No. I'm saying it's much
13 tougher. It's tougher to bring attention in a single
14 focus kind of pace when there's something else that's
15 also bothering the community. I certainly don't mean
16 to suggest that this effort shouldn't go forward
17 until the other one is done. I'm only saying that
18 people's receptivity to it, people's attention to it
19 may not be as riveted as it was during the, let's say
20 the preceding 12 months prior to the trust fund
21 scandal.

22 CHAIRMAN ALLEN-SOMMERVILLE: Any other
23 questions? You state Just one more.

1 MS. GONZALEZ: You stated that ownership of
2 the process and that now that's possible because
3 enough players have been identified. How did the
4 players contrast with the players originally in the
5 integration task force? And then another thing is in
6 providing the assessment. In what way was the
7 department, the Human Rights Commission not in a
8 position to provide an adequate assessment, and how
9 was the ownership in the last process different so
10 that there was no ownership?

11 MR. LORENZ: Well, that's a lot tougher to
12 answer, but let me try it this way. First of all, we
13 must not lay the problem of lack of process on the
14 Human Rights Commission. They were just one element
15 in the overall organizational group that was set up
16 to deal with that particular process, okay? And
17 there are two things I think that that process lacked
18 that gave rise to the problems I was describing. One
19 was that it wasn't -- it should have been taken to
20 the public in a very cohesive and consistent fashion,
21 and one voice should have spoken to it. And all of
22 the simple truth about constructive integration
23 should have been put out there up front. That should

1 have been the front page banner. And then all of the
2 lingering misnomers about constructive integration
3 wouldn't have had a chance to take this life of their
4 own and take all kinds of people in the City of
5 Dubuque down the primrose path towards
6 misinformation, most of the things of constructive
7 integration has been accused of were never in the
8 constructive integration agenda. So process wise,
9 that was one failure that can't be repeated the
10 second time if, in fact, anything else is going to be
11 attempted, and I hope it is. Secondly, when you're
12 trying to do an assessment over something as core
13 value as human rights, you can't do that with let's
14 say a group, just one group that's says this and one
15 group that says that. That has to be taken into the
16 neighborhoods when it is a known package and has a
17 known super ordinant goal, a known mission statement.
18 That has to be taken into the neighborhoods prior to
19 the time that it becomes a flash in the pan at the
20 press. So that the people say oh, yea, I know what
21 that's about and here's how I feel about it. So that
22 they're not giving a knee jerk response to an
23 otherwise good idea. We can learn from those two

1 mistakes by announcing if somebody is going to try
2 something, to announce what the assessment would be
3 about and now for the first time going to the people
4 and saying, look these are some problems that we have
5 in the community, what are your issues and concerns
6 relative to this. And then building up a proper
7 process based on something that's owned by the
8 community rather than pushed at them.

9 CHAIRMAN ALLEN-SOMMERVILLE: Thank you so
10 much. We're going to cut it at this point.

11 That was one perspective, and we do
12 want to get another perspective from the community
13 and that is from the NAACP. Perhaps we could talk
14 about equity in some selected areas and maybe civil
15 rights complaints. And we do have the president of
16 the local branch, Ernestine Moss.

17 MS. MOSS: Good afternoon.

18 CHAIRMAN ALLEN-SOMMERVILLE: Would you
19 please state your name, your address and your
20 occupation?

21 MS. MOSS: My name is Ernestine Moss. I
22 live at 2715 Ventura Drive. I'm a social worker for
23 the Department of Human Services and also President

15

1 of the Local Chapter of the NAACP. What I would like
2 to do at this time is take a look at Dubuque,
3 starting back, to our present and where we would like
4 to go in our future. We have started working.
5 There's been problems. I'm sure it has been talked
6 about in the past about, we don't know the black
7 people and the struggles that we have had in Dubuque
8 Community School System. A group of concerned
9 people, not just minority people, but people were
10 concerned about the curriculum that our children were
11 being taught and we had gone year after year to bring
12 a change in that curriculum. We were aware that
13 history was being presented to our children one
14 sidedly. That our children are taught about Europ
15 Americans and never taught about the other groups
16 within our nation which built this nation and made it
17 strong. So that's why we were out. We saw the
18 effect and the continued effect on our children and
19 on our nation. When you do not present people as
20 having value, as having worth, it shows up and it
21 keeps growing and perpetuating itself. We see that
22 United States have always wanted to be the nation,
23 the melting pot, and they wanted people of all colors

1 to melt into this pot. And we all have to melt into
2 this white pot. But, we're not all white, and we all
3 have contributions and values. And so that's why we
4 felt the necessity to go forth and bring to the
5 attention of the school system about making a change.
6 So, our children and our children's children will not
7 be raised in a society in which we had been raised
8 where our children will be accepted as full citizens
9 of this United States. Our children will be taught
10 the values, will be taught about the contributions
11 and taught about the worthiness of people of color,
12 black people, Asian American people, Native American
13 people. These things have been neglected in our
14 school system.

15 So we went and we petitioned. We were
16 getting nowhere, so we developed and formulated the
17 association with the National Association for the
18 Advancement of Colored People. After that formation,
19 we started to make some types of changes in our
20 school system. The school system, and I think
21 everybody has the tendency to believe that we just
22 need to, don't push too hard, hold back and things
23 will come. You know, we need to wait wait until we

1 be accepted. But you have to push, you have to show
2 that this is a need because we have not made changes.
3 You can't just give a little token and think that
4 everything is all right because it is not all right.
5 Children are still growing up in our society
6 sometimes attending our schools and still being fed
7 the same misconceptions. So, we have to make these
8 changes more rapidly than what we have or we'll have
9 what we did see in our society, continue to grow like
10 what has happened in L.A... It hardens my heart to
11 see, sadness that the young people are stepping forth
12 and say that we have no value. This is what our
13 judicial system has showed us by the acquittal of
14 these four individuals. My children have value, and
15 my people have value, and that is why we are fighting
16 for that change.

17 Within this school system there has
18 been changes made. There's been wonderful changes
19 made, but they're a long ways from getting where we
20 need to go. Not from where we want to go, but where
21 we need to go. There have been a few minorities
22 hired, but that's a few. There has been an
23 establishment of an Affirmative Action Program in the

1 school system, that's good, as long as they follow
2 through with the Affirmative Action Program. I
3 believe there's good individuals within our community
4 in the school district that want to make changes, but
5 they're afraid about what their peers will think of
6 them if they make these changes. We have to start
7 doing what is right, not what is right for just now
8 or that my people will accept. We have to look at
9 all people are our people, and we have to make their
10 world right for all of our people so that we'll have
11 a strong nation, not a divided nation. We're moving
12 more into a divided nation to a nation where people
13 of all colors could come together with our common
14 goal. So we have to do that. We have to do it now.
15 So that's why we approached that.

16 We're seeing in our school system where
17 when children are taught respect for each other, we
18 show there has been racial strikes within our school
19 system and there continues to be. I can't say that
20 they want it to take place, but when you don't work
21 actively to bring about a change, they will continue
22 to take place. We have developed, through working
23 with the school system, a reporting system set up for

1 people who have a comment against racial harassment
2 or sexual harassment. These things are just coming
3 up this year, but we've been working on this since --
4 for many a years. Hopefully, hopefully, for Dubuque
5 this will become a reality where teachers are trained
6 on what the fallacies happen to be on the procedures
7 they have to go through in order so they know how to
8 identify racial harassment when it occurs, sexual
9 harassment when it occurs. And then how to put it
10 down. We need to educate our children. We haven't
11 gone through an educational process. We have a
12 school system, I believe in many respects it's a good
13 school system and I believe in many respects they
14 want to do the right thing. They just want to do it
15 so they won't agitate people instead of doing what is
16 really needed and what is right for our community,
17 for our nation.

18 Going on from there, I'd like to talk
19 about what we've done with the city government.
20 There was an incident, and cross burnings is not
21 limited to Dubuque. Like it's not new to anyplace
22 else. There has been really a rash of cross burnings
23 this past year and there's still reaction to people's

1 unwillingness to accept change. Maybe their
2 unwillingness to accept differences of people to feel
3 like there United States rights, privileges should
4 not be shared with all. That there is an invisible
5 door out there that's blocking admission into this
6 city. No. When I am a citizen of the United States
7 and I can live anywhere I wish to live. That is my
8 right, my constitutional right, and that's the right
9 of each and every one of us. And we should not be
10 doing that. Just the plan was a good plan. The plan
11 said welcome, that's what it said. Because see,
12 black people, people of color have not been welcome
13 to Dubuque. And it says welcome and people are
14 afraid of that. They feel like you might take
15 something from me. I might accidentally see you as
16 being another human being, and that frightens them.
17 But, getting back to the city government, there
18 has -- there was an incident occurred in which a
19 visitor from Ohio happens to be stopped which felt,
20 which I felt, and the NAACP felt he was poorly
21 treated, unjustly treated. He was pulled over. He
22 was visiting, it happened to be a day, an unfortunate
23 day in which another person had entered into Dubuque

1 County from a neighboring county and had, a murder
2 had taken place. But, this man happens to be
3 visiting, lost his way, sitting out in the open. But
4 this individual happened to be a black man. You
5 know, individuals who were involved in the first
6 affair were both white, but this guy happens to be
7 from the same state, okay, not the same area, the
8 same state, so they pulled him over thinking that he
9 might have something to do with it. But, was it
10 because I happened to be a black person from that
11 same state and because our society has put it, the
12 fear that you have to be doing something wrong
13 because you're black. This person was rushed,
14 brought to his knees, had guns held to his head for
15 no reason at all. Where another individual was
16 visiting from out of town with Ohio plates, was
17 staying in a motel. The police, I'm sure they had
18 detected, when they checked from the hotel people,
19 that this was a white couple, they knocked on his
20 door. You got a closed door which the police are
21 going into the unknown, you have a man that's out in
22 the open, who will you be more cautious of? But
23 these people were knocked and were questioned. This

17

1 man was brought to his-knees and humiliated because
2 why? Because he was black.

3 There's a problem. I don't fault the
4 police department solely for this. I fault that we
5 weren't properly educated. We have not been showed
6 that people have value. We have not been told that
7 don't be afraid of people just because of their
8 color. Accept people until you find otherwise. We
9 haven't been taught that. They hadn't been taught
10 that. So, a series of meetings were set up with the
11 police administration and the city, and hopefully we
12 are working, we are working. So, we'll get to that
13 day when people see people, they won't be afraid of
14 them because of their color, but they will look at
15 what conviction they have violated and then take it
16 from there. I can't say, and I mean to say, too,
17 Dubuque is not an L.A.. We haven't had the police
18 brutality that has taken place. I feel that this
19 community is a place that people can live and raise
20 their family and feel secure. But I want more
21 freedom for my people too, you know what I'm saying?
22 I don't believe there is a place in the United States
23 for an African American that's good today. But, I

1 can say that this can be a good community for all
2 people, and I think that I can live here and I want
3 my kids to feel like they're proud that they were
4 born in Dubuque and they want to stay in Dubuque, and
5 this is our home. This is home. It's his home
6 state, his city and his nation, and he has every
7 right to be here.

8 Mr. Lorenz talked about the different
9 problems he said he had on several thousand
10 complaints that crossed his desk. Some of those
11 complaints were in housing discrimination and a lot
12 of things like he said like 90 some percent has been
13 mediated. That's true. So people who commit these
14 violations re-commit these violations because they
15 were just slapped on the hands because they really
16 have not been really been penalized. If you have
17 money and you can give a hundred dollar fine or
18 whatever, you can continue to do what you want to do,
19 okay? And there have been people who have, and you
20 can pull from their records and show that they have
21 suits that have gone all the way to the Human Rights
22 Commission Board and have, settlements have taken
23 place on housing. But this is something, too, that

1 we've been working on and hopefully that landlords
2 are, I think, trying to move to the point where
3 they're more willing to accept a person into their
4 establishment and into their rental property based
5 upon their past credentials, not on their race.

6 I don't want to over stay my time. If
7 you want to talk to me, have any questions, feel free
8 to do so.

9 CHAIRMAN ALLEN-SOMMERVILLE: Thank you for
10 your presentation. There have been those who have
11 shared with us that Dubuque is in a healing process.
12 What do you think they mean, and do you think it is?

13 MS. MOSS: Well, I think that Dubuque's
14 sore has been opened up. That's where it's at. The
15 sore has been opened up and it's been exposed.
16 People used to put it under the rug, their racial
17 attitudes and unwillingness to do more for change.
18 But, because of the national media has been brought
19 to the forefront and people are seeing that maybe
20 there's problems within our community and lots of
21 people said well, it's a terrible thing and I do
22 agree it was a terrible thing that has happened, but
23 it was something that needs to take place in order

1 for growth to take place.

2 MS. STASCH: What is the NAACP's position on
3 the integration plan?

4 MS. MOSS: We're in favor of the integration
5 plan. That's our official statement about it. We're
6 supportive of it. We're wanting to help the group
7 that has been formulated. So that in any way we can
8 be of assistance. It's not our plan, but we're
9 members of this community and we do support it.

10 MS. STASCH: The other question that I have
11 for you is relative to the Human Rights Commission.
12 You made mention of the fact that, briefly, about you
13 have been dealing with sex discrimination and other
14 discriminations and it sounded to me like, do you
15 have your own little program or is the Human Rights
16 Commission adequately serving your needs in this
17 situation?

18

18 MS. MOSS: Okay. When I brought up, first I
19 looked at the school system in a different policies
20 of which they have, and one of the policies in which
21 we have just started working on and they have
22 included say sexual harassment policy and racial
23 harassment. And what we're saying is these things do

1 occur within this school system and might be
2 harassments by students, students on students. Not
3 saying as staff to staff or to students, but these
4 things happen, you know. That's what we're saying
5 that we see the need, and it should be implemented
6 and it should be in place. We have had, when we talk
7 about the racial harassments and the problems that we
8 have had dealing with people who have come to us and
9 have told us what is taking place and have brought to
10 the school system. Usually things escalate to the
11 point where there is an altercation and then there's
12 a big mess because it hasn't been dealt with before
13 it got to that point. So, if a child is taught early
14 that you don't call children by nigger, you know, or
15 wetback. They're taught that that's wrong, you won't
16 possibly get to -- and you start working with the
17 children and training the children, these things
18 should be corrected. That's why it's so important to
19 have things about other people's culture within their
20 educational system. So they can see that people of
21 different nationalities have added and caused the
22 growth of this country.

23 MR. FURGERSON: Has the program been

1 changed so they're ready to deal more positively with
2 that on an early level or do you see something that's
3 been happening and will happen in the future?

4 MS. MOSS: The work has been done. I'll
5 tell you where we're at presently. They have just
6 gone through a curriculum program in which they have
7 selected new books for the social studies program
8 which is last year and they're in the school system
9 this year, which is the book, it's a much better book
10 than we have ever seen in our school system which
11 covers history from around the world, you know,
12 different people's contributions. That's something
13 that came out of the work that we have done. We have
14 worked with, so we can see. We have served on review
15 committees for books.

16 MR. FURGERSON: How about staff training?

17 MS. MOSS: Staff training is a problem that
18 we find within the system. There has been a
19 sensitivity training that they have agreed to in
20 which all the administrators have gone. But, they
21 need it for the teachers, the people who are the line
22 workers that's just like the police department. They
23 need it for your line workers, the people who are

1 working everyday with the children and people who are
2 working everyday with the citizens. So those, most
3 of the teachers have not been through this type of
4 training, training to learn about how to deal with
5 multi cultural nonsexist curriculum has not been
6 taught to the staff. We have been advised by the
7 school administration that they do have a program
8 that they hope they have money to fund and I hope
9 they have money to fund this, and it should be funded
10 for next year so that all the teacher should be
11 trained, begin the training on how to implement a
12 multi cultural, nonsexist curriculum, how to work
13 with equity among the sexes and race. That's all
14 that's needed. It's always, you know, we have, and I
15 hope this comes to light that it's true. Right now
16 work has gone into an examine the materials which is
17 out there and recommendations have been made for this
18 material to be introduced into the school system.
19 Now, for it to go into this school system, we haven't
20 had that yet, that it will be introduced into the
21 school system. It's always dependent upon funding.
22 Like you say, you want to put it off because we're
23 having too many problems right now. This is a

1 problem that we need to deal with. You wouldn't have
2 so many problems if you deal with our social issues.
3 Deal with your social issues and some of these other
4 issues will dissipate. But people don't want to deal
5 with human relations. We can always put that on the
6 back burner and it needs to be put up front and dealt
7 with.

8 MR. FURGERSON: Has it ever been offered
9 that they try to introduce the idea about working,
19 about the textbooks?
10

11 MS. MOSS: And one thing they will tell
12 you, too, there are teachers who are out there
13 introducing materials in their classrooms and there
14 are. There are good teachers that try to make a real
15 rounded curriculum for their kids, but those are your
16 exceptions. Those aren't your run of the mill
17 everyday teachers. Lots of teachers I believe wanted
18 to have that knowledge, but they need training
19 because they said I haven't been trained, someone
20 needs to teach me so I can teach my students. And
21 they're asking for that. When I go out there, this
22 is what I hear from the teachers. So they
23 desperately need to have training on multi cultural,

1 non sexist education and on the racial policies. We
2 need the training.

3 MS. GONZALEZ: In previous testimony you
4 heard a comment, for example, that with regard to the
5 African American community that it took a long time
6 for that particular community, the minority-
7 community, to raise their heads and speak out on
8 issues which addressed them.

9 MS. MOSS: No, I disagree with that because
10 the African American population have been raising
11 their head. It's been up and they have been speaking
12 out, but they haven't been heard. And it's a lot of
13 difference.

14 MS. GONZALEZ: Some of the other comments
15 that you've heard is that exclusive with regard to
16 ownership with regard to any racial task force that
17 it's exclusive because individuals weren't
18 communities. Some parts of the community weren't
19 involved in the process. I guess from the African
20 American community, from a historical perspective,
21 has the African American community felt that they've
22 been included in policy-making? Some of the issues
23 and concerns with regard to the community are with

1 regard to programs, or is there a feeling that this
2 aspect of this group of the community has been
3 excluded from these programs?

4 MS. MOSS: Well, I would say on a whole they
5 have been excluded from the program. There have been
6 individuals who have been out there and known African
7 American leaders in our community, okay and seemed to
8 be the ones called on repeatedly. But why not call
9 on the other children's parents or whatever? You
10 know, it's not really -- we only use a few as
11 representatives, we don't get the citizens like you
12 would do for any other. If you want to fill a
13 citizen's review panel, you go to the citizens and
14 you make a random selection. And that's what should
15 be done on panels. And lots of times when you're
16 talking about there has been some common open forum
17 type of thing where I go to the constructive
18 integration when they said people have been included.
19 I know that it was, it ran several times in the
20 newspaper, inviting people to the open meeting on the
21 constructive integration, and it was up to
22 individuals to come out and take a part in it. And
23 really the people who did take a part in it was the

1 cross section of individuals from the community.
2 Now, if you felt like you didn't take, your needs
3 weren't being heard or your viewpoint wasn't being
4 heard, that's your own fault because when you say
5 open the door and welcome you in, if you don't take
6 advantage of it, it's my own fault if I don't take
7 advantage of it.

8 CHAIRMAN ALLEN-SOMMERVILLE: I just have one
9 more. You've spoken so passionately about this
10 element of fear and the need to address this. Are
11 you alone in that thinking?

12 MS. MOSS: No, oh, no.

13 CHAIRMAN ALLEN-SOMMERVILLE: I want to hear
14 that.

15 MS. GONZALEZ: Also, with regard to
16 exclusive and inclusive, we've heard testimony that
17 with regard to recruitment from outside of Dubuque,
18 that those corporations, companies that have the
19 funding have assisted with regard to interviews for
20 job interviews. Do you believe that with regard to
21 recruitment from outside the City of Dubuque, that
22 the African American community has been included in
23 that process or have they been excluded in that

1 process?

2 MS. MOSS: I think we have been excluded.

3 We have not been included in that process.

4 MS. GONZALEZ: Would that be one of the
5 contributing factors as to why the declining
6 population in Dubuque in the African American
7 community because of the possibility that they have
8 not been included in the recruitment and retention of
9 minorities in this community?

10 MS. MOSS: Right. It's like if you go to a
11 market which only has a certain nationality, you
12 going to draw just from that market. But, if you
13 expand that market, and this is something which we
14 have asked both the school system as well as the city
15 to expand it so that you will have candidates coming
16 from different walks of life and different areas and
17 different nationalities. And I can say that they are
18 now doing it. I know with the police with this last
19 hiring they went to communities where there are
20 blacks, you know, in residence. So they are making
21 an attempt,

22 MS. GONZALEZ: So, the integration plan is
23 inclusive. In fact, that it's identified a

20

1 population that has been excluded and it's attempting
2 to include?

3 MS. MOSS: That's right. It has identified
4 where the -- it has identified the groups that have
5 been excluded from service jobs and whatever. The
6 police department which you know we don't have any
7 minorities on the police department. The school
8 system, we have just a scant amount of people of
9 color that's working for the school system. And most
10 of these people were hired within the last year, you
11 know. So, that looks like they're trying to make
12 some type of move. They know we need to. Where
13 minorities have been hired, they've shown that it has
14 been a good experience. And it's not to say that
15 everyone will act in a hired position has to be good
16 or has to excel or has to do a wonderful job. It
17 doesn't happen with any other race. There are some
18 people who fail to meet the job requirements, but
19 it's tougher because if there was a minority that
20 fails, we look at it that no one can make it, no
21 minority can make it. They can't handle it. See,
22 that's the weight that's put on people of color.

23 CHAIRMAN ALLEN-SOMMERVILLE: Thank you, Ms.

1 Moss.

2 MS. MOSS: Thank you.

3 CHAIRMAN ALLEN-SOMMERVILLE: And we have
4 another perspective from the community, Elizabeth
5 Mihalakis.

6 For the record, and make certain that I
7 pronounce your name correctly, please identify
8 yourself, your address, and your occupation.

9 MS. MIHALAKIS: My name is Elizabeth
10 Mihalakis. I live at 1756 Jackson Street and I'm the
11 President of the Washington Neighborhood Council.

12 First of all, I'm going to give a summary
13 statement and to let you know the interest that the
14 council have in what's been going on in this city.

15 I'm a low and moderate income person as
16 designated by the federal guidelines, and as I have
17 said, I'm President of the Washington Neighborhood
18 Council and also the elected spokesperson for the
19 other neighborhood councils which is a coalition of
20 five neighborhood council that are in the City of
21 Dubuque and all who represent mostly low and moderate
22 income people. These five neighborhood council are
23 located in the community block grant targeted area,

1 and I have given you a packet and there's a map in
2 there that shows you that targeted area is everything
3 inside of little railroad track area are the targeted
4 areas for the community block grant program. These
5 five neighborhood councils are located in these areas
6 where, neighborhoods, for the purposes of HUD
7 entitlement programs and other federal entitlement
8 programs; including urban renewal and revitalization
9 program. Under the due process clause of the United
10 States Constitution as applied through the 14th
11 amendment, the equal protection clause, a government
12 cannot deprive the person of life, liberty or
13 property without due process. During this testimony
14 I will provide the Commission hearing officers with
15 specific examples of how we believe that property
16 rights of low and moderate income people in Dubuque
17 have been constitutionally violated.

18 The Constituion includes certain
19 interests that have been determined to be property
20 rights, and in the case of state created entitlement
21 programs such as the U.S. Department of Housing and
22 Urban Development programs and the Job Partnership
23 Training Act, to name two such programs. There is

1 more than a mere expectancy on our part concerning
2 benefits that are to be flowing directly to the low
3 and moderate income person in the City of Dubuque.
4 In fact, in the community block grant program all
5 mandated guidelines specifically state that maximum
6 feasible priority must be given to the needs of low
7 and moderate income people.

8 We believe that the intended and direct
9 benefits which are to flow directly from the community
10 development block grant program and the JPTA program
11 are, in fact, priority rights protected by the United
12 States Constitution and by denying access of a
13 meaningful and intentional way, the City of Dubuque
14 is engaging in practices and patterns of activity
15 which violate the civil rights of low and moderate
16 income people and small business owners that are
17 inside the targeted area.

18 We understand that full due process is
19 required to protect the property interest of the
20 direct intended beneficiaries of these entitlement
21 programs. Full due process in part includes adequate
22 notice of changes, neutral decision makers, and
23 opportunities to participate directly in

1 decision-making as to how benefits are allocated
2 under these programs.

3 There is no interest of the city or
4 state which can outweigh the constitutionally
5 protected property rights that low and moderate
6 income people will have to the benefits intended by
7 these federal entitlement programs. As citizens of
8 Dubuque and of the United States, there are
9 limitations on government power which grow out of
10 the essential nature of free government.

11 The procedural irregularities and
12 patterns of questionable activity perpetuated by the
13 City of Dubuque and the administration and oversight
14 of these federal entitlement programs have directly
15 interfered with protected property rights of low and
16 moderate income people. We testify that even their
17 so called local option programs adopted by the City
18 under the Community Block Grant Program have directly
19 interfered with our due process rights and our
20 property rights to receive a direct benefit for which
21 these federal programs were designed. There is no
22 substantial relationship between how the city has
23 structured the Community Block Grant Program decision

1 making and oversight responsibility which in any way
2 meets the intent of the federal program guidelines,
3 which is to give maximum feasible priority to the
4 needs of the low and moderate income people.

5 I'm going to address some of areas that we
6 have found since the Dubuque Voices where the low and
7 moderate income people came out to express their
8 fears and there frustrations and the problems that
9 they're having within their own city in the north
10 central area, which has been designated as the
11 problem area. One of the things, the first thing is
12 the citizen participation plan that allows for
13 meaningful decision-making authority oversight in a
14 community block grant program, priority or funding
15 allocations. One of the problems that we have found
16 is that back in 1980 the city started a community
17 development commission which was made up of low and
18 moderate income people from the targeted areas within
19 the map that I showed you. And the commission was to
20 oversee how the community block grant money was
21 spent, so that it would be allocated in the right
22 purposes to help all the low and moderate income
23 people. And through the process, the City government

1 decided that some of the people who had been in
2 neighborhood organizations who were formed because of
3 the community block grant money at that time decided
4 they didn't want to be participants in it. So,
5 instead of them finding other people to participate
6 in the neighborhood organizations, the neighborhood
7 organizations just kind of faded out until it was
8 only a few that were left. So, by meeting citizen
9 participation, they took away from the low and
10 moderate income people. And there's another paper
11 there, that's the Greater Development Corporation.
12 There's a list of names and writing on it and we feel
13 that that was put into their hands for the citizen
14 participation. That their input on how the community
15 block grant money took the authority away from the
16 low and moderate income people. And through that
17 process, there has been a lot of things lost in those
18 targeted areas such as good jobs and good housing and
19 everything else that goes along with that. We don't
20 have money, we don't have a good house. It's very
21 hard to work yourself up to a level to move out of
22 that area. And so we found that through the Voices
23 and that was the pride it wasn't that we are, the

1 criticism that we're racists, the cry is we're
2 hurting and who is listening to us. There was like
3 12 years that nothing has really gotten done in that
4 neighborhood for those people. There has not been
5 good employment so they could get off of the welfare
6 roll and it has gotten worse because a lot of our big
7 companies have, some of them disbanded, some of them
8 changed over, some of them laid off a lot of people
9 so. most of those people ended up in those targeted
10 areas because that's the only place they could afford
11 to live. And through this process there has always
12 been minorities in that area, that's probably the
13 only area of town where there has been minorities.
14 There has been different nationalities ever since
15 those areas have started. So, we feel that Number 2,
16 there has been no direct services provided to the
17 community block grant neighborhoods, which is 85
18 percent of low and moderate income people in the
19 direct, intended beneficiaries of this money. And so
20 through all of our accessing and listening and
21 looking for documentation trying to find out what
22 happened, there is federal money there. What
23 happened? Why are so many people crying out? If our

1 city government wants to evolve and integrate other
2 families into our city and be able to find money to
3 do that, why haven't they found the money to come and
4 help some of us and some of our problems? And so, 3,
5 the patterns of practice which our elected officials
6 and administrative staff have allowed 75 percent of
7 the community block grant fund allocated to go to
8 private corporations and one established, owned and
9 operated by our own city council, the City of
10 Dubuque. We have, and this is one of those
11 corporations and there is another one that gets a lot
12 of community block grant money to buy land to sell to
13 big industries. And when that industry gets that
14 land and builds on it and uses that money, our
15 understanding of the federal guidelines are that some
16 of those jobs which will be created by that industry
17 should be and go to low and moderate income people.
18 But if they don't know how to do the job, that
19 company is supposed to train them for that job. And
20 we found through this that that was not happening all
21 the time. The majority of the jobs are gone through
22 our job service which when a company puts in for
23 workers job service's job is to send the person who

1 has the skills and the abilities to do to job
2 opening, not to send the person who doesn't know how
3 to do that job so he will get trained. So, we found
4 that some of the process in which our own city
5 government has failed the people in these targeted
6 neighborhoods was partially bad. And I can show you
7 through that we have started our own job bank. You
8 have a copy of that. And what we are doing is
9 starting dates that anyone that lives, anyone that's
10 unemployed or under employed can fill out one of
11 these applications so we can work with our city so
12 that people will be employees, will be trained and
13 will be able to move out of that neighborhood at some
14 point in their life. 4. That's the job creation and
15 the job training, and it's mandated from the
16 entitlement program and it's not created or monitored
17 to provide maximum feasible benefits to low and
18 moderate income people in the community block grant
19 neighborhood. And that's what we found that they
20 weren't following the guidelines to the real intent
21 of it. That they weren't following through to make
22 sure that Job Service had maybe a special area for
23 the people like this that they didn't go through just

1 their-state process and whoever was in line got the
2 job, whoever had the skills got the job, or whoever.
3 So, we thought that we would start our own job bank,
4 and that's what we're doing as neighborhood
5 organizations, we are starting our own job bank to
6 keep a file so we can ensure that more of the people
7 can be employed and train.

8 And the 5th point is the program
9 policies related to housing, rehab and relocation
10 programming directly interfere with the rights of low
11 and moderate income people to maintain and hold onto
12 their private property. There is some policies
13 within our City that I think should be changed,
14 especially with the community block grant money. And
15 one of the problems is that most of the homes in
16 these targeted areas are very, very old. They were
17 built way before the 1900s, some of them. And you
18 have a lot of elderly people in this area and plus a
19 lot of younger people have bought these people
20 because they were very cheap to buy because of where
21 they were. So, part of the problem is is that if you
22 have to thing and borrow money to put a roof on your
23 house or whatever might be done you need to rehab

1 your property, that one of the policies is that maybe
2 you can only get \$15,000 to do that. That's all that
3 community block grant money is allowed to you. Maybe
4 they'll go over a few thousand, maybe not. But,
5 before you can get that money, the City has to come
6 in and inspect your property to make sure that it is
7 all up to code. And we have quite a few codes that
8 we have to follow. Now, under this process, if the
9 codes are not up and if the inspection finds a lot of
10 things wrong with this property, they tell this
11 person that, let's say they need \$30,000 to bring it
12 into code, to make it liveable, so they tell the
13 person that you have to find the rest of the money
14 from somewhere else. You have to either go to a bank
15 or you have to borrow it from a relative. Well, if
16 the person could have gotten it in the first place,
17 there's no way they would have went up there and
18 asked for help. So, through this, if they can't come
19 up with the rest of money, that property has a chance
20 of being condemned. That's very scary. Anyway, that
21 is a problem that we're finding and that is some of
22 the policies that we would like to see because a
23 multi million dollar business can get community block

1 grant funds and the poor person who needs it even
2 more is only allowed \$15,000. That seems to be very
3 wrong.

4 6. Denial of access through the City's
5 pattern of program policy development and
6 administration denies small business owners in the
7 community block grant neighborhood of community block
8 grant funding. They are entitled to and these
9 practice patterns interfere with a protected property
10 rights in this entitlement program. We have had lots
11 of small businesses come back to us and say that we
12 have asked about to borrow money, and if you're not
13 in the urban revitalization part of town, you can't
14 get their money. And the problem is we're losing all
15 of our small businesses. We're losing employment
16 just by that happening. There's a lot of small
17 businesses that would like to grow a little bit, hire
18 a few more people right out of the neighborhood.
19 There's a lot of people that have good ideas that
20 would like to start their own businesses in those
21 neighborhoods, but they don't know where to get the
22 money, and are having a hard time going to a bank.
23 Because if you don't have any collateral and if you

1 have a house in that area, it's not easy, it's not
2 easy to get money.

3 CHAIRMAN ALLEN-SOMMERVILLE: Thank you so
4 much, Ms. Mihalakis. When you first began to, I
5 think it was your very first area that you discussed,
6 you talked about where minorities live. What was
7 that statement, because I missed it? You said this
8 is the only area?

9 MS. MIHALAKIS: Well, most of the area that
10 minorities do live are in the targeted area. They do
11 live in the north and central and there always have
12 been a lot of minorities in the north areas.

13 CHAIRMAN ALLEN-SOMMERVILLE: Are there
14 questions?

15 MS. STASCH: Could you describe in a little
16 bit more detail the Washington Street Neighborhood
17 and, you know, how you're attempting to deal with the
18 racial issues and racial harmony that we're looking
19 for?

20 MS. MIHALAKIS: Well, one of the things that
21 we're doing, in your packet there's a newsletter that
22 we have put out. We have designed our own newsletter
23 and we do that with just the few donations that we

1 get. And what we do is we go door to door in our
2 area and try to hand out as many as we can. We have
3 started out real small and now we're trying to get
4 more and more. The planning is we want to have
5 everybody who lives there involved. We don't have,
6 who are you? What color are you or how long have you
7 lived here? Every single building in our area gets
8 one of these newsletters. We want them to come to
9 us. We want them to join us. I mean, they're living
10 in the area and they need the help just the same as
11 we do. And we're doing this for everyone who is low
12 and moderate income in those area.

13 MS. STASCH: What's the response?

14 MS. MIHALAKIS: We're starting to get more
15 and more people to be involved. I've been getting a
16 lot of phone calls. And what we are trying to do is
17 say we all have to work together. Part of the
18 problem was that everybody labeled our area because
19 of certain situations and of certain things that
20 happened that all of the people who burned crosses or
21 wrote slurs came from that area. And that may be
22 true, but you have to look at everything that they've
23 had to live with all of this time, you know, being

1 without, not being heard.

2 MS. STASCH: What kind of response have you
3 gotten from HUD or from any powers that be regarding
4 your complaints and your, some of your accusations?

5 MS. MIHALAKIS: Okay. We have gotten a lot
6 of progress since HUD has stepped in, and one of
7 things is that we do have to have -- they informed
8 our city that there has to be a new citizens
9 participation plan. That there does have to be
10 involvement from low and moderate income people and
11 so that's happening right now. And so there is a lot
12 of responses. And also some policy changing that we
13 all have to talk about.

14 MR. FURGERSON: I've got a couple of quick
15 questions. We're over time, and I would like to know
16 what could have been done to get the people more
17 involved in the process of the integration plan that
18 was done before? They said they had open meetings
19 and invited people to send in written comments and so
20 forth. Apparently not very much of that happened.
21 Do you see any change that could make it happen in
22 the future or anything to try to develop--

23 MS. MIHALAKIS: Well, I think that the

1 problem probably was that you have to kind of see
2 where everyone's coming from in these areas. They
3 have never been heard before because of their pride
4 and a lot of those from those areas would have never
5 went to these meetings because they would have had a
6 different idea of how it should have been started in
7 the first place. And the second place is that most
8 people in those areas do not believe they have any
9 right to express their opinions on anything that goes
10 on in the city, and so that's partially the problem
11 with the way the integration plan was started. First
12 of all, most of them in those areas had no idea what
13 integration meant. That was the first thing right
14 off the bat. That was the first thing. They didn't
15 understand. They didn't know what it meant. They
16 didn't go any farther than just seeing it in the
17 paper and say, so that doesn't mean us. But the
18 problem is the people who felt it the most were all
19 those people in those areas that hadn't gotten
20 involved. And I'm one of those people. Because if I
21 would have really believed that all of this would
22 have happened out of that, my involvement would have
23 been a lot more.

1 MR. FURGERSON: Are your neighbors more
2 concerned about the trust fund scandal, the
3 integration plan, the highway, or the job situation?

4 MS. MIHALAKIS: Well, I guess we should say
5 we should put them all together, but, no, I don't. I
6 think the problem is is that everyone in those areas
7 don't want to be labeled as racist and they, most
8 everyone don't have a problem with it. The thing is,
9 that it seems like everything just happened so fast
10 and one thing right after the other. It just was too
11 much of a bombardment at one time. If one thing at a
12 time could have came about, I think the handling
13 would have been a lot better.

14 MR. JENKINS: You made numerous allegations
15 concerning the city initially. Did you take your
16 complaints concerning the community block program to
17 the city council?

18 MS. MIHALAKIS: Yes.

19 MR. JENKINS: What was the response?

20 MS. MIHALAKIS: First of all, their
21 response was there's not a problem with the community
22 block grants. They felt that they've been handling
23 it just fine. And that they just can't understand

1 how anyone could have questions about it and want
2 some changes because as far as they're concerned,
3 they feel that the community block grant money
4 belongs to them and they have a better right to say
5 how it is spent than the person who is entitled to
6 it.

7 MR. JENKINS: And that's when you took your
8 second step by going to HUD?

9 MS. MIHALAKIS: That's right.

10 MR. JENKINS: Okay.

11 CHAIRMAN ALLEN-SOMMERVILLE: Thank you so
12 much.

13 We've certainly listened to
14 perspectives from the community and we'd like to look
15 at a different kind of a perspective, that being the
16 media. Brian Cooper, would you please state your
17 name, address and occupation, for the sake of record?

18 MR. COOPER: My name is Brian Cooper, I live
19 at 3462 Crestwood Drive in Dubuque, and I'm executive
20 editor of the Telegraph Herald here in Dubuque. I'd
21 first like to thank you for the opportunity to share
22 this one newspaper editor's perspective on our
23 situation here in Dubuque. The Telegraph Herald has

1 published more than 300 articles, pictures,
2 editorials, letters, columns and letters to the
3 editor on race related subjects since this issue
4 flared again a year ago. An undertaking of that
5 volume and volatility has taught us a great deal
6 about a great many things. And it has allowed us to
7 see both the best and the worst in people. I won't
8 presume to be a spokesman this afternoon for all the
9 news media. Indeed, there were some reports and
10 columns that I personally found poorly done and there
11 were occasions where, given the opportunity, we might
12 have done things differently in the Telegraph Herald
13 itself. I'd like to say this about my observations
14 on Dubuque and racial attitudes. I'd say that things
15 are not as bad as most national newspaper reports
16 suggest, but they're not as good as some people
17 contend when they say that Dubuque's problems are no
18 worse than anywhere else. Ironically, it seems that
19 people who most say that Dubuque problems are no
20 worse than anywhere else have never lived anywhere
21 else. There is a problem in Dubuque, and there are
22 problems in other cities in Iowa, as you are aware,
23 I'm sure. Whether the problem is any worse in

1 Dubuque may be difficult to measure, but Dubuque
2 certainly came to the focus of media attention due to
3 the constructive integration plan and some criminals
4 who cited that as the reason for their offenses.

5 I believe that Dubuque could have
6 avoided the national spotlight if people would have
7 been content to let the negative perceptions and
8 attitudes towards minorities prevail. However, some
9 people decided that things needed to change, and
10 because of that, and some other situations, the city
11 is taking some lumps. But it's happening because
12 many more people are speaking out against racism, and
13 I believe that media attention and the Telegraph
14 Herald, but particularly from the outside national
15 media have served as a catalyst for more people to
16 take public stands on the issue.

17 By no means does that mean that
18 everyone in the community has welcomed our coverage
19 or other coverage or commentary. Even some people
20 who share our newspaper's opposition to racism, which
21 is expressed on the editorial pages and on newspaper
22 supported ads and other programs, even those folks
23 have objected to certain aspects of our coverage.

6

1 For example, some described our coverage of white
2 supremacists as needless promotion or publicity.
3 While considering our coverage of racism of opponents
4 and their activities as positive. Racists and
5 opponents of the plan have also shared their
6 criticism. Basically, there was an underlying
7 expectation that the newspapers take their side in
8 coverage of people with whom they disagreed was
9 considered unnecessary or counterproductive. As a
10 result, we had plenty of critics on both sides of the
11 issue.

12 What I'd like to do at this point is
13 share, and if I would not share this situation with
14 any other editor in any other community, but if I
15 were asked advice, I would like to offer 8 different
16 points of suggestions that I might offer to a
17 counterpart who might be facing a similar situation.
18 Point 1, don't assume--

19 CHAIRMAN ALLEN-SOMMERVILLE: Let me
20 interrupt you. Would you be able to leave this with
21 us?

22 MR. COOPER: Sure. Point 1, Don't assume
23 that it can't happen in your community. The step

1 from your community's newspaper to the front page of
2 the Sunday New York Times is shorter than you might
3 this think. Point 2, recognize that all parties have
4 an interest in "using the news media". That would
5 include cross burners and other white supremacists,
6 civil rights advocates, law enforcement, the business
7 community, even other media. That's not always or
8 completely a bad thing, but it's a reality of our
9 business. If news sources and others with their own
10 agendas felt they could accomplish their goals
11 without my newspaper, my readers might feel the same
12 way. I feel that it's our job to identify the
13 possible motives and interests of these various
14 groups and deal with them as fairly and appropriately
15 as we can. Point number 3. Don't ignore the
16 racists. Don't turn your back on them or let them
17 out of your sight. Because, as repulsive as they may
18 be, let the community see through their own words and
19 actions just what they are. Some in Dubuque have
20 told us to just refuse to report on cross burnings or
21 other white supremacist type of activities. We've
22 chosen not to do that. And that, of course, has
23 brought on some criticism. But, it does speak to the

1 root of the question for which there really are no
2 clearcut answers. How much or how little reporting
3 is appropriate to fulfill one's journalistic
4 responsibility without giving white supremacists too
5 much of the publicity that many of them crave. At
6 the Telegraph Herald, we've attempted to give our
7 readers some insight into who these people are and
8 what they stand for. That means taking a more
9 thorough and critical look, not just doing what I've
10 seen a bunch of t.v. reports happen in Dubuque where
11 reporters might just stick a microphone in the face
12 of a white supremacist leader and let him spew out
13 his well rehearsed sounds. We have attempted to cast
14 some light on them, who they are, the backgrounds and
15 what their groups really believe. For example, we
16 published an analysis piece presenting the glossary
17 of code words used by White Supremacist's Nationalist
18 Union and its leader Richard Barrett. We didn't just
19 report his arrival into Dubuque to organize his white
20 rights parade and rally, we reported on who he was
21 associated with. Predominantly, in this case, many
22 young men, many unemployed, some with backgrounds in
23 cross burnings and police records. Point 4, maintain

1 journalist balance in the news columns, particularly
2 on the editorial page. I would remind my colleagues
3 that we should use the editorial page for opinions
4 which could be used and used often. For nearly two
5 months the Telegraph Herald carried two or three
6 editorials a week on the racism issue. We also
7 published hundreds, probably at least a hundred, if
8 not more, letters to the editor in other columns
9 during that time. Point 5, use your newspaper's
10 position as a major employer and as an institution.
11 In our case, the newspaper has given away the
12 equivalent of 5 full pages of space for public
13 statements denouncing racism. Black and white lapel
14 ribbons similar to those worn during the Persian Gulf
15 War, the yellow ribbons of the Persian Gulf war a
16 year ago are available from in our lobby for people
17 wishing to demonstrate their support for racial
18 diversity. We have reported on other ribbon
19 locations and other activities within the community.
20 Point 6, be ready for the national news media.
21 Prepare a packet of photocopies of your coverage of
22 the issue, making sure that your clips include
23 stories showing community action opposing racism.

1 Try to determine the national reporter's reading of
2 the situation so that you may head off inaccuracies
3 or gaps in their knowledge. For example, few
4 reporters from the national media were fully aware
5 that most of the vocal critics of the constructive
6 integration plan, the young men who had been
7 convicted in connection with cross burnings, had a
8 history of gang like behavior, assaults with baseball
9 bats. Even then that doesn't always make it into
10 those reports. ABC t.v. nearly missed that fact
11 until it confirmed that fact with us less than 48
12 hours before it aired it's segment on Dubuque on the
13 20/20 program just before Christmas. Point 7, affirm
14 the positive, but don't close your eyes to the
15 negative. Many Dubuque residents have negative
16 racial attitudes. The TH has reported and
17 editorialized this as far as 23 years ago in the 1969
18 series. More recently we editorialized on it in 1987
19 when there was a cross burning outside an interracial
20 couple's apartment, and again in 1989. A series on
21 what Dubuque students are and are not taught about
22 minorities was a subject of a prize winning series in
23 the late 70s.

1 There's a problem in Dubuque, but there
2 are many people who are working hard to erase that
3 problem. But, in the meantime, we can't close our
4 eyes to the problem. Point number 8. Don't expect
5 lots of fan mail. Our newspaper goes into nearly 40
6 thousand homes and using national averages of about 2
7 and a half readers per household, about one hundred
8 thousand people read the TH. There are days when it
9 seems I've heard from each one of these people who
10 know how to do my job better than I do. But, I have
11 heard from a great many people, in fairness I would
12 say, I have heard from a great many people who have
13 been very positive on our coverage and our position
14 on the issue. Many folks called to give us heck for
15 one thing or another, but many sincere people have
16 taken the time to call and say you've got a tough
17 job, but you're doing a good job. And to me that's
18 the small sign that Dubuque does have a nucleus for
19 positive change and that some change is occurring.

20 Before taking your questions, I'd just
21 conclude by saying that journalism is by no means an
22 exact science. It relies heavily on judgments made
23 on deadline, often while the event or situation is

1 still playing itself out. Coverage of race related
2 events and issues is not free of those pressures,
3 believe me, the news media do not relish the role of
4 covering all of this, especially when emotions are so
5 high. But, it's our obligation to not run when the
6 situation arises. It's our obligation to report the
7 community as it is, not as we all wish it would be,
8 and to offer respect and leadership to help resolve
9 and improve the situation. I do believe that things
10 will get better in Dubuque. I think I'm afraid that
11 it may take longer than anyone would like, but I
12 believe it will get better. And I see the local ne
13 media and to some extent the national exposure as
14 part of the solution and not part of the problem.
15 And if you have any questions?

16 CHAIRMAN ALLEN-SOMMERVILLE: Any questions
17 from the committee?

18 MR. JENKINS: You're the first person we
19 haven't asked questions.

20 MR. COOPER: I don't quite know how to take
21 it.

22 CHAIRMAN ALLEN-SOMMERVILLE: You did
23 mention that you feel the media served as a catalys

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1 for people to take a stand. And there are others,
2 however, who blame the media for giving Dubuque a
3 negative image as a racist community. What do you
4 think?

5 MR. COOPER: Well, of course, my position
6 would not be very objective on it. But, I think if
7 you contrast some of the other racial incidents that
8 happened in 1987 and 1989 where national media
9 exposure did not occur, we really hadn't seen the
10 impetus that we have most recently. So, although
11 I've been troubled by the accuracy and tone of some
12 of the reports on the national level, I think it
13 probably has forced people off the side lines more
14 now than maybe in '87, '89 or even back in 1969 when
15 the paper did a series on racial attitude.

16 MS. GONZALEZ: What is your perception of
17 the media here in Dubuque? I know in Des Moines, the
18 Des Moines Register has an advisory committee because
19 some of the concerns of the minority community is
20 that the perception that the media publishes
21 sometimes is negative in nature; African Americans
22 are criminals and they're not showing the positive
23 aspects. What is your perception of the media with

1 regard to the the perception of minority people here
2 in Dubuque?

3 MR. COOPER: Well, I think that there have
4 been times when we've heard concerns about the way we
5 reported on certain incidents. And I think that in
6 some cases we agreed, in other cases we haven't.
7 I'll give you a quick occasion when we did agree
8 where there was a minor shoplifting report and the
9 police incident report included that the suspect
10 happened to be black. Now, and this is about 4 or 5
11 years ago, I believe, but we wrote that up and
12 included the race in the item, I think, believing
13 somehow that this is going to help apprehend the
14 suspect. Which is, the only way you look at it is
15 ridiculous because it really didn't narrow any sort
16 of focus. I received a phone call from a member of
17 the minority community and challenged us on that, and
18 they were a hundred percent right. There have been
19 other times when, you know, when there have been
20 questions raised where we haven't always agreed, but
21 I think in a community our size that people are not
22 reluctant to pick up the phone or stop in and I feel
23 like we're accessible in that way. But, you know,

1 think that there's still areas of improvement in
2 local media as well as other institutions.

3 MS. GONZALEZ: Do you believe that the
4 community of Dubuque promotes cultural awareness?
5 For example, that there are programs, that there are
6 attainment programs that they're advertising these
7 types of programs and not just reporting on the
8 negative aspects, but also on the positive?

9 MR. COOPER: Sure. There have been many
10 events, not just anti race related, but Northeast
11 Community College had a series not long ago, we did a
12 series, a series of concerns that could be presented
13 in the community that dealt with racial issues.
14 One of our goals was to try to incorporate more of
15 that into the paper on an ongoing basis. You know,
16 generally I would, from my perspective say that we're
17 pretty accessible to organizations that have been,
18 and so we try to accommodate them. So, I think we're
19 doing --

20 MR. JENKINS: I once had business here over
21 the last couple of months and conducted some
22 interviews. It was said to me that maybe because of
23 all the national publicity that has undergone, that

1 Dubuque has undergone, perhaps the Iowa Advisory
2 Committee should not hold a series of meetings to
3 deal with race relations because there's been too
4 much exposure. When you look at some of the talk
5 shows and the national press has been here and the
6 question ultimately involved here why, since now the
7 city is undergoing "a healing process" do we need
8 another group looking at the problems in Dubuque and
9 I want to get your reaction as a media person, I want
10 you to evolve into that?

11 MR. COOPER: I would say at first blush, you
12 might think about that and say yes, well it would be
13 counterproductive and scratching old wounds. But
14 really I think that it's helpful to have a forum such
15 as this, rather than a shouting match where we have
16 to take station breaks every now and then. And I
17 don't think that what we've seen on the national talk
18 shows is reflective of all the intricacies of what's
19 going on here. I don't think that we've been able,
20 as a newspaper with 3 hundred some odd articles been
21 able to fully capture all of that. How in the world
22 could he do that in 20 minutes of the talk show, so I
23 think that this could be quite helpful.

1 CHAIRMAN ALLEN-SOMMERVILLE: One more
2 question.

3 MR. WOLF: I was really intrigued with your
4 list of 8 things. That showed remarkable
5 perceptiveness of all the problems that you have to
6 deal with in reporting these fairly. And the one
7 that struck me most is the potential of reporting on
8 some of these hate groups. To what extent are you
9 reporting on it to inform people, to let everyone see
10 what they are, but at the same time, you're also
11 giving them a platform. And that can create
12 tensions, especially with the groups that their
13 hatred is directed against and can hurt the healing
14 process. Can you explore that a little more? What
15 you've learned from doing that?

16 MR. COOPER: You've pretty much captured
17 that. It's how, in the interest of getting warm, how
18 close do we stand to the camp fire before you get
19 burned. And that's something that we wrestled with a
20 lot. And I don't claim that we've done it perfectly
21 each time, but I think that it would be inappropriate
22 for us to just say we're never going to report on who
23 these people are or whatever they're up to because I

1 think that could be counterproductive. I think we
2 take some inicery of what these group really stand
3 for and get on some of their records and what their
4 beliefs are. So I think we would be able to get that
5 information to the community and the community make a
6 rational choice. I guess I give our readers lots of
7 credit for being able to sort things out for
8 themselves. And just like today's paper report on
9 the situation in Los Angeles, I think that you know
10 we give information to people and they just sort
11 things out. If we report on something going on in
12 Congress, you know, we're giving them information and
13 let them make their own judgment on it. I think that
14 it would be almost an insult to the community to say
15 we're not going to tell you about these groups, that
16 you might want to join up with them or something. I
17 think it's more to find out really, you know where
18 their credibility is and isn't and what their record
19 is and isn't. So you can be some, I guess in
20 challenging to their, what statements they would make
21 or the 30 second interview. So, I wish I could say
22 your 2 Y and 2 X and 1 Y and come up with it.

23 CHAIRMAN ALLEN-SOMMERVILLE: Thank you so

1 much.

2 David Harris gives us a perspective,
3 we're going into the area of housing. If you would
4 state your name, address and occupation and then
5 share with us about 10 to 15 minutes and we'll follow
6 with questions.

7 MR. HARRIS: My name is David Harris and I'm
8 the Manager of the City's Housing Services Division.
9 Mr. Hernandez asked me to provide a context for your
10 information regarding the role of housing and it's
11 perceived problems with affordable housing, and
12 that's the remarks I prepared. I'll throw some
13 numbers at you and I'll give you those in round
14 numbers, and I have copies to hand out. The issue of
15 housing has been combined with the issue of race
16 relations for the issue of job opportunities, since
17 this is all come to the fore during the last year.
18 Housing gets perceived as in short supply, and
19 there's a lot of controversy in the city as to the
20 nature of that supply and demand. I get the
21 opportunity to be in the driver's seat as to any of
22 realtors who might disagree with some of the
23 positions of the housing office. But, there's really

10

1 two issues, one, is there enough rental housing and
2 secondly, is there enough affordable rental housing.
3 And that's the problem we have, trying to get those
4 issues to be distinguished. I'll give you some
5 numbers, again round number. In the city there are
6 22,300 living units. Of those, 8,000 are rental
7 units, or about 35 percent. So, we have a 2 to 1
8 situation in the city where 2 out of every 3 people
9 are living in their own home. A rather astounding
10 statistic from my experience. In other words, rental
11 housing is in short supply, just based on that
12 statistic alone. The number of subsidized rental
13 units in the system that's rental units in which
14 people are receiving a subsidy off of their rent is
15 about 1,400 of which the city operates 900 through
16 its Section 8 program and another 550 are private
17 component operated. Again, they don't add up because
18 of round numbers. That percentage of subsidized
19 numbers total of rental units is 17 percent. So,
20 almost 1 in 5 units citywide is subsidized in some
21 fashion. Vacancy rates are obviously a crucial issue
22 when we start talking about the demand and shortage
23 and affordable. Citywide the 1990 census told us

1 that we have a vacancy rate of about 5 and a half
2 percent. Our office estimates that the affordable
3 vacancy rate citywide is from 1 to 2 percent, and the
4 rate of vacancy in subsidized unit is zero percent.
5 There is one hundred percent occupancy. So, it
6 begins to give you an idea of what the competition
7 is. We have waiting lists for the city. Our waiting
8 list is 800 families strong. It has increased by 60
9 percent since last summer. It was 3,500 families
10 strong less than 12 months ago. That's an astounding
11 rate of growth. I mention the 550 privately owned
12 subsidized rental unit. All of those operators have
13 been on waiting lists. The waiting time is at least
14 a year in all cases, in our program up to 2 years.

15 A couple other numbers, and I'll get to
16 the next piece of remarks. The medium rent citywide
17 \$255, very low that is a real disincentive to the
18 production of housing. The percentage of housing
19 built in the city prior to 1940, 45 percent.
20 Percentage of units built pre 1970, 80 percent. So,
21 there are very aged housing. The experience of the
22 Housing Commission is affordable housing is in short
23 supply. To reiterate, there's hundred percent

1 occupancy of assisted units, there are long waiting
2 lists. There are rapidly growing waiting lists.
3 Even low price unsubsidized units are experiencing,
4 lately, increased vacancies. Some are -- which means
5 increasing numbers of people are either being priced
6 out of the market for the lower cost units. Does
7 that make sense? So, it's a real phenomenon. The
8 conclusion is there is competition for low priced
9 housing. Mr. Hernandez asked me to speak about the
10 displacement issues. That's obviously been a topic
11 of some real concern through the neighborhood.
12 Elizabeth spoke about the current re-development
13 highway 61, 151 and 20 are resulting in the loss of
14 140 homes. That many homes will be demolished as a
15 results of that construction. The city, 1989 freeway
16 corridor plan recommended a rezoning of all those
17 compacted downtown, what we call freeway corridor
18 neighborhood from residential, wherever it was
19 residential, to commercial. That's to say making the
20 existing residential just in a non conformance. This
21 was to be coupled with, and this was passed in
22 concept of principal zoning documents by the counsel.
23 This was coupled -- was to be called with the use of

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1 commercial tax abatement. Also, which would result
2 in the assist of privately sponsored commercially
3 developed activities in this area. This obviously
4 posed a great threat to these neighborhoods. The
5 double problem was foreseen that we have a
6 displacement impact primarily on low income
7 households, those of you in the primary households in
8 those areas, and the fact that we have no affordable
9 housing available in the city elsewhere to replace
10 that lost housing. Two Housing Commission studies
11 which were commissioned in the 89-90 time frame
12 estimated from 350 to 500 households additionally to
13 be at risk should all this anticipated development
14 occur. And this is the worse case scenario. As a
15 result, an affordable housing task force was
16 appointed by the Housing Commission to study these
17 issues and spend the next 18 months studying it and
18 coming up with identification problems, needs, and
19 recommendations. And I've got an executive summary
20 of that report I'd give you. I will not go into it
21 in detail. I will, however. I'd like to list a few
22 of their findings of the needs assessment; of which
23 there are several. There are more households in

1 Dubuque in comparison to 1991 to 1980. More
2 households in Dubuque, even though we've lost a
3 significant population during that time, that tells
4 you that household size is smaller. Obviously part
5 of a national trend. And this results in more
6 competition for existing units. We have declining
7 rental vacancy rates. We have an increase in the
8 total number of rental units. They haven't been
9 built, obviously between those subsidized federal
10 reconstruction money since 1980. The local costs
11 have to do with regentrification. The revision of
12 rental units for and demoration for low cost units
13 due to economic activity all resulting in loss of
14 unit. We have, at the same time, compounding the
15 problem a very strong market in the home resale area.

16 We have, in 1992, half the multiple listings
17 that we had in 1987 when the environmental impact
18 study was published for the freeway corridor project.
19 If just a few more than 200 homes currently listed
20 citywide for sale. What this does, obviously, was to
21 keep present certain renters longer as they can't
22 afford the high entry costs that account from
23 escalating home costs. It can increase the

1 competition more. Now, underneath the 5th point,
2 demolished housing is not being replaced. The
3 average assessed value for homes demolished in a 5
4 year period beginning in 1985 was \$26,000. Obviously
5 it's the lower class of housing which is demolished
6 to make way for improvements. The average permit
7 value by way of comparison for new homes built during
8 the same period was \$85,000. So, you lost the
9 affordable housing, and it's not in place. And, in
10 fact, the houses that rise in it's place are 3 or 4
11 times it's value.

12 We did a survey on the city's wait list
13 is 300 families strong. The survey we did last
14 summer determined the average family pays 42 percent
15 of their income for shelter. And, as I mentioned,
16 the waiting time is over a year.

17 The last point of the needs analysis
18 median rent during the decade in Dubuque increased
19 over 42 percent while median income increased 25
20 percent, adjusted for inflation, that was a 15
21 percent affordability gap which occurred Dubuque over
22 that period. That explains why we have increasing
23 number of people on our waiting list. - Dubuque lost

1 4,000 manufacturing jobs during that decade and 3,000
2 service sector jobs. Again, I can explain why
3 people are continuously increasing to be priced out
4 of the market.

5 And the last thing I wanted to go over
6 with you is just a review of what the city's housing
7 programs are. I should have mentioned, the seat's
8 still feeling a little hot from Elizabeth. I don't
9 mean to make light of her remarks. We have, I hope,
10 a good continuing dialogue with the neighborhood in
11 terms of the programs we offer. The programs
12 currently budgeted from the city in the housing area
13 The Section 8 rental assistance program, as I
14 mentioned, I think of 900 units citywide, \$2.8
15 million annual expenditure. The home owner rehab
16 programs, we operate \$15,000 per household maximum
17 low interest 20 years loan, \$350,000 annual outlay.
18 That enables us to do 25,35, 40 homes. That's not a
19 lot. What we call rental rehab program is meant to
20 rehab apartments for low income individuals and
21 families. We give the neighborhood \$200,000 a year,
22 take that probably in the long term low interests
23 loans. We have capitalized now for the new housing

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1 year, -a housing trust fund, a new program. One of
2 the recommendations of the affordable housing task
3 force report. That initial capitalization is
4 \$100,000. And that will be used in a very flexible
5 manner, controlled by the Citizen's Board to
6 recommend funding for innovative and projects to
7 combat some of these problems. We have a, I hope I'm
8 not going into too much detail, but I just want --

9 CHAIRMAN ALLEN-SOMMERVILLE: You have
10 another minute.

11 MR. HARRIS: We are about to receive a
12 \$700,000 federal discretionary grant which we will be
13 using to proceed on 4 separate programs to build
14 and/or rehab additional affordable housing; provide
15 home ownership opportunities to the low income first
16 time families, first time buyer families. Depending
17 what's on the drawing board, a family self
18 sufficiency program which is the new federal
19 initiative regarding Section 8 Program, demonstration
20 program, where we provide purchase mortgage to their
21 families from our Section 8 to buy their first
22 program. We have an application for home program,
23 for home ownership program. We will be making

1 application for new home program. These are new
2 federal programs. And two last programs worthy of
3 note, they're both non profit and is supposed to be
4 started up in the last year, that be Dubuque housing
5 initiative which is the non profit development
6 corporation. I feel they have been Mercy Housing
7 Program out of Denver dedicated to affordable
8 households from Denver and the new chapter of Habitat
9 Humanity has formed. Both of those initially
10 assisted in the situation of what the City found.

11 CHAIRMAN ALLEN-SOMMERVILLE: Thank you for
12 your needs assessment. Did you say the average
13 family spends 42 percent of their income for shelter?
14 The family?

15 MR. HARRIS: The family from our waiting
16 list.

17 CHAIRMAN ALLEN-SOMMERVILLE: 42 percent?

18 MR. HARRIS: 42 percent. HUD would say,
19 and we say, as you probably are aware, a figure of 30
20 percent is the appropriate amount.

21 CHAIRMAN ALLEN-SOMMERVILLE: Okay.
22 Questions?

23 MS. FRIAUF: You said you have 800 people

1 waiting. Where are these people living at that
2 particular time?

3 MR. HARRIS: One thing we try to determine
4 from that survey, it's always a difficult question to
5 answer. What we see increasing, a number are
6 doubling up with friends and relatives. That seems
7 to be the trend. Again, we actually see some
8 increasing vacancies in the downtown subsidized
9 rentals. They're moving from those units back into a
10 lot of doubling and tripling up. We found a great
11 number of those family that 42 percent was the
12 median. We found a great number of them paid no
13 rent, which obviously told us that they were with
14 other families.

15 MS. FRIAUF: You also mentioned that you
16 were working with Elizabeth Mihalakis in the
17 neighborhood. Do they have any input on where the
18 low cost housing is going? Are they going to get any
19 or is that all--

20 MR. HARRIS: It's a lot of ways answering
21 that. I've got remarks that were made regarding
22 where the city's block grant budget is put together.
23 That I would certainly agree that it could and will

1 stand. I'm prudent in-the way of getting it's
2 citizens to high target those dollars, but basically
3 the way our block grant program works is that any
4 income qualifying individual, citywide that is
5 eligible to receive those funds. I would -- 90
6 percent of those funds would be spent are in those
7 same neighborhoods that have been referenced. But,
8 in fact, they have to be qualifying household
9 citywide.

10 MR. JENKINS: Why was there such a growth
11 rate from your waiting list from 500 to 800 families
12 on your waiting list? What do you attribute that
13 to?

14 MR. HARRIS: I think it's just a sign of
15 the economic times. Our per capital income is about
16 as low. It's under the state average. Our
17 unemployment rates two months ago was maybe an
18 abboration, but it was ten something percent, much
19 higher than the state average. I see this as a
20 function of hard economic times.

21 MR. JENKINS: What's the potential
22 displacement of 140 families with the freeway
23 construction along the corridor? Where are you going

13

1 to put these persons, these family?

2 MR. HARRIS: We do know we have nowhere to
3 put them. That's why the affordable housing task
4 force was appointed who came up with a lot of new
5 menus of things and as we want the citizens putting
6 these kinds of dollars in these programs currently.

7 MR. JENKINS: How soon can we be able to
8 implement some of these things? I know HUD said in
9 the next 3 months. Everything is cleared for the
10 freeway.

11 MR. HARRIS: If that happened, that would
12 be a disaster, no. Yes, we can't project that time
13 line. It may happen in the next year, it may happen
14 in the next ten years. We're talking about
15 improvements, redevelopments as because of private
16 redevelopment efforts not because of the public
17 society, are hard to predict. What we're trying to
18 do is predict most accurately as we can where we
19 think that impact would occur in the neighborhood;
20 specifically at what intervention? Where would we
21 concentrate on trying to save residential inter
22 course and allow the direct line of commercial
23 development on it's outskirts. We certainly want to

1 program and plan and time this development.

2 MR. JENKINS: One of the points that was
3 made in terms of the constructive integration plan
4 was the fact the city had no really affordable
5 housing, which you alluded to, of course, in your
6 presentation. But, if the city and corporate amounts
7 from Dubuque were included from other areas to
8 recruiting from other areas to bring persons in there
9 we're talking about moving from, to existing housing
10 as opposed to a new style of housing. Because the
11 last major -- the cost of housing and a new house is
12 about \$85,000. That new home, what's being done for
13 that middle area for, let's say the old \$40,000,
14 \$50,000 homes, are there such animals here in the
15 community?

16 MR. HARRIS: They are a dying breed.
17 They're being priced upwards out of that affordable
18 market because of the demand for it.

19 MR. JENKINS: So, the American dream is
20 very elusive about owning a house?

21 MR. HARRIS: It certainly is in Dubuque.
22 It's very difficult to find lower priced housing.

23 MR. WOLF: Is that because they converted

1 it into shops like the ones we seen around this area?

2 MR. HARRIS: Right. They're being
3 demolished, they're being converted. In the 60s
4 larger homes, for instance, were converted to
5 multiply units. They are now being converted back to
6 main type original homes. In one two block area in
7 the 11th street neighborhood, 26 such conversions in
8 the last few years, a loss of 26 units.

9 MR. WOLF: And this may be beyond your
10 jurisdiction, but I'm interested in the block grant
11 itself. I guess my ultimate question is, why isn't
12 more of that money going into housing rather than
13 simply economic development? Is that just because
14 that's the way in which it was granted originally or
15 it was a certain percentage to be housing, economic
16 development?

17 MR. HARRIS: The city as an entitlement,
18 received a lot in number, a million dollars a year.
19 The budget process then determines how that would be
20 reduced for activities. I did think that housing
21 element is something in the neighborhood of 40
22 percent of that. So, maybe it balances itself. It
23 may not be as impossible as it might appear, but

14

1 certainly the economics get the high profile, the
2 major employer. We do a lot of small scale projects
3 which do add up.

4 CHAIRMAN ALLEN-SOMMERVILLE: Do we have one
5 more?

6 MS. FRIAUF: I have this terrible mindful
7 picture of these 800 people standing in line for a
8 place to live and yet you mention it took the housing
9 task force 18 months to come up with a study. Why do
10 you suppose it took so long?

11 MR. HARRIS: That's a good question. One
12 good answer is we sought to incorporate all the
13 diversities in the housing community in one body,
14 which naturally guaranteed a fight. We had bankers
15 and realtors and community activists and social
16 workers and house seekers. So there was a process of
17 education which had to occur, painfully and tenuously
18 as well as we did a lot of research.

19 MS. FRIAUF: What did you feel race
20 relations -- were they a part in that?

21 MR. HARRIS: No. I can't say.

22 MS. GONZALEZ: Of the affordable housing
23 that's available, how much of that actually comes up

1 to code and how much of affordable housing, how
2 much -- we've heard that in some affordable housing
3 there's a risk that it's not going to be up to code
4 and there's no money that's actually available in
5 order to rehab these houses. It seems to me the
6 40,000 housing is the competition that's going to go
7 up and the housing that's not up to standards is not
8 up to -- is the one who is going to be affordable
9 housing and there's no money, and no funding that's
10 allocated in order to bring it up.

11 MR. HARRIS: It's a Catch-22 situation. A
12 couple of initiatives I mentioned are going to
13 provide funding to Section 8 program families and a
14 down payment assistance escrow account for repairs,
15 that sort of thing. They will be funding;
16 management, city, and apply for it. Those issue are
17 designed to try to combat that program. To give the
18 family some additional tools because you're right,
19 that house which was \$25,000 or \$30,000, because of
20 it's condition, only got a few years to go is now a
21 \$40,000 house. It still needs all that work.

22 CHAIRMAN ALLEN-SOMMERVILLE: Mr. Harris, we
23 certainly thank you and we will take a ten minute

1 break and return at 3:15.

2 (A brief recess was taken.)

3 CHAIRMAN ALLEN-SOMMERVILLE: We will resume
4 our presentation. Francis Giunta who will speak to
5 us from the labor perspective.

6 MR. GIUNTA: Thank you. Good afternoon,
7 I'm Francis Giunta and I'm President of the Dubuque
8 Federation of Labor, AFL-CIO and President of the
9 Communications Workers of America, Local 7110,
10 AFL-CIO, CLC. I have held these positions for five
11 years and fifteen years respectively and I was born,
12 raised, and educated here in Dubuque and have been in
13 the work force here full time for 23 years. My
14 technical training is with telecommunications.

15 The Dubuque Federation of Labor is the
16 local central body of the National AFL-CIO. The
17 Dubuque Federation represents approximately 3,000
18 working women and men in both the public sector and
19 private sector from about 28 local unions in the
20 Dubuque area. We have approximately 50 local unions
21 in Dubuque representing over 12,000 working men and
22 women. These include locals from unions such as the
23 American Federation of State, County, and Municipal

1 Employees; the American Federation of Teachers;
2 American Postal Workers; Hotel, Motel and Bartenders;
3 Service Employees; Bricklayers; Carpenters;
4 Communications Workers; Firefighters; Electrical
5 Workers; Teamsters; Operating Engineers; Iron
6 Workers; Machinists, Painters; Plumbers; United Auto
7 Workers; United Food and Commercial Workers; and
8 United Steel Workers.

9 Historically, the City of Dubuque has
10 been highly unionized. A highly unionized workplace.
11 By both the University of Dubuque history professor,
12 Ralph Scharnau's and my estimates, the Dubuque level
13 of unionization has and continues to run at twice the
14 national average of 15 to 16 percent. Dubuque's
15 population has been predominantly of Irish and German
16 descent, Roman Catholic in religious affiliation, and
17 Democratic in political affiliation.

18 First, let me preface my remarks with
19 excerpts from a speech I delivered at the Rally for
20 Racial Harmony which was held in Dubuque on November
21 24th, 1991.

22 "Recent episodes of racial violence in
23 Dubuque are a tragedy and disgrace, a reminder to all

1 of us that the goal of racial justice and equality
2 has not yet been achieved. It has always been
3 obvious that organized labor has a role to play in
4 the furtherance of Civil Rights. We know that Civil
5 Rights cannot be separated from human rights, and
6 human rights cannot be separated from the cause of
7 unionism. Therefore, the Dubuque Federation of
8 Labor, AFL-CIO denounces any and all such incidents
9 of bigotry and reiterates its commitment to programs
10 to create jobs, promote fair housing, equal
11 employment opportunity and affirmative action. "

12 With that said, I believe that the
13 recent reaction of some of the Dubuque citizenry was
14 purely and simply racist. But, I also believe that
15 some of the people of good will allowed their
16 personal and family's economic experiences of the
17 1980s and their misunderstandings of the "We Want to
18 Change Plan" to cloud their judgment. Instead of
19 seeing other people as brothers and sisters in arms,
20 they saw a threat to their economic well-being.

21 The decade of the 1980s was a very
22 painful one for Dubuquers. In my opinion, no Dubuque
23 family was spared the pain caused by the recession

1 and the shift from manufacturing to a service
2 economy. According to the U.S. Census data, the
3 population of both the City and County of Dubuque
4 from 1980 to 1990 dropped by 7.8 percent and 7.7
5 percent respectively. Professor Scharnau reports in
6 his paper entitled, Workers, Unions, and Workplaces:
7 Historical Perspectives on Labor in Dubuque, Iowa;
8 that between 1979 and 1982, 7,500 jobs disappeared
9 from Dubuque County. The Dubuque County unemployment
10 rate hit 23 percent in January of 1982, and averaged
11 14.2 percent for the whole of 1982. Dubuque had the
12 dubious honor of having the highest unemployment
13 figures in the country and was featured in Time
14 Magazine in that year. Dubuque County residents
15 total employment as of the end of 1991 has still not
16 reached the 1978 figure as tracked by the Iowa
17 Department of Employment Services.

18 The sluggish economy and inflation
19 continued to punish the Dubuque residents through the
20 '80s. According to the Iowa Department of Employment
21 Services, the average weekly wage covered by
22 unemployment insurance, adjusted for inflation, fell
23 from \$355.42 in December of '79 to \$253.55 in

1 December of '90.

2 Many Dubuque families were faced with
3 problems common to hard times, hard economic times.
4 The loss of the main income, children unable to find
5 employment that would allow them to move out on their
6 own, and two and three members of the family working
7 multiple full and part time jobs. And even with
8 these measures, some still lost their homes and
9 vehicles. While we have seen a major increase in
10 tourism with the Dog Track and Riverboat Gambling,
11 for the most part these jobs have both low wages and
12 benefits and are seasonal. They have not filled the
13 gap created by the job loses of the '80s, neither in
14 terms of compensation and benefits nor numbers.

15 This union organization sustained
16 substantial membership losses over this same period.
17 Some locals no longer exist and some have been merged
18 into area locals covering large numbers of counties.
19 For the locals that have survived, membership losses
20 of 50 percent are not uncommon, and losses as high as
21 80 percent have occurred.

22 As unions tried to stem the wage,
23 benefit, and job loss, the employers were trying to

1 cut costs, which caused conflict. This conflict
2 erupted into major strikes involving the UFCW, the
3 UAW, CWA, the USWA, and the IAM.

4 This economic insecurity and high
5 unemployment have served to heighten fear and anxiety
6 and create dangerous social strains. I know that
7 these strains have increased the incidence of
8 domestic abuse, marital discord, divorce, substance
9 abuse, physical violence, and suicide. After
10 experiencing this pain and the powerlessness brought
11 about by losing your home and possessions, the loss
12 of dignity inherent in unemployment or watching
13 friends and family go through this experience, many
14 would be easily convinced that others were a threat
15 to their well-being.

16 Another contributing factor to the lack
17 of receptiveness by the community, in my opinion, was
18 the way in which the Constructive Integration Task
19 Force proceeded with the "We Want to Change Plan."
20 While I believe that all the individuals on the Task
21 Force were well intentioned, my opinion is that they
22 were somewhat naive regarding what it takes to
23 mobilize a community around an issue, and in

1 particular, the issue of diversity.

2 Major segments of the community were
3 noticeably missing from the Task Force. This set up
4 a situation in which part of the "We Want to Change"
5 document were not reality checked prior to it's
6 release to the public. Also, the document was 9
7 typed written pages in length, which contributed to
8 it not being read by the vast majority of Dubuquers.
9 Most people knew what the document said only through
10 the rumors which were rocketing through the
11 community.

12 In the wake of all this turmoil, hate
13 organizations have seized this opportunity to sow
14 dissension, bigotry and racial conflict in Dubuque.

15 My recommendations, if I may be so
16 presumptuous as to provide them. We're all well
17 aware that bigotry, racial, ethnic, gender or
18 religious discrimination are not limited to Dubuque,
19 or for that matter, the State of Iowa. The task we
20 face in this country is to make the intent of the
21 Civil Rights laws a reality. The executive and
22 judicial branches of our government should be in the
23 forefront of this effort. No policies or programs

1 aimed at improving equality and fairness in this
2 country can succeed unless they are fully supported
3 and enforced.

4 We need to promote coalitions of
5 organizations for broader support of Civil Rights
6 laws that provide equity and fairness and equal
7 opportunity for all members in our society. We need
8 to promote programs that create decent living wage
9 jobs with decent benefits. In other words, jobs with
10 justice are still the best routes to move all people
11 and their family into the economic and social
12 mainstream of American life.

13 There is much work needed in the area
14 of education. We need to teach a multi-cultural and
15 non-sexist curriculum in our educational institutions
16 to help all the members of our society reach their
17 full potential. We need to expand community
18 educational programs to expose extremist groups
19 and/or individuals and to counter bigotry and racial,
20 ethnic and religious hatred.

21 In closing, the Dubuque Federation of
22 Labor will continue to work with our civil rights and
23 women's rights allies and other social institutions

1 that share our vision of a just society. We will
2 continue to fight for broader support and stricter
3 enforcement of civil rights laws that provide equal
4 opportunity for all members in our society. Thank
5 you.

6 CHAIRMAN ALLEN-SOMMERVILLE: Thank you. Are
7 there any questions?

8 MR. FURGERSON: I guess what was your
9 union's original position on the Plan as it was
10 introduced? You said a lot of people didn't read it
11 because it was too long. Were there any attempts
12 made to educate your members in the organization? I
13 mean, some of you must have read it, including
14 yourself?

15 MR. GIUNTA: Yes, sir. Our organization's
16 position was that we had some problems with specific
17 areas. And as it now is presented, those areas have
18 been taken care of. But, the specific area that
19 upset a lot of labor people was the suggestion that
20 seniority clauses in contracts needed to be
21 disregarded and that that simply just is not
22 possible.

23 MR. FURGERSON: So the new mission

1 statement as written is okay; meets your approval?

2 MR. GIUNTA: Yes. In fact, the Dubuque
3 Federation of Labor, Communications Workers of
4 America, and the United Labor Participation Committee
5 have all endorsed the new mission statement.

6 MR. FURGERSON: Considering all the
7 problems that we've heard about in the City of
8 Dubuque, if we set that aside, what do you think that
9 the problem is with race relations otherwise? Is
10 it -- where does it fit on the list? I've asked
11 people in the past, I think you were here when I
12 asked the other lady, comparing it to the trust fund
13 scandal and the housing situation and the jobs
14 situation, where does the race integration problem
15 fit?

16 MR. GIUNTA: I think that we need to do a
17 better education job. I think that most people in
18 Dubuque still believe that we have no problem and if
19 people would just stop talking about it, forget about
20 it, it will go away. And I think that's where the
21 education -- that's why I, in my recommendations, we
22 need to do more to educate folks. Because I really,
23 truly believe that folks here in Dubuque don't really

1 believe there's a problem.

2 MR. FURGERSON: It seems to me that there
3 was slightly more than one percent minorities, though
4 there should be the possibility that there's
5 difficulty and that they should recognize that.
6 Maybe somebody's not correct, and I guess I don't
7 quite understand how they arrive at the conclusion?

8 MR. GIUNTA: Well, keep in mind that
9 Dubuque has been considered a closed community. And
10 when you're looking at it from only one perspective
11 and the only perspective that you have is a
12 perspective that you received in your socialization
13 and your growing up, and you grew up here and up
14 don't see anything else, you've never been anyplace
15 else and experienced it, it seems reasonable to me to
16 believe that if you have no other perspective that
17 you would think that there's nothing wrong. This is
18 the way it's always been, it's never been any
19 different, and you have no other perspective to look
20 at it from.

21 CHAIRMAN ALLEN-SOMMERVILLE: Thank you.
22 Repeatedly we have heard that one of the answers to
23 the solution would be education, and we would

1 certainly like to go onto the education community at
2 this time and ask Dr. Jerome Greer to share comments.

3 Dr. Greer, if you would just state your
4 name, address, and occupation and then share ten or
5 fifteen minutes with us?

6 DR. GREER: My name is Jerome Greer. I'm
7 presently a K thru 6 Principal at the Irving
8 Elementary School here in Dubuque, Iowa. My address
9 is 2269 Chain Road Apartment No. 10, Dubuque, Iowa,
10 52001.

11 If I may give a little history as to
12 why I'm here today. I'm a native of Tennessee and
13 St. Louis, worked in St. Louis for 30 years at which
14 time I was at a job fair and the personnel director
15 from the Dubuque Public School system and speaking
16 with this gentlemen, I found that the school system
17 here in Dubuque seemingly, and based upon what was
18 said, and investigations that I did, was something
19 that I wanted to be a part of because of their
20 emphasis on site-based management and the more
21 effective school processes. However, as I was
22 leaving St. Louis, backing out of my driveway, two
23 friends approached, stopped me to let me know that

18

1 they were burning crosses in Dubuque. Okay, this I
2 did not share this with my family, naturally I did
3 not tell them what was going on. So I decided to
4 come to Dubuque anyway. And of course when I got to
5 Dubuque I found that they were indeed burning
6 crosses. And one of the things that I found totally
7 distasteful during those times was the freedom that
8 individuals felt in burning crosses.

9 From time to time I have made public
10 statements relative to cross burning, however,
11 seemingly we have gotten past those stages and that
12 cross burning now, hopefully, is a thing of the past.
13 But, of course, everything leaves it's impact and
14 everything that has a cause also has an effect.

15 In my dealing with the citizens here in
16 Dubuque, I was readily and constantly reminded that
17 there are individuals here that are in key positions
18 that are unwilling to admit that racism does indeed
19 exist in this city, as well as cities all across the
20 United States. And these individuals, many of which
21 are very fine individuals who believe in processes,
22 who believe in people. However, it is my opinion
23 that these people commit the sin of silence. And

1 when they commit the sin of, silence it says to those
2 would be cross burners that it's okay. That they do
3 have the endorsement of the cities. They do have the
4 endorsement of the city leaders.

5 These individuals, it is my opinion
6 that these individuals felt that the acts of cross
7 burning were the kinds of things that people wanted
8 in the city because no one who were in a position of
9 power spoke out strong enough against these kinds of
10 acts and sins against a race of people. In
11 maintaining the sins of silence, the citizens here
12 seemingly forgot that racism is terribly expensive.
13 It is one of the most expensive kind of actions that
14 befell man on this earth. In America today cities
15 that refuse to grow die from a lack of prosperity.
16 And, in so doing, we tend to forget that if we are
17 going to be a city of growth, if we are going to eat
18 from the horn of plenty, we need the contributions of
19 all people; not only white people, but also black and
20 other minorities that bring a certain kind of gift
21 and talent to the area that would benefit all of the
22 citizens that live in this town or any other town in
23 America.

1 One of the things that I am concerned
2 about -- another thing I am very much concerned about
3 is that much has been said about the Constructive
4 Integration Program, and that this original program
5 was designed to bring minorities into Dubuque. It is
6 my opinion, after reading the document very
7 carefully, that the document had a very honest
8 intention and that it would have been good for the
9 city. Because I summarized this process in my own
10 mind, and to me it said that when companies go out to
11 recruit, if talents could not be found in Dubuque,
12 then you must go out to recruit, turn an eye toward
13 minorities. That's about what the bottom line was,
14 in my opinion. And then, of course, I've heard the
15 saying that people here in Dubuque fear that the
16 constructive integration will take jobs away from
17 people who are native Dubuquers. And I wonder was
18 the same question asked when companies go out and
19 recruit white people? See, because each city and
20 each industry and each business in every city has
21 certain kinds of skills that this city or this
22 business or this organization need to maintain its
23 prosperity. When you recruit people that can bring

1 those skills into your town and can be a part of the
2 growth of your city, then that is beneficial to all
3 people who happen to reside in the city. And when
4 you refuse to bring those kinds of people, in based
5 upon racism, you're dooming yourself to a lack of
6 growth, unemployment tends to go up, people become
7 frustrated, school systems suffer, churches suffer,
8 everyone in the town suffers. The price of housing
9 goes up because you've got to make more profit off
10 the single items rather than dealing with the concept
11 that goes with dealing with entire subdivisions.
12 Everyone suffers from racism. And it is my opinion
13 that the original Constructive Integration Plan was
14 far superior to the statement, the one page statement
15 of intentions. Because the original plan, though
16 there was an error in terms of explaining to the
17 citizens, explaining to the people the elements of
18 this plan, it had a direction, it had a purpose. It
19 was inclusive, and it said that we were going to do
20 something. To me, this other plan says, we're
21 looking at, we wish we could, and but we hope that we
22 will. Thank you.

23 CHAIRMAN ALLEN-SOMMERVILLE: Thank you.

1 Presently, and affectively, a-f, where do you see
2 race relations in Dubuque?

3 DR. GREER: It depends upon where you are.
4 In my work situation, I do not have the experiences
5 of racism. My parents, of course, I'm an elementary
6 school principal, my parents treat me very well. My
7 children treat me very well. We have not had, to my
8 knowledge, an incident of overt racism within my
9 workplace. So, and in terms of the school district,
10 it is my opinion that I am treated with the same
11 respect and with the same aplumb that other
12 administrators of my rank are treated within the
13 School District. However, once you step outside of
14 the workplace -- well, first of all let me add this
15 please. My parents and friends of my parents are
16 very -- they not only treat me very well, but they
17 tend to make all kind of efforts to make me feel
18 welcome in Dubuque. Like they know that I'm
19 searching for a home, and I've got all kinds of notes
20 that says, it's a house for sale here, a house for
21 sale there. Let me tell you about this house. Come
22 over for dinner and let's talk about it. That, to
23 me, is very precious. I did not receive that kind of

1 treatment in St. Louis. But, however, once you step
2 out of this kind of an environment, for an example, I
3 was out jogging a few days ago and I did not stop, I
4 was running down Chaney Road and down to the next
5 street trying to get in shape and there was hecking.
6 I don't say that this does not happen to white
7 citizens, but I can say it did happen to me. There
8 are stores that I stopped in, for example, service
9 stations that I go to these people treat me very
10 well. I go into the stores, I'm treated very well.
11 I asked a fellow citizen what did they think of this
12 and, of course, it was sort of written off that okay
13 they know you and you got a PhD and what not, and
14 they treat you well. Well, I'm not willing to accept
15 that. I think that part of the community that I've
16 chosen to live in and to associate with, that right
17 now it's okay.

18 CHAIRMAN ALLEN-SOMMERVILLE: The majority of
19 the presenters have talked about education as being
20 the key, and you're from the educational community,
21 and I know we don't limit education just to the the
22 educational community, but what is the education
23 community doing in this area?

1 DR. GREER: It is my opinion that the
2 education process here in Dubuque realize, I'm sorry,
3 processors realize that there's a problem in terms of
4 minority participation, in terms of minority
5 employment, in terms of the curriculum that is
6 presently in place that do not include minorities as
7 being contributors to the great American dream. It
8 is my opinion that some efforts are being made to
9 begin to move toward being a more wholesome kind of
10 community organization. For an example, I spent my
11 spring vacation with the Personnel Director
12 recruitant, and we were doing what I suggested with
13 the Constructive Integration. We knew what we
14 needed, and we turned our eye toward minorities. I
15 believe it to be true that we have 15 people that are
16 committed to application and possible visits to
17 Dubuque. And I do know that we have 13 teaching jobs
18 open for an example, and that there is an effort
19 being made to fill vacancies with minorities. But,
20 now I am not an advocator of employing a person
21 because one is black. One of the things that I
22 enjoyed about the recruitment process was that
23 collectively we made some assessments in terms of

1 people that we felt that could teach children. And
 2 that process we were able to come up with 15
 3 potential candidates that we would love to have here
 4 in Dubuque.

5 In terms of the curriculum, there are
 6 others that can tell you more about it than I can.
 7 But as far as I'm concerned, my input has been that
 8 looking at the original Constructive Integration
 9 Program, I voiced to the powers that be, the Central
 10 Administration, that the citizens here are looking at
 11 100 families, I am looking at 500 children. And that
 12 the time to prepare for the arrival of those children
 13 in order that they may make a satisfactory and a
 14 happy adjustment to our city, we need to start with
 15 the process of including others in our books; meaning
 16 others, I'm speaking of minorities in our books. We
 17 need to start doing some things from the student's
 18 level that will cause these 500 children, as was
 19 intended, to be able to come in and call Dubuque home
 20 and enjoy the school system. My suggestion was not
 21 to start at the primary level as it is so commonly
 22 done, but to start at the high school level where
 23 most often problems do come because by then people,

20

1 children or young people, however you want to refer
 2 them, they have been set in their ways in their
 3 culture. And if they say its okay because its been
 4 done this way forever, and then suddenly they are
 5 confronted with the process that say now minorities
 6 are included in this process, then these young people
 7 should be well-versed in the positive effect that
 8 minorities can have on communities when they are
 9 accepted in a positive manner. And we should start
 10 there and then work down to the kindergarten because
 11 little people don't have any problems.

12 MR. FURGERSON: Now, was it your impression
 13 that the integration plan was to include recruiting
 14 people for entry level jobs in manufacturing?

15 DR. GREER: I did not get the impression
 16 that a particular kind of job was intended. I got
 17 the impression that when a skill was needed for this
 18 area, and when you had to go out of the area to
 19 recruit, then you would turn an eye towards the
 20 minority. I never got the impression that we would
 21 be thinking about McDonald's hamburger people, we
 22 would be talking about other kinds of jobs.

23 MR. FURGERSON: If I understand your

1 impression that if the skill is available locally,
2 they won't go outside?

3 DR. GREER: It is my opinion that the
4 process said that when there is a skill, or implied,
5 that when there is a skill available in Dubuque, that
6 we will hire natives. Now, no one said this, but
7 just in reading and in just the process itself, it
8 was my opinion that when you go out to recruit, you
9 have to go out to recruit, they would turn an eye
10 towards minorities.

11 MR. FURGERSON: Well, the reason I asked
12 the question was the previous speaker mentioned that
13 the union was concerned about the idea of possibly
14 waiving a seniority right for somebody who might be
15 recruited under this plan and that that is really a
16 no, no for all things they worked for in the past
17 that they wouldn't want to do that and--

18 DR. GREER: Okay, I also heard that speaker
19 say, in the same vein, that there were fears based
20 upon lack of information and that the union had not
21 done a job of educating their people as to what this
22 thing -- as to what the impact would be upon the
23 community.

1 MR. JENKINS: - One quick question, for the
2 record. You indicated that during the recruiting
3 trip you probably had at least 15 applicants for jobs
4 here. What's the racial make up of those 15, of that
5 group?

6 DR. GREER: They were black.

7 MR. JENKINS: All black?

8 DR. GREER: All black.

9 MR. JENKINS: Okay.

10 MR. FURGERSON: Do you have any
11 recommendations for what can be done to convince
12 Dubuque that maybe everything's not okay, even though
13 they've done everything this way all this time?
14 Because there are some people who believe they're not
15 racists and there's no problem here?

16 DR. GREER: The only way that you can
17 convince, it is my opinion that the only way that you
18 can convince the population that an opinion may or
19 may not be true is to cause that population to
20 interact with those individuals that are different in
21 terms of skin color and in terms of culture. And
22 then, only then, will these people realize that it is
23 not okay. That there are some racism that still is

1 present in the minds of people. And I'm not
2 confining this to just to Dubuque, I'm talking about
3 people. And you never realize, one really realizes
4 how one really feels when they have to interact with
5 people.

6 CHAIRMAN ALLEN-SOMMERVILLE: Thank you so
7 much, Dr. Greer. I think this is a smooth transition
8 into the next area. The area of religion, and we
9 will call on the Reverend Monsignor Neil Tobin.

10 For the record, if you would state your
11 name and address.

12 MSG. TOBIN: I'm Monsignor Neil Tobin, 2215
13 Windsor Avenue here in Dubuque. I'm Pastor of Sacret
14 Heart Parish in the so-called flats area, and I'm
15 also dean of the 14 catholic parishes of this area.
16 For those of you who might not be acquainted with
17 that term, it's a supervisory role. The acts of
18 racism and discrimination in this community are
19 certainly well documented in the police and court
20 records, in the local newspapers. Going back more
21 recently to the cross and garage burning at the Ray
22 and Cynthia Sander's home 1325 Loris Boulevard in
23 1989 and I think that is a very crucial distinction

1 because some Dubuquer's would want to say that the
2 antagonism was generated from a document that "We
3 Want to Change" document. This episode predated
4 that. Of greater concern to some citizens of Dubuque
5 than the acts of commission which I've just spoken,
6 is the pervasive sin of omission. That it's kept
7 away great numbers of minorities from this city down
8 through the decades. This story of omission is
9 summarized very well in a article in the Telegraph
10 Herald on the 4th and the 25th of 1983. It's written
11 by a Roxie Hammil, a very excellent synopsis of
12 evidence of early racism in Dubuque.

13 I would like to state the Catholic
14 Community's position. As you know, we have
15 centralized teacher, so I'm going to read from a
16 letter that the Archbishop of Dubuque, Daniel W.
17 Kucera wrote on the 15th of November, 1991. This is
18 to the catholics of Dubuque.

19 "Racism is a pervasive evil in American
20 culture. It's embeded in the very fabric of our
21 society. Tacitedly accepted or even deliberately
22 nourished by attitudes, speech and actions. It
23 should not be necessary to remind Christians that

1 racism is a sin. The Christian faith is rooted in
2 the conviction that God the loving source of all
3 human life, commands us to care for one another as
4 members of one human family. Respect for the basic
5 human rights of others is the minimum fulfillment of
6 that obligation.

7 As our country strives to overcome the
8 many social problems caused by racism, Dubuque cannot
9 exempt itself from the struggle or retreat into
10 isolation. Recent events accompanied by nationwide
11 publicity demand a courageous examination of
12 conscious on the part of all of us. We Catholics
13 particularly ought to be aware of our own history and
14 character. The church was born in an ancient culture
15 of great diversity. Many of its great saints and
16 leaders were not Caucasians. The Lord himself was
17 Jewish, not white. I'm adding the not white. Today
18 the Catholic church enjoys vigorous growth among the
19 population of Asia and African. And in the United
20 States one fourth of the population is Hispanic while
21 African Americans and native Americans as well as
22 Asians make up a smaller but important part of our
23 church. An openness to all races and cultures is an

1 essential characteristic of a truly catholic's sole.
2 We should therefore, be the first to oppose those
3 narrow habits of mind which divide human beings from
4 one another. The history of the Catholic church in
5 the United States ought to make us very sensitive to
6 the plight of minorities and the unjust burden of
7 prejudice with which they live constantly. We
8 ourselves have been victims of ethnic and religious
9 prejudice in this country. Our immigrant ancestors
10 encountered the same attitudes of fear and hatred
11 which still oppress the lives of African Americans,
12 Hispanics, and other ethnic groups.

2
13 Not so very long ago cross burning was
14 used as an instrument of terror against catholics as
15 well as against blacks and Jews. How then can we
16 fail to grant to others the very rights for which our
17 own ancestors struggled. Applicable here is the
18 divine command given to the Israelites, you shall not
19 oppress a stranger. You know the heart of a stranger
20 for you, yourselves were once strangers in the land
21 of Egypt.

22 Caring people can honestly disagree
23 over particular remedies in social policies. In the

1 City of Dubuque we surely will take a look at our
2 programs and initiatives, not to put them aside, but
3 rather to refine them so that the objective of
4 equality for all may be achieved and peace and
5 harmony reign. There is evidence to suggest that
6 after decades of civil rights legislation in our
7 country racism has not receded, but is actually
8 increasing. If so it supports the alarm which I
9 tried to sound a year ago about the unraveling of
10 American society. I'm convinced that this phenomena
11 is one more instance of our growing disrespect for
12 the sacredness of each human life. Abortion,
13 euthanasia and all sorts of oppression and poverty
14 are pieces of the same ugly Mosaic. We must struggle
15 to turn back this dangerous process of decay. We
16 must start right here in Dubuque. Let us come
17 together in our homes, our churches, and our
18 educational institutions to talk, to strive for
19 mutual understanding and to pray for that unity and
20 diversity which is the hallmark of a truly humane
21 society. Let us remind one another of the holiness
22 of each human life, -from conception until natural
23 death. We must do this not only because Dubuque has

1 acquired a poor image in the national media, but
2 because it is right and just. I ask all parents to
3 re-examine their own attitude and how they impact on
4 their children. And as the song is the musical South
5 Pacific reminds us in simple terms, you have to learn
6 to hate before you are 6 or 7 or 8. I urge our
7 catholic school to intensify their efforts through
8 curriculum, teaching an example so that we might
9 raise up a generation of catholic leaders who will
10 indeed change the face of the earth. May God be with
11 you all, Sincerely Yours in Christ, Daniel W.
12 Kucera."

13 I would like to give you two
14 contrasting episodes from my parish at the Sacret
15 Heart. I was not there between '74 and '77, but
16 there was a Chinese priest. And it's documented that
17 it would be calls to the parish secretary asking her
18 to arrange that he would not do their baptism, there
19 funeral, their weddings because he was different.
20 I'm happy to say that within the past month I hosted
21 a black priest from Tanzania for ten days. He opened
22 the hearts of our people in our community through his
23 presence, liturgy. In our schools we have raised

1 approximately \$8,000 for his people. There are
2 tomorrow 69 boxes of medical supplies, clothes and so
3 on, a Honda bicycle, a 4 wheel vehicle, being sent to
4 help his people. So, it's possible to change the
5 Dubuquers. But, there is also need for change in
6 Dubuquers. I think it has to be done through people
7 who can relate to them professionally. I think the
8 presence of a black principal, a black neurosurgeon
9 have been definite steps in the education process in
10 the City of Dubuque. The education, and now speaking
11 more broadly and ecumenical for a moment, the
12 education committee of the Constructive Integration
13 Task Force initiated the idea that lent and worship
14 service and discussion group. Some ecumenical should
15 center on the portion of a welcome inclusive
16 community in Dubuque. We engaged four local scholars
17 and they co-authored a series which I've left with
18 Ascension and he will share with you the stories. we
19 share worship and discussion towards an inclusive
20 community. The 6 parts of this series were
21 coordinated with the 6 weeks of Lent. I used them
22 personally in my parish; particularly in my
23 preaching. Each part contained the subscripture from

1 the common eccogential notes related to the various
2 teaching of catholic tradition. Discussion starters
3 and prayers for beginning and ending discussions.
4 The project was funded by the Dubuque area Christian
5 United. Personally I think a major change in our
6 parish came about through that 6 weeks of education.
7 Unfortunately, I have to say while I had the black
8 priest with me, we did go to two restaurants where I
9 am accustomed to going. I was treated differently in
10 both of them. There's your table. And I know the
11 owners.

12 I'm sure you have seen the mission
13 statement of the Dubuque Council for Diversity. It's
14 focus, in my judgment, is equal opportunity,
15 certainly not affirmative action. I also think that
16 our history of the past demands a focus on
17 affirmative action or make up. The document is got a
18 non threatening beginning only the future will judge
19 how many hearts of Dubuque have been changed for the
20 better. Thank you.

21 CHAIRMAN ALLEN-SOMMERVILLE: Can we have one
22 question for the Reverend, and I notice you should
23 have seen all of us lean forward because we all want

1 to do that one question.

2 MR. WOLF: The question I would have,
3 Monsignor, is how has curriculum, has there been a
4 change in curriculum in the catholic schools?

5 MSG. TOBIN: There has, but I'm not going
6 to be able to detail that. It was under my
7 impression that there was someone else that was going
8 to be doing that later in the program. That's not my
9 specialty, I think -- and that's not an escape.

10 MR. HERNANDEZ: So I'll ask the question.
11 That was a powerful message, a powerful letter from
12 the Bishop and it was communicated certainly to the
13 Sacret Heart Parish?

14 MSG. TOBIN: To all.

15 MR. HERNANDEZ: How was it communicated to
16 all the parishes? Did everyone get the message from
17 the pulpit?

18 MSG. TOBIN: It was published in written
19 form and circulated to each catholic. In our
20 particular case, it was put in the weekly bulletin as
21 an insert.

22 MR. JENKINS: What was the response by your
23 parish members to the --

1 MSG. TOBIN: As Dubuquers would, dutiful
2 acceptance. Not much said because it wasn't
3 threatening. It is, if you really study it, but at
4 the casual reading, oh, yes, we were part of this.
5 But, there's real strength in that letter if you
6 study it.

7 MR. JENKINS: Now, with your Easter
8 Services, do you intend to carry on some type of
9 program continuously through the year dealing with
10 race relations or was that just a one time shot or
11 what?

12 MSG. TOBIN: Well, I have done it in the
13 past and this, I wanted to use this particular
14 series. I will be leaving the city in July. I will
15 be taking another assignment.

16 MR. JENKINS: I hope you will be able to
17 pass on the message to another.

18 MSG. TOBIN: I'm happy to say that our
19 social concerns committee have said, some members, I
20 hope this To Africa with Love isn't just now. I said
21 it's up to you. I hope you'll do it every year.

22 CHAIRMAN ALLEN-SOMMERVILLE: Thank you. As
23 I was saying, I think it was very fitting that we

1 complete the day with a perspective from the Council
2 on Diversity. Is J. Bruce Meriwether here? Mr.
3 Meriwether, if you would confine your remarks to
4 about 12 minutes, and I'll do this for about 11 and
5 it will give us an opportunity to interact with you.
6 Thank you. State your name, address and occupation.

7 MR. MERIWETHER: My name is J. Bruce
8 Meriwether, address, 1101 Valentine Plain, 52003.
9 You've learned by now with the change in our zip
10 code. I'm President, CEO of the First National Bank
11 in Dubuque, and part of it recently I've become
12 Chairman of the Council for Diversity which is a
13 newly organized private corporation that I will talk
14 about here this afternoon.

15 Hearing some of the previous testimony,
16 I might add, however, in all frankness, that to make
17 sure your questions are specific and available, that
18 I probably would be classified as the typical white
19 business. High visibility in the community,
20 sometimes classified leader, that has most recently
21 gotten involved in this issue and has not been
22 involved in the issue throughout the work of Dubuque
23 Integration Task Force, for your knowledge on that.

1 However, the evolution of the activity of the Task
2 Force which, in my view, and I think the view of
3 those on the council who I'll identify in a moment,
4 are that the awareness of the requirement of a more
5 intense efforts to acknowledge the importance and
6 significance of the quality of life in Dubuque by
7 enhancing diversity was recognized by the fine work
8 of the Task Force. In the diversity council at the
9 moments is a evolution and we have talked in deep
10 terms about is an evolution of that fine work into a
11 different, and hopefully effectively structured
12 corporation that not only can enhance and carry on
13 the activities of the Task Force, but identify the
14 track, the necessary resources to do the things that
15 we may have talked about in the areas of education,
16 in the areas of recruitment, in the areas of
17 diversity, activity in this community. And we are
18 new. We have had one organizational meeting and two
19 follow up meetings. So, we are not speaking to you
20 this afternoon from a great historic perspective in
21 this group. The Task Force itself is made up of 12
22 people representing a cross section of religious, of
23 business, particularly those that identified with

1 major employers, both education and I might mention
2 that the Archbishop has been mentioned, his letter is
3 read, does serve on this council. And we also have
4 representation on the council the former members of
5 the Dubuque Integration Task Force, some of which are
6 committee chairmen of the committees that were
7 previously established.

8 What we have done so far is structuring
9 our activities are two or three fold. First of all,
10 we have agreed with a pursuit from the task force to
11 continue to execute recruiting of an executive
12 director for the Council for Diversity. That has
13 been narrowed to three applicants across the country.
14 The applicants are not from Dubuque. We believe that
15 we will have an executive director of this
16 corporation on board by middle or certainly late May.
17 That exercise is going, recruiting exercise is going
18 on. We also, as of tomorrow, will be signing a lease
19 for an office space, a visible facility in downtown
20 Dubuque where we can carry on the activities of the
21 corporation; including committee meetings and the
22 council meetings. We have already contracted with
23 the mission statement, as you have it, and this has

1 been exposed to varying debate and somewhat perhaps,
2 but nevertheless the current statement of the Council
3 for Diversity, some two major employers have endorsed
4 it, along with the four significant labor union
5 organizations in our community, and as you know, we
6 are a major labor town. And you've had testimony
7 from one of our labor leaders, I know, previously
8 today. We have established a budget that we think is
9 not only attainable, but adequate to ensure a good
10 salary, good operating expenses and good resources to
11 carry on the programs of the council. And I'm asking
12 not for that amount to be identified at this moment
13 because it not been made public to the press pending
14 our solicitation of those that will participate.
15 There's a 6 figure amount, not salary, 6 figure
16 amount and there is evidence already that that's
17 attainable, and we will be announcing very shortly a
18 very significant first year grant near \$30,000 to
19 begin to fund that. I'm expecting that a 2 year
20 budget will be funded up front within 60 days of this
21 date so that we can go about the work of implementing
22 or enhancing the previous work and not be in a
23 permanent fund raising mode throughout this activity.

5

1 We have been pleased with the reception of the
2 Council. It represents a stepping forward, I think,
3 by some evaluation and by time that some step
4 forward, but nevertheless, it has attracted, I think,
5 the necessary representation to attract the resources
6 to make these things happen. We are meeting
7 regularly. We have scheduled meetings twice a month.
8 We have met more than that in our infant
9 organizational stages. We hope to move in our new
10 quarters within 2 weeks, and we believe that will be
11 a signal that we are for real and that we might be
12 interested. As I mentioned to all committee members
13 at a session night before last, we've signed a 2 year
14 lease and so this is not a hope it works in 30 days
15 or 60 days. So with that, I'd be happy to entertain
16 any questions.

17 CHAIRMAN ALLEN-SOMMERVILLE: Okay, any
18 questions?

19 MR. FURGERSON: From the Council on
20 Diversity, the new plans that you're going to follow,
21 is that pretty much going to be determined by the 12
22 members or are you going to accept input from the
23 people who didn't respond previously in time to let

1 their concerns be known? The people who live on the
2 north side and south side who felt like their words
3 couldn't be heard. They're going to feel like
4 they're going to be affected by the plan, but they
5 don't have any chance to have any input.

6 MR. MERIWETHER: I don't think it's
7 accurate to say that either me, and I can't speak
8 previously, have any intentions of not providing
9 input sources into this council. We started that
10 night before last by inviting all of the previous
11 participates of the Dubuque Integration Task Force
12 activity. This is a council activity, to come to us,
13 tell us what they think we should be doing. Report
14 to us what they are doing so we can begin to
15 understand that activity and to, as I continue to
16 say, enhance it. The mission statement itself offers
17 a communication input to, from everyone. And I guess
18 I can't imagine that we would be closed to some
19 format of input from whatever group in this
20 community.

21 MR. FURGERSON: Well, it seems to me a lot
22 of resistance comes from people who may not
23 completely understand the mission statement or may

1 not read it and who need some communication back and
2 forth, need some education and do you plan to do
3 something about that? You know, so that we won't
4 have a continuation or further incident?

5 MR. MERIWETHER: I guess the answer to that
6 would be yes, I would hope that we would plan to do
7 something about that, but we are so new I can't
8 identify what those plans would be. I haven't been
9 privileged to the testimony all day here, but I would
10 say that I have experienced very little from the
11 council's perspective, concern that this council is
12 in some way going to be closed or some way going to
13 be stifled in the activities that need to be done
14 here.

15 MR. FURGERSON: Okay. Well, it's my
16 understanding from this morning that the original
17 Task Force did not have any members from the
18 neighborhood that were going to be affected by the
19 highway and by the housing situation and so forth.
20 Other than there were some public meetings that they
21 were invited to, but did not choose to come to or
22 they could write letters if they chose to, and those
23 people felt that they would not be heard, so they

1 resisted doing that. Now that it's gone this far,
2 they feel that they have to finally speak up, and
3 that's part of the difficulty at this point.

4 MR. MERIWETHER: It would seem to me that
5 we've made an effort to make sure that they are
6 heard.

7 MS. GONZALEZ: I have a couple of
8 questions. Do you have a job description on this new
9 executive director on what their job descriptions
10 would be?

11 MR. MERIWETHER: Yes, we do.

12 MS. GONZALEZ: Can we get a copy of that?

13 MR. MERIWETHER: You may. I have one with
14 me, but it might be appropriate by tomorrow.

15 MS. GONZALEZ: Fine. Also, with regard to
16 the mission statement, one of the changes the mission
17 statement on integration plan was the terminology of
18 cultural diversity instead of racial diversity. What
19 was the reasoning behind -- I think our objectives in
20 the promotion enhancement of the cultural diversity
21 of Dubuque, that's the opening of the mission
22 statement, if I have the correct mission statement.
23 The first sentence says, our objectives are the

6

1 promotion enhancement of the cultural diversity of
2 Dubuque. And then I guess the question that I have
3 is, in order to obtain an objective, there were
4 certain efforts that you also stated, expand job
5 opportunities for all, support services, clubs, in an
6 effort to facilitate the introduction of the newly
7 employed and their families into the community.
8 Promote awareness and benefit in multi cultural
9 diversity, and to establish standing committees.
10 Those are some of the means to reach those objectives
11 that was in the mission statement. I'm kind of
12 curious as to why this change from why there was no
13 mention of racial diversity and just cultural
14 diversity?

15 MR. MERIWETHER: I guess I can't answer
16 that, not having been a participant in the drafting
17 of the mission statement. The mission statement, the
18 changes, as I understand it, were drafted by a group
19 from the executive committee of the original
20 integration task force and the steering committee of
21 the ultimately recommended council be established.
22 So, I can't answer that question.

23 MR. HERNANDEZ: Why was there a change from

10/1/8

1 the Constructive Integrated Task Force to a Council
2 for Diversity?

3 MR. MERIWETHER: Good question, and I can't
4 answer that. I think it became apparent to the
5 business community that if there was to make
6 available the resources that are necessary to do
7 this, if they were to buy onto the concept of the
8 original work of the task force, that broader
9 representation and better orchestration of some kind
10 had to be put in focus and had to be more
11 representative, if that be the word, of particularly
12 the employers that can, in fact, make lots of these
13 things happen, and they were not involved at a level
14 that it seemed would be appropriate to make those
15 things happen. So, again you say to each other we
16 will be involved, but we believe it to be, if the
17 objective is sound and it is to be reached, we think
18 it needs a new direction. We think it needs a new
19 body. We think the perception being reality maybe
20 not true, the perception of all of the things that
21 have happened as a result of those activities in this
22 community, maybe can be steered in a better direction
23 if, in fact, a new and identified group is put in

1 place-and not try and carry on under the existing
2 name at that time. And that was not an easy dialogue
3 to have by either side, if sides are accurate. But,
4 it did seem to come together because it was a
5 genuiness about reaching the objective. And this
6 kind of structure would represent the objective that
7 we were all interested in. And there was consensus
8 to let's try this structure.

9 MS. STASCH: Just two quick questions. One
10 question, is this the funding that you're getting all
11 private or is there any governmental funding coming?

12 MR. MERIWETHER: It's all private.

13 MS. STASCH: The other question I have is of
14 the three finalists that you have for the position.
15 Are any of them minorities?

16 MR. MERIWETHER: All.

17 MS. STASCH: All are minority?

18 MR. MERIWETHER: Right.

19 MS. GONZALEZ: One of the comments earlier
20 in the testimony was that the mission statement of
21 cultural diversity states it focuses on equal
22 opportunity and not affirmative action. And then in
23 reading the mission statement there is nothing that

1 actually addresses your comments on that because
2 there's nothing that actually addresses affirmative
3 action. Mostly it just deals with education
4 enhancement and it's clearly, and it could be
5 interpreted of the existing racial proportion in
6 Dubuque is the cultural diversity in education and
7 not so much with regard to the hiring, retention,
8 recruitment, affirmative action. How would you
9 address that?

10 MR. MERIWETHER: Well, I can tell you that
11 the efforts to get enough community endorsement of
12 this mission statement perhaps lent itself to the
13 verbage change that you identified between the two
14 documents. But, the intention, as I understand it,
15 as I feel it, as I believe I know; for example,
16 recruiting is not mentioned in here. The awareness
17 of the business community is it must recruit, it must
18 put programs together to monitor whether we have a
19 growing population of people of color in this
20 community. If they are employed, that housing is
21 being made available and all of those things. So, I
22 think it would be addressed by the council in an
23 affirmative action process, whether those words are

1 in there or not.

2 MS. FRIAUF: Just a very quick one. You
3 said you had rented your office space for two years.
4 Do you have a way to determine at the end of two
5 years whether or not your service to the community is
6 ended or are you going to be continuing? What is
7 your weight and measure for success?

8 MR. MERIWETHER: That's a good question.
9 We have begun to talk about that and there's no
10 intention -- I don't think it going to be possible
11 for us to say that this work or well it shouldn't be
12 in there. Signing a two year lease gave us some
13 economies and it also made it, I think, is an
14 indication that this is not a project, this is a
15 process this community needs to go through. That two
16 year element has really variance, but we have begun
17 to talk about monitoring the methods by which we can
18 measure whether or not the people of color are being
19 attracted to this community, whether they are being
20 hired by our employers, whether facilities are being
21 made available. Consumer buying patterns are being
22 studied to see what is not here, what services are
23 not here, what should be here. Welcoming discussions

1 that we've had within the many structures as to how
2 to put that in place. We would hope, I would hope
3 that in two years, less than two years we would be
4 able to appear before any group and say we can
5 measure the success of this by telling you that
6 whatever those numbers are. The numbers seem to
7 scare some people, but I think numbers eventually
8 will have to be identified. I don't think there's
9 any question about that.

10 MR. JENKINS: One question dealing with the
11 beginning process. Once you have your executive
12 director on board, what would be the charge from the
13 executive committee, the first charge from the
14 executive committee to the new executive director?

15 MR. MERIWETHER: The execution, I guess, of
16 the mission statement. The implementation, the
17 review, you know. We have looked at the hiring of
18 the executive director as the lynch pin of this
19 activity at the moment because we're still volunteers
20 and we still have our daily activities. We need this
21 focal point to say, all right, now let's get on with
22 the programs, that we need to monitor those programs.
23 So, when I give you a copy of the job description and

1 the mission statement and the activities, the
2 administration, if you will, of the activities, the
3 committee, that, in essence, will be his or her
4 charge when there.

5 MR. JENKINS: How much control will the
6 Board exercise over the executive director? Will he
7 or she be given the creative ability to implement,
8 without saying I have to go back to my Board because
9 we're funded from this particular entity? Big
10 business did not support the former plan, so
11 therefore I have to do what business, what big
12 business says.

13 MR. MERIWETHER: You have to remember, Mr.
14 Jenkins, I come from the private sector. I think
15 Boards have a lot of those things to say.

16 MR. JENKINS: That's why I'm asking the
17 question because --

18 MR. MERIWETHER: I understand that. I
19 cannot, in my imagination, imagine that there would
20 be any suppressing of his or her creativity on this
21 issue. You have to understand, or you do understand
22 -- I want you to know that we understand. That we
23 don't know how big business -- strike that -- because

1 we are business, I don't know that we better serve
2 any of ourselves as being business in Dubuque, Iowa.
3 We don't understand exactly how maybe to do what it
4 is we want to do. And so, as business does, we're
5 trying to hire experience to the assist us in
6 teaching us how to do what it is we want to do.

7 The implication that we do not want to
8 do this in the business sector is not true.

9 MR. JENKINS: This is why the Monsignor
10 made the statement earlier which is what was alluded
11 to, what we have now is an equal opportunity
12 statement; whereas the earlier plan was a road map on
13 implementation process, which was an affirmative
14 action plan. So, you have a person coming in with a
15 mission statement. Will that person be able to
16 utilize some of the implementation steps outlined in
17 the earlier plan?

18 MR. MERIWETHER: I would think that many of
19 the step outlined in the original plan would be able
20 to be implemented, but now there comes a time when
21 the reality of meeting the objective dictates, you
22 know, modification of the way you go about the
23 implementation of the plan. And I think we have done

1 that and, hopefully, only when we can measure we will
2 be able to say we've done that successful.

3 CHAIRMAN ALLEN-SOMMERVILLE: If there are no
4 more questions, we certainly thank you, Mr.
5 Meriwether. And with that testimony, we will
6 complete the testimony for day.

7 Is there anything else among the
8 committee members?

9 (The meeting was adjourned for the evening
10 at 4:30 p.m.)

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C E R T I F I C A T I O N

I, VERNITA HALSELL-POWELL, a Certified
Shorthand Reporter and Notary Public within and for
the County of Cook, State of Illinois, hereby certify
that I reported in shorthand the testimony given in
the above-entitled cause, and state that this is a
true and accurate transcription of my shorthand notes
so taken as aforesaid.

Vernita Halsell-Powell
VERNITA HALSELL-POWELL, CSR

OFFICIAL SEAL
VERNITA HALSELL-POWELL
NOTARY PUBLIC STATE OF ILLINOIS
MY COMMISSION EXP. NOV. 26, 1995