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UNITED STATES COMMISSION ON CIVIL RIGHTS
MISSOURI ADVISORY COMMITTEE

IN THE MATTER OF:

THE FACTFINDING COMMITTEE
TO THE U.S. COMMISSION ON
CIVIL RIGHTS REGARDING
RACE RELATIONS IN THE
BOOTHEEL

-----/

REPORT OF PROCEEDINGS, taken in the

above entitled cause, taken before MS. CORA D.

THOMPSON, Chairperson of the Missouri Advisory

Committee to the United States Commission on Civil

Rights, taken on the 17th day of September, A.D.,

1992 at 100 North Martin Luther King Drive, Hayti

Heights, Missouri, at the hour of 6:00 o'clock p.m.

APPEARANCES:

CHAIRPERSON: MS. CORA D. THOMPSON

COMMITTEE MEMBERS: MS. ANNA CROSSLIN

MS. RITA BOTELLO

MR. CARLOS SETIEN

MS. JOANNE COLLINS

MR. DAVID HUMES

CENTRAL REGIONAL

DIRECTOR:

MR. MELVIN JENKINS

STAFF:

MR. ASCENSION HERNANDEZ

MS. JO ANN DANIELS

COURT REPORTER:

MS. VERNITA HALSELL-POWELL

HALSELL & HALSELL REPORTERS

Chicago, Illinois

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OPEN SESSION

Dorothy Russell 124

1 CHAIRPERSON THOMPSON: good evening. If we
2 could ask the gentleman and lady in the back if you
3 would come forward. It's not very many of us. If we
4 could sit all together, it might be helpful.
5 Thank you. This meeting of the
6 Missouri Advisory Committee to the United States
7 Commission on Civil Rights will come to order. For
8 the benefit of those in our audience, I will
9 introduce myself and my colleagues. I'm Cora Nettle
10 Thompson and I am the Chairperson of the Missouri
11 Advisory Committee. Members of the Committee are, to
12 my far right, Anna Crosslin from the St. Louis area;
13 Rita Botello, Kansas City area; to my far left, Mayor
14 David Humes, Joanne Collins, Kansas City area; and
15 Carlos Setien, from the Kansas City area, and I'm
16 from the Parkville, Missouri area. Also present with
17 us are Melvin Jenkins, our director to who will give
18 us some comments in a few minutes, and Ascension
19 Hernandez at the very far right, and Ms. Jo Ann
20 Daniels in the back.

21 We are here to conduct a community
22 forum for the purpose of gathering information on
23 race relations in the Bootheel. We will take a look

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1 at a broad range of perspectives in order to identify
2 civil rights issues related to employment, education,
3 housing, voting rights and the administration of
4 justice in the Bootheel.

5 The jurisdiction of the Commission
6 includes discrimination or denial of equal protection
7 of the laws under the Constitution because of race,
8 color, religion, sex and handicap or national origin,
9 or in the administration of justice. Information
10 which relates to the topic of the forum will be
11 especially helpful to the Advisory Committee. The
12 proceedings of this meeting, which are being recorded
13 by a public stenographer, will be sent to the
14 Commission for its advice and consideration:
15 Information provided may also be used by the Advisory
16 Committee to plan future activities.

17 At the outset, I want to remind
18 everyone present of the ground rules: This is a
19 public meeting, open to the media and the general
20 public. We have a very full schedule of persons who
21 will be providing information within the limited time
22 we have available. The time allotted for each
23 presentation must be strictly adhered to. This will

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1 include a presentation by each participant, followed
2 by questions from committee members: To accommodate
3 persons who have not been invited but wish to make
4 statements, we have scheduled an open session from
5 approximately 9:20 p.m. until 10:00 p.m. this
6 evening.

7 Anyone wishing to make a statement
8 during that period should contact Ascension Hernandez
9 for scheduling. Written statements may be submitted
10 to committee members or staff here today, or by mail
11 to the U.S. Commission on Civil Rights, 911 Walnut,
12 Suite 3100, Kansas City, Missouri, 64106. The record
13 of this meeting will close on October 18, 1992.

14 Though some of the statements made
15 today may be controversial, we want to ensure that
16 all invited guests do not defame or degrade any
17 person or organization: In order to ensure that all
18 aspects of the issues are presented, knowledgeable
19 persons with a wide variety of experience and
20 viewpoints have been invited to share information
21 with us: Any person or any organization that feels
22 defamed or degraded by statements made in
23 these proceedings should contact our staff during the

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1 meeting so that we can provide a chance for public
2 response. --I urge all persons making presentations to
3 be judicious, in their statements.

4 The advisory committee appreciates the
5 willingness of all participants to share their views
6 and experiences with us.

7 Melvin Jenkins will now share some
8 opening remarks with us.

9 MELVIN JENKINS

10 DIRECTOR, CENTRAL REGIONAL OFFICE

11 Thank you. Mr. Mayor, to the citizens
12 of the Bootheel, Madam Chair and to the Advisory
13 Committee, I am very happy to be with you today,
14 particularly here in the Bootheel. Recently I was
15 criticized by a newspaper in the Arch for not
16 attending the committee meetings in order to bring a
17 different focus to the meeting. So, I assure you
18 that I'm not here to bring a different focus to the
19 Advisory Committee concept, but to be here and listen
20 with the Advisory Committee in our process.

21 This is the second time that the
22 Committee has met in recent years; meaning the last
23 ten years, in the Bootheel area. The first time I

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1 thought we brought about some significant changes,
2 particularly in the educational system. I'm sure
3 that Madam Chair can recall that particular meeting.
4 We met with the Superintendent of Schools. We are
5 here again to collect some additional information to
6 end up in a summary report that we want to share, not
7 only with the committee, but with the citizens of the
8 Bootheel. Hopefully, that we can point to some
9 positive changes that have occurred in the last ten
10 years, but also point to areas that need change and
11 need a focus, particularly from the Advisory
12 Committee since we do represent the State of
13 Missouri.

14 The information that we will collect as
15 again will be shared with the U.S. Commission on
16 Civil Rights. Hopefully a report will be ready in
17 the next several months so that we can begin the
18 process of looking for positive changes in the
19 Bootheel.

20 For the record, I want to point out
21 that one of our Advisory Committee members has
22 recently been named by the President to the major
23 committee or commission to oversee what we call the

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1 "glass ceiling". Joanne Collins was appointed
2 recently by the President to take an indept look at
3 the glass ceiling effect on women in employment. I
4 commend you for being on that and I look for good
5 works from you and also the information that you will
6 be able to share with the Advisory Committee once we
7 begin to look at other aspects of civil rights in the
8 State of Missouri.

9 Again, I'm very happy to be in the
10 Bootheel again, to the Mayor, thank you for extending
11 the invitation to us and we look forward to
12 collecting some very good information. Thank you,
13 Madam Chair.

14 MAYOR DAVID HUMES

15 MAYOR, HAYTI HEIGHTS

16 I'd like to say a good evening to
17 everybody and welcome you to the Bootheel and to the
18 City of Hayti Heights and I'd just like to say if you
19 need anything, we have staff available. The Police
20 Department is available. If you need us in any way
21 to make your day more comfortable, we've got food
22 coming in for people who ordered it, and if you want
23 some, let me know, we'll get you on that list, too.

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1 Okay. So, I just want to let you know
2 that you're welcome here to participate and do
3 whatever in the realm of the law.

4 CHAIRPERSON THOMPSON: Thank you, Mr. Mayor.
5 We are moving a bit ahead of schedule and we hope
6 that we will be able to stay as closely to that
7 schedule. Mr. Bolinger, if you are ready, we would
8 like to hear from you.

9 We have with us first speaking, Mr.
10 Daniel Bolinger. He is the Executive Director of the
11 Bootheel Regional Planning and Economic Development
12 Commission located in Holden, Missouri. He is the
13 author of the 1992 Comprehensive Plan of the City of
14 Caruthersville. He works with all the mayors and
15 city planners in the Bootheel and is knowledgeable
16 about federal and state resources and economics.
17 Mr. Bolinger, thank you very much for being with us.

18 DANIEL J. BOLINGER
19 Director, Bootheel Regional Planning & Economic
20 Development Commission

21 I would like to thank you, Madam
22 Chairman, Mr. Mayor, and the Commission for allowing
23 me to present. I was asked to come down and present

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1 some information on the demographics of the
2 community. I will not make a presentation on
3 demographics, I don't like to go to raw numbers and
4 read you a lot of raw numbers. I would much rather
5 use some generalized rules and give you a sense of our
6 six counties of the Bootheel region:

7 Approximately 158,000 people reside in
8 the area of which, according to the U.S. Census
9 Bureau, 14.7 percent are minority. I feel like I'm a
10 minority tonight, but I guess I really am because I'm
11 Catholic and this, believe me, I've had some of the
12 sense of discrimination being Catholic in Blytheville
13 at times. But, that says a lot. But, it doesn't say
14 a whole lot about our area. There are 63 cities and,
15 of course, six counties in this area. Our main
16 economic driving force is agriculture business and it
17 has been the Agri business and since the area was
18 drained as a swamp in the late 1800s, in the early
19 1900s. And it will probably continue to be agri
20 business. We have an extensive migrant population in
21 the summer and they are very migratory and that
22 population, while it has been declining over the past
23 few years, I believe was beginning to grow once again

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1 because the agri business community is tuned more
2 towards what I call the consumer crops: We are
3 getting away from the cotton, corn, soy beans and
4 getting to more of the watermelon and the cantalope,
5 potatoes, tomatoes, pickles, purple hoe peas and
6 many of what I consider to be consumer crops. We see
7 that at once being our economic salvation. But, it's
8 a major problem for our agri business community to
9 adapt to that water and it's quality and quantity is
10 our most important resource at this point.

11 The leaders of the area had begun to
12 make inroads in developing a system to maintain that
13 quality and quantity of water through some new
14 programs that are coming on.

15 In these 63 cities there are several
16 all black communities and several all white
17 communities, and there are several communities of
18 mixed race. In the school system you will find that
19 an integrated schools, although, for whatever reason,
20 and there are many, and some schools have continued
21 to remain all white and some schools have a high
22 minority population: Interestingly enough, I don't
23 see the things that I grew up with as a kid, and I

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1 think that's tremendous progress. I was relating
2 some stories to Joanne earlier that I was a very
3 prejudiced individual until I joined the United
4 States Air Force and got forced into some things. And
5 I think that there are a lot of people like myself in
6 this area that just never had the opportunity to work
7 with different races and until we were forced to, or
8 given the opportunity to, we didn't understand what
9 was going on. And I still see some of that around
10 here now.

11 I do feel like what I'm going to give
12 you again is a sense of the area. Some of the small
13 all white communities feel that there's been a
14 reverse discrimination, that some of the all black
15 areas are getting the bulk of the federal funding
16 that comes this way. We don't particularly see that
17 happen, we think it works both ways, and the projects
18 are selected on merit, and as long as the projects
19 are continuing to be selected on merit, I really
20 don't see any basis for that justification. But,
21 sometimes that perception is there and sometimes we
22 end up defending that perception.

23 Unemployment continues to remain a

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1 major problem in the area. While the nation and the
2 state hoovers in 5, 6 and 7 percent ranks, the six
3 counties in the region in the aggregate will Hoover
4 from the 9, 10, 11 and as high as 14 percent ranges.
5 It goes down in the summer time due to the agri
6 business community using more people, but in the
7 winter time, in the winter months, the November,
8 December and January, we've seen unemployment in
9 certain counties as high as 18 percent in the last
10 ten years. We still consider economic development
11 and jobs as the main priority of the community, and
12 economic development professionals in the area, and I
13 don't see that changing in the next few years. We've
14 got some tremendous assets in our transportation
15 system to attract jobs to the area. However, some of
16 these transportation arteries have not been fully
17 developed as yet, and consequently, we not been able
18 to affect a good economic development program
19 although we continue to move towards that area.

20 There are four things in the area that
21 are sort of unique to the State of Missouri. We have
22 four port authorities and these are areas along the
23 Mississippi river that provide tremendous economic

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1 development opportunities when fully developed, and
2 of those four port authorities, not one of them is
3 fully developed with water, sewer, docks, roads,
4 railroads, et cetera. each of them have various
5 elements of what I would consider fully developed,
6 and none of them are completely developed. And we
7 continue to work on funding and methods to get them
8 fully developed. We're in tremendous need of an
9 east-west artery in the transportation area for truck
10 transportation. We have excellent north-south,
11 Interstate 55 and Interstate 57, but the east-west
12 corridor is a two lane highway any way you go, and
13 that does present a problem to us. We fee. like
14 there are good people here for jobs if they become
15 available. Most of the people in the area will need
16 some type of training, be it professional training,
17 vocational training, before they can enter the
18 marketplace if they've been unemployed for any length
19 of time. We've operated job training programs in our
20 office for a lot of years, and we've had some
21 tremendous success when people are given a good
22 opportunity and made to believe that they can do
23 something. But, those opportunities have been few

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1 and far between at times.

2 Other than that, I'll be glad to answer
3 some questions. I know you got some maps and some
4 numbers and if you've got some specific questions,
5 I'll be happy to answer some specific questions.

6 MS. COLLINS: On the economic development
7 side, Dan, is your agency the only entity that's
8 involved in economic development for the region?

9 MR. BOLINGER: For the region as a whole,
10 yes:

11 MS. COLLINS: Are there Chambers of Commerce
12 or smaller entities?

13 MR. BOLINGER: There are Chambers of
14 Commerce. The City of Caruthersville have begun and
15 just undertaken an economic development program.
16 It's the first time they've ever had that. There's
17 economic developers in Kennet and in Siseston that
18 are funded partially by the City, partially by the
19 Chambers of Commerce. There's one in Dexter and
20 other than that, it becomes the city administrator's
21 or city manager's responsibility, and those people
22 are few and far between. We really only have--

23 MS. COLLINS: What role does the regional

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1 council play?

2 MR. BOLINGER: We play, for the most part,
3 at this point we've played the back up role to the
4 economic developers and the cities in concert with
5 the state. The state does -- has a marketing
6 program, although we see very few results from that,
7 and they have -- they will provide leads and they
8 normally go to the Mayor or the president of the
9 Chamber of Commerce in many of the small communities
10 and where they have economic developers, too. We
11 come in, we have the -- I can brag a little bit -- I
12 consider myself an expert in finance and job
13 training, infrastructure development, and we come in
14 and play a back up professional role. If the
15 industry has a specific need, want or desire in order
16 to entice them to locate here, we try to provide
17 those opportunities. And our main area right now,
18 the main area is finance.

19 MS. COLLINS: Is finance. So, that there's
20 not been a concerted effort to go after a certain
21 industry for the benefit of the region and I'll ask
22 about two industries, like a prison or gambling.
23 There has not been a concerted effort in this area

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1 and it would be resisted, is that what you're --

2 MR. BOLINGER: I don't know that it would be
3 resisted, however, there has never been a concerted
4 effort in that area. Just this year, and we're very
5 proud of it, and we began gathering together the city
6 administrators and the economic developers, that
7 handled the, charged the community with this
8 responsibility, we've published our first national ad
9 on a co-operative basis for the six counties of the
10 region. It was developed by a professional ad agency
11 and put in a publication called area development.
12 And it gets tremendous results, generally, and it was
13 funded through each chamber or city kicking in so
14 many dollars Associated Union of Electric also kicked
15 in a major portion and the ad -- those ads cost \$3 or
16 \$4 thousand. And generating advertising budget is --
17 we've published that and we've already had responses
18 and people are excited about it. But, this has been
19 the first true element of the economy to do anything
20 by national (check tape).

21 MS. COLLINS: One more question, Madam
22 Chair. I'm a regional person, I notice David
23 Sistrick, is he a Chairman?

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1 MR. BOLINGER: He is our Chairman.

2 MS. COLLINS: Mayor Humes is the Chairman of
3 the region.

4 MR. BOLINGER: Yes, thank you very much.
5 He's in his second term as Chairman of our regional
6 council.

7 MS. COLLINS: Congratulations:

8 MS. CROSSLIN: You mentioned aggregate, you
9 talked about economics of the area. How dependent is
10 the area still on manufacturing in terms of shoes and
11 different things; the jobs?

12 MR. BOLINGER: I might answer this in an
13 around about answer and I want to give you a little
14 background there. The agri business community was
15 resistant to economic development for a lot of years,
16 except for what we call "cut and sew". The only
17 reason they keep the men working on the farm and the
18 ladies could go work in the factory, as long as it's
19 cut and sew. It was just the ladies going to work
20 and that was the only wages they were going to have
21 to compete with. That's fine, and that happened. It
22 went on, that was, it was planned that way. I think
23 David can back me up on that concept. It's been

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1 there for a lot of years. Recently with the import,
2 the impact of the import and the overseas and, of
3 course our cut and sew industry has cut back a lot,
4 now the farmers realize that most households are two
5 income households and they're losing their farm labor
6 to the cities because there are no jobs in the cut
7 and sew industries for the ladies. The impact of
8 Brown Shoes was tremendous when they closed the
9 plant. It's had a tremendous effect on our entire
10 economy and will continue to have that effect for a
11 lot of years. A lot of people have done a lot of
12 things trying to respond to that. We're engaged in
13 some activities trying to reclaim that, but it's --
14 you don't replace 1,250 jobs, which we've lost,
15 overnight. You just don't replace them. It takes
16 many, many years to replace those jobs, and we
17 continue to work very hard at it. But, what I'm
18 getting at, Ms. Crosslin, is that cut and sew
19 industry have been very good to us and we continue to
20 put in more cut and sew industry, new industries.
21 We've got some tremendous success stories with Ashman
22 Snow, Pepsico and Columbia Sportsware and Chaffe and
23 we've got 350 people working in Chaffe. They never

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1 worked there before, and so we're having some impact
2 in the cut and sew business.

3 Financing continues to remain a
4 problem, will always be a problem, and attracting the
5 quality and employers to this area are a problem.

6 MS. BOTELLO: Mr. Bolinger, you were saying
7 that -- you said the unemployment rate is 9 to 14
8 percent.

9 MR. BOLINGER: It will vary from that, yes.

10 MS. BOTELLO: That's an overall figure?

11 MR. BOLINGER: Uh-huh. For the entire
12 region.

13 MS. BOTELLO: What's the minority
14 unemployment rate?

15 MR. BOLINGER: Minority unemployment rate is
16 sometimes difficult to get a handle on from the
17 Missouri Regional Department Unemployment Security,
18 but my best estimate has been at least 25 to 27, 28
19 percent.

20 MS. BOTELLO: 25 to 28 percent?

21 CHAIRPERSON THOMPSON: Of tht 9 to 14?

22 MR. BOLINGER: Yes.

23 CHAIRPERSON THOMPSON: I have a question,

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1 Mr. Bolinger. You mentioned that in the agri
2 business it's changing to consumer crops:

3 MR. BOLINGER: Uh-huh.

4 CHAIRPERSON THOMPSON: Why do you think --
5 what generated that change?

6 MR. BOLINGER: Dollars, cash.

7 CHAIRPERSON THOMPSON: In what way?

8 MR. BOLINGER: Please don't quote me on
9 these figures because these are generalized and I've
10 never been a farmer, so I can't really speak to that
11 great a degree, but you can go out and plant an acre
12 of soybeans, harvest them and figure all your cost on
13 that and make what, Dave; \$150 in a good year. You
14 make \$150, maybe \$200 per acre. On the potato crop
15 in a good year they can make \$1,500 to \$2,000 clear
16 money.

17 CHAIRPERSON THOMPSON: So, well I guess I'm
18 asking what socialization is making that change? Is
19 it that the soybeans and corn products are not in
20 such a demand as the turn off for cantalope, or
21 watermelons.

22 MR. BOLINGER: Getting into the consumer
23 crops is a very difficult, very time consuming

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1 effort, number one. You have to babysit consumer
2 crops. Corn, cotton and soybeans, you run the disk
3 through, you run the planter through, spray it once
4 or twice and forget about it, forget about it, go
5 back and cut it. You don't do that for vegetables
6 and tomatoes: You've got to have the migrants and
7 it's very difficult to do. The other side of that
8 coin is the reason more farmers have moved that
9 direction quickly and I'm not -- my first impression,
10 our farmers were too lazy to get into it, okay, but
11 that's not really the truth. The biggest problem is
12 all of these fresh vegetable type things tomatoes,
13 particularly potatoes have windows of opportunity in
14 the marketplace. You can only see at certain times
15 because the others, the other farmers have taken
16 these markets and have these markets and they're
17 good, reliable farmers, good reliable markets. So,
18 there are only a few windows of opportunity that you
19 can penetrate those markets. The contracts with the
20 companies are just, they're not worth the pieces of
21 paper they're wrote on in many degrees because it
22 take a lot of prep, it takes a lot of work to put
23 into consumer crops, a lot of money. If you've got a

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1 contract with a Del Monte or a Hunts and they call
2 for a certain quality of vegetable and so their
3 inspector, it's their people that set the price that
4 tell you whether or not that vegetable is acceptable.
5 And there have been numerous situations a farmer
6 would grow. I mean, put his whole summer, his whole
7 year into this one crop and put it out there and take
8 it to Del Monte or whoever. I'm not trying to pick
9 at any particular company, that crop's not
10 acceptable. We're only going to pay you half of what
11 the contract says. And you're sitting there with all
12 these vegetables on the back of your truck and you've
13 got no choice except to do one thing and that's take
14 it.

15 CHAIRPERSON THOMPSON: Okay, then I
16 misunderstood you because I thought you said they
17 were going from the general form kind of crops like
18 soybeans to consumer crops.

19 MR. BOLINGER: They are, many of them are,
20 but we're not getting enough of them going into that
21 area. What we're thinking is if we can get more of
22 them into consumer crops, we'll have the food
23 processing type facilities come to the area so that

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1 we will be able to provide the employment, the jobs
2 that we've lost to mechanization. And that's where
3 all of our jobs have gone. This area once contained
4 or had about 280,000 people and it's declining and
5 declining and declining until 1980 at which point
6 there was about a five percent rise in population.
7 Then, in 1990, between 1990 figures we again dropped.
8 Many of the demographers are looking at that as just
9 a glitch in the reporting by the census bureau as
10 opposed to actually gaining population and then
11 losing it. But, we've lost those people and we've
12 lost them because there weren't jobs for them in the
13 agri business community. And that's why we're trying
14 to attack and get the agri business to move back into
15 applying for people. We're going to do that through
16 process, if we can.

17 CHAIRPERSON THOMPSON: I understand.

18 MR. BOLINGER: Will that help you?

19 CHAIRPERSON THOMPSON: Yes. I'm a farmer
20 and when you were talking about it, it didn't quite
21 make very much sense, but the goal is to bring the
22 processing and production down here and that makes
23 sense.

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1 MR. SETIEN: Madam Chairman, I'd like to ask
2 a question, if I may?

3 CHAIRPERSON THOMPSON: Yes.

4 MR. SETIEN: Mr. Bolinger, I'd like to ask
5 in your own experience, how do you feel that economic
6 development can begin to delete the social injustice
7 that exists in this country? And then I have a
8 follow up question, if I may, please.

9 MR. BOLINGER: Okay. To me, if we can
10 provide adequate jobs in the area, and make
11 opportunities, good opportunities, I'm not talking
12 about \$4.25 an hour convenience store clerks, those
13 type of things, I'm talking about good opportunities,
14 where people can make a living working and taking
15 care of their families, the housing area will improve
16 of it's own volition. The conomics in the area will
17 improve of it's own volition. We fell like economic
18 development is the key to solving a lot of the
19 problems. I don't think that it will solve all of
20 the problems, but it will solve a lot of the
21 problems. If people have a good job and can keep
22 their families together and we just came through just
23 did a thing much like this in each of our six

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1 counties and interestingly enough, and I know we're
2 talking some strong bank presidents, mayors, strong
3 community leaders here that said jobs was number one.
4 But, to come along with that we need to develop the
5 family and social values back into the community. If
6 we can reveal those family values and they felt like
7 we had to have jobs in order to do that. And I see
8 the relationship of having the jobs and respect for
9 yourself, beginning to develop the social aspects of
10 this area also.

11 MR. SETIEN: Okay. And the follow up
12 question is sort of important also to comment on your
13 comment of social values. The first impression that
14 I receive of this community is it's very sterile
15 environment, okay. And I see a lack of creativity in
16 the community, and correct me if I'm wrong, what
17 activity do you have to the economic development
18 organization that you're a part relating to the
19 visual arts and the performing arts?

20 MR. BOLINGER: None.

21 MR. SETIEN: What available activities there
22 are here through the county's community colleges with
23 regard to visual and performing arts?

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1 MR. BOLINGER: There are arts councils in two
2 of our cities; Kennet and Siseston does have an arts
3 council.

4 MR. SETIEN: Siseston?

5 MR. BOLINGER: Okay. That's a community of
6 about 17,500 north of here and the Kennet community
7 is about 11,000 west of here. They do have arts
8 councils. I'm sorry, Molder does have an arts
9 council also and they bring in community concerts,
10 those types of things. Our agency is really, we've
11 got enough to say grace over when we talk about
12 housing and economic development, and we really
13 haven't been able to approach those type of things.
14 The University -- Missouri State University has tried
15 to provide opportunities in the visual and performing
16 arts and I'm not sure they're being very successful
17 at it, but I think they would like to if they had the
18 opportunity.

19 MR. SETIEN: Let me clarify something. What
20 you're referring to is basically in the educational
21 or some level of professional, okay. Mayor Humes, how
22 many children do we have living right behind us or
23 behind you, your community center here?

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1 MAYOR HUMES: Somewhere in excess of 150.

2 MR. SETIEN: What sort of art activities do
3 they have in here, activities where there's some sort
4 of opportunity for them to express themselves?

5 MR. BOLINGER: None.

6 MAYOR HUMES: None.

7 MR. SETIEN: See, that's one simple item
8 that you guys can do or incorporate without having to
9 spend a lot of money. For example, the kids can come
10 here twice a month and paint murals that will be
11 removed on paper that's removable. The kids can
12 plant flowers. I mean, the thing that struck me the
13 most when I walked here this afternoon is that there
14 are hardly any trees in here. If you want the
15 community to have value and to have social value, why
16 do'tyou start bringing some quality of life and where
17 American society is so wrong is that they emphasize
18 everything in the quality of life in terms of dollars
19 and cents, you know. Okay, I come from the
20 communities of the Caribbean and I know what poverty
21 is, okay. But, I can tell you that I have seen very
22 creative expressions in the community through music,
23 through painting, through drawings, and this is not

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1 through a professional institution. These are people
2 in the community sharing that.

3 CHAIRPERSON THOMPSON: I'd like to add to
4 your--

5 MR. BOLINGER: It's a good point.

6 CHAIRPERSON THOMPSON: Let me add to what
7 you're asking because I have a question I think that
8 goes along with that. Has there been any economic
9 development assistance for entrepreneurship, for
10 people who have different skills, you know, people
11 who can work on a car to help them develop their own
12 business enterprise? And I think that goes hand in
13 hand with what Carlos is saying.

14 MR. BOLINGER: We work hand in hand with the
15 Small Business Development Center at which is at the
16 University and we, myself, I mean, I've sat down with
17 entrepreneurs to try to develop programs in marketing
18 and we do have some excellent entrepreneurs. It's
19 interesting you bring that up because my last week
20 has practically been spent with an entrepreneur who
21 started from zero and basically with a lawn and
22 garden shop, mowing lawns and has built a tremendous
23 business. And he's got another invention and we're

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1 trying to put financing together that's going to put
2 another 50 or 60 people to work. Those are the kind
3 of things.

4 CHAIRPERSON THOMPSON: The things that
5 you're doing, what's your racial breakdown on that?

6 MR. BOLINGER: The project that we've been
7 doing they're mostly a hundred percent white.

8 CHAIRPERSON THOMPSON: A hundred percent
9 what?

10 MR. BOLINGER: White.

11 CHAIRPERSON THOMPSON: Well, what's
12 happening to help develop entrepreneurialships in
13 Hayti Heights or other minority communities?

14 MR. BOLINGER: I don't know that there's
15 been anything in particular, and I'm going to say
16 this, we are and have been and Dave will back this
17 up, we really -- we've not had the opportunity to
18 really go out and react. We have not had the
19 opportunity to go out and act you know what I'm
20 talking about. The difference?

21 CHAIRPERSON THOMPSON: Yes. And --

22 MS. COLLINS: Proact.

23 MR. BOLINGER: To be proactive it takes

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1 funding, it takes people. We don't have that kind of
2 funding. We've been scraping the bottom of the
3 barrel just to stay alive, just to keep the agency
4 going.

5 CHAIRPERSON THOMPSON: Then how can you, and
6 I'm not trying to make an uncomfortable situation.

7 MR. BOLINGER: You're not making me. It's
8 good discussion.

9 CHAIRPERSON THOMPSON: Just a minute ago you
10 said that you got somebody who started from zero and
11 he's moving and they have an invention and you've
12 been seeking funding. How can that happen for a
13 white person and not a black one?

14 MR. BOLINGER: I can't answer that question.
15 I wish I could. If anybody comes to our agency,
16 black, white, indifferent, I think Dave can back us
17 up on this because we've had -- I had one black man
18 who wanted to be a contractor bad and we tried, a
19 young man, you know who I'm talking about.

20 MR. SETIEN: What type of a contractor is he
21 trying to be?

22 MR. BOLINGER: Road contractor, and he had
23 been a union worker and he was trying to start his

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1 own business and we beat our heads against the wall
2 trying to get him financing because, I'll be honest
3 with you, I needed minority contractors for my
4 projects and it's very difficult to find a minority
5 contractor for your projects.

6 CHAIRPERSON THOMPSON: How did the white
7 person get financed?

8 MR. BOLINGER: Most of the people have been
9 in business have been in business for years and
10 years.

11 MR. SETIEN: So how are you going to break
12 that cycle?

13 MR BOLINGER: I wish I had that answer.

14 MR SETIEN: Isn't your business supposed to
15 provide that answer as an economic development?

16 CHAIRPERSON THOMPSON: That's the last
17 question.

18 MR. SETIEN: My last question was going to
19 be, if we can institute some creative activities, you
20 know planning arts, painting, dancing? You guys have
21 any activities every year that people will dance,
22 will bring community folklore dancing and Hayti in
23 Caruthersville?

1 MR. BOLINGER: There are a lot of things
2 that go on and it sounds like a separate issue from
3 what you were driving at, and I think you made a good
4 point, but there again, it all comes back to the fact
5 that we're reactionary. If the Kennet Arts Council
6 calls us and say, we want to do something, help us
7 find some way to do it. We'll go help them. The
8 black man from New Madden called me and said I want
9 to get into the contracting business. We'll try to
10 help to do something. But, as far as being proactive
11 and getting out and getting some of these things
12 going, we don't have the funding to do it.

13 CHAIRPERSON THOMPSON: Thank you, Mr.
14 Bolinger. We really appreciate your contribution to
15 this forum this evening.

16 Alma Nolen is a retired teacher from
17 the Hayti Heights School District. Thank you for
18 coming this evening.

19 ALMA NOLEN

20 RESIDENT, HAYTI HEIGHTS

21 Actually Hayti and Hayti Heights school
22 districts are all one. I'm a resident of Hayti, the
23 City of Hayti.

1 MAYOR HUMES: The city that you're in,
2 Hayti.

3 MS. NOLEN: The Hayti Heights School
4 District, Hayti and Hayti Heights are all within the
5 same school district, which is all since the Hayti
6 reorganization.

7 CHAIRPERSON THOMPSON: Thank you.

8 MS. NOLEN: As I talked to Mr. Hernandez
9 before, I've never done any kind of presentation like
10 this and I'm not sure, I'm not sure if I have the
11 information that you would be looking for. I'd like
12 to preface my remarks by the fact that I don't have
13 statistics on the things that I'll be saying. Most
14 of it is going to be coming from my personal
15 experience, and things that I've seen.

16 I'm a lifetime resident of this
17 community. My education was here in Hayti School
18 System, all the way through high school. I also
19 worked in the system for some 29 years. So, I've had
20 some experiences and a lot of them probably are not
21 forgotten, but would be readily recalled proceeding
22 something happened to jar in a memory or something
23 because there were reasons why I would just probably

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1 just buried them and probably not want to be brought
2 forward, probably. I guess if I were going to talk
3 about Hayti Heights School System and it's right now
4 I would say our biggest problem would be the fact
5 that there are no black teachers at the high school
6 system, with the exception of one who is the
7 industrial arts teacher. Within the last -- this was
8 my last two years in the system, I can remember that
9 there was one science teacher who retired after I
10 left and there was also an assistant administrator
11 and myself who was in the administration situation,
12 and that's all at the high school. I questioned one
13 time and it wasn't a question to Hayti School System,
14 it was a meeting that I was attending and something
15 was brought up that made me wonder and I asked how
16 can Hayti School System get away with the fact that
17 there were as few black teachers and the ratio of
18 black students that we have. And I was told that our
19 report was probably going in as all of the teachers
20 in the system were being lumped into one area. Just
21 teachers of the system and not elementary, junior
22 high or high school, which shows the percentage of
23 black teachers in the total system. But, we do not

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1 have -- I don't feel we have an adequate number of
2 teachers at the high school level:

3 CHAIRPERSON THOMPSON: Excuse me, you were
4 told that there was an adequate number?

5 MS. NOLEN: No, I wasn't told that there was
6 an adequate number, I was wondering how we could get
7 by with the low number of black teachers that we had
8 at that time. The other thing is this creates for
9 the lack of black role models as far as our black
10 students are concerned, and we also do not have the
11 black history class in our system any longer. That's
12 because no black instructors, I suppose, or maybe any
13 other instructors who is qualified to teach black
14 history in the system. I'm aware of the fact that
15 when black history was being taught in the system by
16 the person who retired, it was still an all black
17 class, only black students were taking black history.
18 If there are any whites, maybe one or two or very
19 few, if any at all. And I can't recall of any at all
20 as far as the system is concerned.

21 Presently, I suppose the curriculum is
22 about as well as it can be with the number of people
23 or the people who they have to provide it. They've

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1 had to cut back on teachers this year, so I
2 understand that foreign language might even be cut
3 back even more. And we have had to cut back in home
4 economics I understand, so I don't know if there's
5 anything that can be done as far as the curriculum is
6 concerned.

7 Within the past year we've improved
8 with representation in the school system as far as
9 board members are concerned, we presently have at
10 least two black school board members on the school
11 board. This still, to me, is not an adequate
12 representation of the black community. We're talking
13 about-- my facts may not be exact right now, but
14 we're talking about something like 65 percent black
15 students, 25 percent white students. Now, that's
16 give or take, you know. So, and I think that that's
17 still an inadequate number of representation as far
18 as the school board is concerned. Again, that's the
19 community things. If someone runs and the community
20 does not support him, then that becomes our problem
21 as black people. But, I still think that it's
22 something that can be improved upon.

23 Within the system itself, I look at

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1 integration and desegregation. I think what we did
2 that finally took place was the desegregation and not
3 necessarily integration. And this probably took
4 place in a number of schools, but I can see where it
5 actually took place as far as the high school system
6 was. There was a total all black school, the Hayti
7 Central School at the time of total integration of
8 the system. And we had capable teachers, we had
9 capable coaches. We had capable music teachers or
10 whatever, that who could have taken positions in the
11 total school system and for some reason or another,
12 most of those people chose to leave. I'm aware that
13 the opportunity for other job opportunities came
14 along and we lost a number of good black teachers in
15 that situation also. But, when we had total
16 integration, we had say we had a winning basketball
17 team and Hayti High School did not have a winning
18 basketball team, but if our coach had stayed, he
19 would have been an assistant to the Hayti coach. So,
20 these are things, some of the reasons why we lost a
21 number of our good black teachers. Again, the area
22 is not conducive to people coming out of the school
23 wanting to come to live in the area. They get a lot

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1 of that information from Mr. Bolinger before because
2 the opportunities are just-not here. Even though,
3 you may have a decent job as a school teacher, but
4 what are your surroundings like? And, I guess some
5 might want to know what kept me here. Again, this is
6 home for me and as a look at the number of black
7 teachers in the system right now, it's home for a lot
8 of them, maybe most of them. We don't have teachers
9 who come in to our system and work during the school
10 year and return to their homes. They're very few.
11 Now, most of the teachers hwo are in our system are
12 people who are here at home. So, it could be that
13 it's a hard task to entice back black people into the
14 area and to be hired into the system. So, that could
15 also be a problem.

16 Again, with integration or
17 desegregation, what we did was we had a number of
18 black teachers becoming remediation teachers: I
19 can't say for choice or non choice, because at that
20 time I was in counseling and I moved from counseling
21 to administration of the remediation program. And, I
22 noticed that the number of the people who were
23 teaching, who became teachers in the remediation

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1 program were no longer regular classroom teachers.
2 There are no top administration jobs as far as blacks
3 are concerned in the school system and I don't even
4 know of any assistants in the system right now
5 because after I left as an administrator and the
6 other gentleman who was an assistant to the
7 superintendent retired, I don't know of any
8 replacement as far as blacks were concerned for those
9 particular positions.

10 One other thing I notice in our school
11 system is the fact that we have predominantly black
12 athletes and this is nothing new, you see it in
13 college now, high schools all over and you have
14 predominantly white cheerleaders. I don't know how
15 this is, you know, I can't see how it can be a true
16 representation as far as I'm saying: If we have that
17 many black athletes, why can't we find that many
18 black young ladies to become cheerleaders also,
19 become good cheerleaders also?

20 Those are just some of the things that
21 I notice as far as the school system is concerned as
22 it exists right now. I'm open for any questions.

23 CHAIRPERSON THOMPSON: Mr. Humes?

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1 MAYOR HUMES: One of the things when she
2 mentioned--about two black school board members, what
3 we have done is filed a complaint with the Justice
4 Department to break up because four of the board
5 members live within two blocks of each other. As far
6 as Hayti Heights is concerned, we also have two black
7 members. We have no representation and we are about
8 a third of the district, but none of those blacks
9 live in the city in Hayti Heights. So, we don't have
10 any representation as far as in our city, and that's
11 what we're trying to do and I don't know where it is
12 at this point, but you know, that's a major concern.

13 MS. CROSSLIN: Excuse me, what you're
14 saying are the two black board members don't reside
15 in Hayti Heights?

16 MAYOR HUMES: They live in Hayti.

17 MS. CROSSLIN: So, even though you've got a
18 third of the students, Hayti Heights itself has no
19 representation than other than the two black members?

20 MAYOR HUMES: No.

21 MS. NOLEN: I can expound on that because I
22 alked to Mr. Hernandez and I made the statement that
23 we have people who come in as you have come in for

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1 this particular forum and you receive the information
2 and you go back and we don't get any kind of results
3 from it. And right now we're at the standstill
4 waiting for Mr. Beecher and I understand he's
5 supposed to be here tomorrow. He is the person whose
6 been working on this particular situation that we
7 filed. Also, that's one of the reasons why I didn't
8 expound on the school board situation:

9 MS. COLLINS: As employment on the high
10 school which you took to be one teacher, one black
11 teacher, I take it there's elementary and a junior
12 high that we have --

13 MS. NOLEN: Well, there are two elementary
14 schools, a junior high school and a high school.

15 MS. COLLINS: And what is the employment for
16 blacks as teachers in the administration?

17 MS. NOLEN: We'll start with the elementary
18 school. Probably more blacks are at the two -- well,
19 first, with the South Elementary School you would
20 have more blacks employed there than you would have
21 employed in any of the other schools:

22 MS. COLLINS: That means ten or fifteen?

23 MS. NOLEN: Probably, no, we don't have that

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1 many at all.

2 MS. COLLINS: Five or six.

3 MS. NOLEN: I have to just jot down and I
4 didn't do that.

5 MS. COLLINS: In the overall employment of
6 other jobs, other than administration and teachers
7 and teachers aids, in the employment of staff and
8 custodians or buildings and grounds individuals.
9 What is the percentage of employment for blacks?

10 MS. NOLEN: Definitely not 50/50.

11 MS. COLLINS: But, close, maybe 20, 30
12 percent are blacks, drivers.

13 MS. NOLEN: Bus drivers and custodians,
14 maybe.

15 MS. COLLINS: 30 percent?

16 MS. NOLEN: Maybe. With secretaries to the
17 principal you have four schools, we have two black
18 secretaries. You've got 50/50 there.

19 MS. COLLINS: Thank you.

20 MS. CROSSLIN: You mentioned with regard to
21 administration within the district that there were no
22 black administrators at this point, particularly the
23 higher levels. I was wondering does the Hayti

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1 Heights School District have a policy of advertising
2 positions--outside of this general area when they
3 become available to try to recruit minority
4 applicants for those positions or what?

5 MS. NOLEN: I don't know if there is a
6 written policy as such. It would probably be my
7 guess that there's just no extra effort that's put
8 forth to bring in minority faculty. If some would
9 apply, they would probably be considered, but no
10 extra effort I don't think is going to be put.

11 MS. CROSSLIN: And they don't have any kind
12 of formalized process by which they try to recruit
13 minority applicants?

14 MS. NOLEN: Right. And then another thing
15 is you never know what applicants are received within
16 the superintendent's office anyway. You don't know
17 whether there are any blacks who have applied and
18 were not hired or whether they did or did not.

19 MS. BOTELLO: Do these things, schools that
20 you're talking about have parent groups that are
21 active?

22 MS. NOLEN: We have one parent group. The
23 group that Mrs. Woods is the president of, that's the

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1 only active parents group. We don't have anything
2 like a PTA or PTO, no.

3 MS. BOTELLO: Okay. Do you think that would
4 alleviate the situation?

5 MS. NOLEN: It couldn't hurt the situation.
6 I don't know about completely alleviating it, but it
7 would bring about a situation where as some light
8 would be shed and shared with the parents.

9 MS. BOTELLO: Have those groups ever been
10 attempted? I mean, to be organized?

11 MS. NOLEN: Not recently, no. The last PTA
12 I can remember here was in the old Central School. I
13 don't know any PTA since integration at all.

14 MS. BOTELLO: Okay.

15 CHAIRPERSON THOMPSON: Any other questions?

16 MAYOR HUMES: I just want to make a comment.
17 The reason I'm concerned about the make up of the
18 school board because that's where the hiring is. I
19 don't think the make up of hiring folks is going to
20 change unless the make up of the board changes.

21 CHAIRPERSON THOMPSON: Carlos?

22 MR. SETIEN: Yes. I have a question, if I
23 may, please. Are we having enough black and minority

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1 students going to universities in the area and if
2 not, do you think that's a problem internally in
3 terms of the level of values that are taught in the
4 school system? Because you made comments earlier
5 that the black teachers or minority teachers that
6 were in the area have technically diminished. So,
7 you know, do we have new teachers from the new spring
8 of youth and if not, why not? And, secondly, you
9 know, is the issue, you know, of people not coming
10 back to the educational careers, is it an issue of
11 their own racial experience or is it an issue of
12 economics? How do you see that?

13 MS. NOLEN: I think the issue of blacks
14 going into educating period is the issue of economics
15 I think. So, teachers are still very, very low paid
16 employees and young people who are coming out of
17 school now are looking for big bucks, and it's not in
18 education anymore.

19 MR. SETIEN: Have you seen a disparity of
20 opportunities in advancement in salaries among
21 teachers because of racial differences?

22 MS. NOLEN: I would't know of any. If there
23 were some, I wouldn't know of any.

1 MR. SETIEN: Thank you.

2 CHAIRPERSON THOMPSON: Thank you very much,
3 Ms. Nolen, we appreciate you sharing your comments
4 with us.

5 Is Ms. Dorothy Walton here? Ms. Walton
6 is knowledgeable about employment needs which she has
7 been involved in employment issues as a Delta Area
8 Economic Opportunity Cooperation counselor. Thank
9 you for being with us, Ms. Walton.

10 DOROTHY WALTON

11 Former DAEOC Worker

12 I would like to say that I'm a former
13 worker of the Dell Office, former worker of Hayti. I
14 live in Caruthersville, Missouri and I worked as a
15 JDEPA Counselor. I worked as an outreach worker for
16 the DAEOC and I worked as nutrition aid and I worked
17 as a housing or winterization aid. I worked with
18 these agencies for 20 years and this last job that I
19 was working with, I worked on that particular job for
20 13 years. As of now, I'm unemployed DAEOC. The job
21 is still going on and don't ask me what happened
22 because really I can't tell you. All I know that the
23 agency that I worked for didn't get the contract

1 back. I worked with teenagers from 16 thru on up to
2 whatever age, 65 or whatever, and during that time I
3 assisted them in finding jobs after school. The drop
4 outs I got jobs for them. I worked with their
5 classroom training. We had a classroom training for
6 LPNs and for vocational school in *Arkansas and I
7 worked with the teenagers. I did counseling with
8 them when they had personal problems, when they
9 had problems on their jobs that they had any problems
10 with their employers. We always worked it out. And
11 really as of now, I'm -- I can't, I don't even know
12 the words to put it because I feel like I wasn't
13 treated fair in not having a job as of now because
14 another agency got the job, got the program. But it
15 was, I think 13 or 14 of us that's been working with
16 the agent that long, and I never knew where to go to
17 even to try to find out, to put in an application for
18 my position. And I don't know, but I was told that
19 this agent that taken over this program don't have a
20 black person in there. Now, when I was hired for
21 this position, it did not require a college degree
22 and now they said that you have to have a college
23 degree to do what I was doing. So, I guess that's

1 the reason I don't have a job because I don't have a
2 college degree. But, I don't care what kind of
3 degree you have, you're going to have to learn your
4 job. And I didn't have any complaint in doing my
5 job, if I did, I wasn't told about it. And it's jobs
6 around here in this area. There are jobs around
7 here. Now, I would go into the business and ask for
8 jobs and not only for the black, I asked for the
9 white, whoever fit the guidelines. We had guidelines
10 we had to go by and whoever it is that fit
11 guidelines, that's who I put to work. But, I would
12 go into the different places around here and ask for
13 openings, not for openings, because what we was
14 doing, you didn't have to have an opening for me to
15 put somebody to work because we wanted these children
16 that we was working with to work with somebody, be
17 with them at all times because it was a training
18 program and they would say we don't have openings. I
19 said you don't have to have an opening, this young
20 girl or this young man is in the 12th grade, they'll
21 be coming out of school, we're trying to put, place
22 them with someone that can train them so when they
23 come out of school and go out to look for a job, they

1 can say well, I had training with this place and I've
2 had training here. This is-what we're looking for.
3 We're not looking for a job. We're just looking for
4 a place to train our young people. That was the
5 hardest thing for me to do here in Pemiscot County.
6 For six years Premiscot and Duncan County, and that
7 was hard. And now we don't even have an office here
8 for these young people to even get an application
9 that I know of. I have been called seven times.
10 They want an application, they want to get in school.
11 You know how to go about to do it and I learned that
12 they got an office in New Madrid. They have one in
13 Duncan County. The kids, that I work with, I mean the
14 children that I work with, they did not have
15 transportation to get to Hayti. On many a nights
16 they came right to my house, sit at my dining room
17 table and did the application. I take the test with
18 them right there at my house. So, if these people
19 that took the program, they not going to work with
20 the people that I work with, they not going to reach
21 those people and I feel like they did us unjustly for
22 what they did. I'm not a politician, I'm not trying
23 to be one because I don't know anything about it, but

1 I do feel that this part, Bootheel in Pemiscot County
2 do not get their share part of whatever they get in
3 the other part of the county, anything. Like once
4 you past Cape, we get the raw end on everything down
5 in this area. And I feel like these programs was
6 designed for to help the people that needed help and
7 not the ones that's your friends and your favoritism.
8 I didn't do no favoritism, I worked with everybody.
9 and I just feel like we've been mistreated in that
10 line because it was hard work. Now, I'm not saying
11 I was perfect, I'm not saying I didn't make a
12 mistake. I had occasional 70 enrollments on the job
13 in classroom training and that's how my case load
14 worked. I had everything to do the intake, the
15 paperwork, keeping records, keeping account of the
16 money, doing monitoring of the schools, seeing about
17 the school, the students, I had all that to do. They
18 expect you to do a demanding job with no help. I had
19 a 70 caseload that I worked with young and adults.
20 And I felt that this program did do some good whether
21 they think it did or not because I have some right
22 now that got jobs that we put through in the LPN
23 classes, every last one of them got jobs when they

1 came out of classroom. The one that I had in as of
2 June 30th, I think they all got jobs, but I see
3 somebody got a big write up in the paper about what
4 they did, that's my work, but they getting the credit
5 for it. And I don't appreciate it. See, I did the
6 groundwork, then they moved in and took over and they
7 getting all the credit for it. And right now you can
8 go around to the communities and talk to some of the
9 young people that I helped in getting jobs. They
10 came to my house: I brought them all over to the
11 office. They didn't have transportation. I picked
12 them up in my car and everything, but I learnt that
13 that kind of work don't get you nowhere. You be the
14 first one they push out.

15 CHAIRPERSON THOMPSON: Are you open for
16 questions right now, MS. Walton?

17 MS. WALTON: Yes, I am.

18 MS. BOTELLO: You said you had 70 case load;
19 that's 70 participants?

20 MS. WALTON: Yes, it is.

21 MS. BOTELLO: How long of a period were they
22 in the program?

23 MS. WALTON: Well, some of our classroom

1 training, most of it runs from a year to 9 months and
2 our on the-job training at one time was from 12
3 weeks, then they cut it down to six weeks. That's
4 from the adults, and the in school, it once was from
5 the beginning of school to the school ended, then
6 they cut that down to 12 weeks and we had a turnover
7 every 12 weeks. You go out and hire new people and
8 put new ones on the job. In the LPN classes they
9 generally run from one year and the classroom
10 training, the LPN class was one year and then the
11 other class like mechanic, welding and bricklaying
12 and whatever, all ran like from 8 to 9 months and
13 then if you go to advance any, you go back and do
14 another 8 to 9 months to get advanced in whichever
15 class that you're taking.

16 MS. BOTELLO: So, you worked with those
17 participants while they were in the program?

18 MS. WALTON: Oh, yes.

19 MS. BOTELLO: And assisted them with any
20 problems that they had?

21 MS. WALTON: Yes, I did.

22 MS. BOTELLO: Is that being done at all?

23 MS. WALTON: I don't know. I don't know

1 what's being done because I don't even know who to
2 send them when they call my home. I did my job 24
3 hours a day. If I was up, my phone rang all the time
4 wanting to know this and wanting to know that. And
5 when I was working, that's where they came to pick up
6 applications at my house. I had to take applications
7 on my house and give kids that didn't have
8 transportation to get over here. So, really I can't
9 tell you off right now from June 30th. I don't know
10 what took over.

11 MS. BOTELLO: I have one more question:
12 Your participants, what was the composition,
13 minority, non minority?

14 MS. WALTON: No, I worked wth both.

15 MS. BOTELLO: I mean, how many different
16 minorities; what percentage minority, what percentage
17 mon minority?

18 MS. WALTON: Okay. I would say it was about
19 60 percent minority.

20 MS. BOTELLO: 60 percent minority.

21 MS. WALTON: Yes.

22 MS. BOTELLO: And about 40 percent non
23 minority?

1 MS. WALTON: Yes.

2 MR. SETIEN: If I may, please. The source
3 of funding for the program that you worked for for
4 about 20 years, what was the county source? Was it
5 state source?

6 MS. WALTON: State.

7 MR. SETIEN: State source. Mayor Humes, are
8 you familiar with this new organization or entity
9 that took over her job.

10 MAYOR HUMES: Yes, I am. I was trying to
11 figure out who got it. I know it was some agency in
12 Siseston got part of it.

13 MS. WALTON: It's called Intech.

14 MAYOR HUMES: InterTech.

15 MR. SETIEN: I was going to ask Mr. Bolinger
16 the question:

17 MAYOR HUMES: The summer youth program is --

18 MR. SETIEN: Can you, Madam Chairman, I was
19 going to ask if she can come tomorrow when InterTech
20 comes in and we can face them with your situation.
21 Will you come to the meeting tomorrow when InterTech
22 will be in our panel?

23 MS. WALTON: What time?

1 CHAIRPERSON THOMPSON: Their representative
2 will speak at 11:30. Excuse me, just a moment.
3 Mayor Humes, would you finish?

4 MAYOR HUMES: I don't think it's InterTech
5 that you need to be dealing with: It's the Private
6 Industry Council that--

7 CHAIRPERSON THOMPSON: They award the
8 contract to HPA services:

9 MAYOR HUMES: It's the Private Industry
10 Council, Mary McBride, and she's on the schedule:

11 MS. COLLINS: 1:00 o'clock.

12 MAYOR HUMES: Someone asked me, Jack, was
13 she related to you?

14 MR. HERNANDEZ: This is a matter of
15 information of procedures. That what we're asking,
16 of course, people to do is to come in and provide us
17 with information and then what we'll do is if the
18 opportunity arises, we can ask them after the other
19 side of the story, okay? And that was one of the
20 questions I wanted to ask was if the caseload that
21 you were serving there needs are not being met and
22 did the PIC recognize that there was this need? Was
23 there any way of you knowing that this did or did not

1 happen?

2 MS. WALTON: They picked up the records that
3 we had from their office.

4 MR. HERNANDEZ: The PIC Council?

5 MS. WALTON: Yes, the PIC picked them up, I
6 guess, and turned them over to InterTech and I have
7 had some to call and said when they called InterTech,
8 they said that they didn't have any money. When I
9 was working with the program, each county was
10 allotted so much money. I used my money for Pemiscot
11 County, Duncan County used their money for Duncan
12 county. But, this program was supposed to start July
13 1st and this person said that when she called, I
14 think it was sometime in July, they said they didn't
15 have any money. And when I was working th eprogram,
16 we had a bus running from Cotton Bowl to here to pick
17 up our students. They don't have transportation
18 anymore. And because we made a deal that they pay so
19 much and we pay so much, JTPA, for the bus for
20 transferring these students down there. They don't
21 have that anymore.

22 MR. HERNANDEZ: I guess you answered my
23 question. I just wanted to know if those same

1 clients were being serviced or not. See, what the
2 other programs, they have their own method of
3 operation and you can't, you know, if they're doing
4 something within their contract, you know, it's fine,
5 but the idea is are they serving the
6 Hayti-Caruthersville communities. I think that's
7 what I was getting at. And you're saying so far they
8 haven't.

9 MS. WALTON: I don't know. Like I say, I
10 have had several calls that, you know, they didn't
11 have any money.

12 CHAIRPERSON THOMPSON: Okay. Ms. Walton, to
13 the best of our understanding, we hope that we will
14 be able to answer those questions of Private Industry
15 Council representatives tomorrow. If you would be
16 available tomorrow, that would be very helpful.

17 MS. WALTON: Yes, I'll be here.

18 MS. BOTELLO: I just had a couple more
19 questions. When the program ended, it ended June
20 30th?

21 MS. WALTON: Yes, it did.

22 MS. BOTELLO: How much notification did you
23 have?

1 MS. WALTON: Well, I think we had, we got a
2 letter about two weeks.

3 MS. BOTELLO: Would the participants end at
4 the end of June 30th or did they get transferred to
5 other areas?

6 MS. WALTON: They was carried over.

7 CHAIRPERSON THOMPSON: Any other questions
8 from the committee? Thank you very much, Ms. Walton.
9 We appreciate your information. And that will be
10 helpful to us tomorrow.

11 Is Ms. Rose Williams available?

12 Ms. Williams is a resident of Hayti, is
13 an outreach worker with the area community health
14 center as far as housiong, counseling, resources to
15 the community. Thank you very much for being with us
16 this evening.

17 MS. ROSE WILLIAMS

18 Resident, Hayti

19 Hellow everyone: My job is first the
20 outreach work, they doing community assistãnce. I
21 changed the name to Big Sisters because that's what I
22 am, a big sister. Started out I was -- it was a
23 joint effort between state and county to reduce

1 infant mortality rate in the Bootheel area because it
2 was so high in the young black girls. So, my job was
3 to get out there and encourage these girls to seek
4 early and consistent prenatal care, take their
5 vitamins, eat proper, try to help them do a budget
6 with food stamps, whatever type of income they had.
7 Try to help them budget that particular income so they
8 could obtain a better way of eating at least during
9 their pregnancy. And to stay with the mother and
10 infant for one year because the infant mortality
11 rate was more common in the black babies less than a
12 year old.

13 We were to see that these children got
14 immunization and maybe if a child was immune level
15 was low, if the child -- my job was to suggest or
16 refer to all agencies in the State of Missouri. It
17 was my responsibility to get out there and find out
18 where those agencies were located, how to contact
19 them, and how to bring the service to the people in
20 this area. And the people to the service. And
21 whatever area of the state was available. But, then
22 I found myself talking about education. And I
23 encouraged most of my clients to try to keep some type

1 of education. If they didn't have a GED, I tried to
2 encourage them to go for the GED. If they had high
3 school equivalency GED, go to college, go for CNA, go
4 for LPN, go for education because education is a
5 refinement to some portion of that person. It helps
6 people in a mental state to acquire and desire a
7 better way of living. So, this is what I have tried
8 to do, tried to impound upon them:

9 And, that has not been the hardest job.
10 Housing is the hardest job. Now, I kind of walked
11 out there thinking, you know, its going to be a
12 breeze and I'm telling them about eating right,
13 taking vitamins, iron, the first time that I went to
14 a client, I walked in the living room and what was
15 left of the living room, and the roof had been
16 leaking for long enough for the sofa and the area
17 that the sofa was sitting in to be totally
18 deteriorated, and they were living primarily in the
19 kitchen and dining room. The floor was just
20 deteriorating: I said, is this real? So I kind of
21 looked around. I sat down, you know, and thought,
22 well, why does this exist here? Why would anyone
23 have to live this way with all the money out there

1 for housing? We're always talking about HUD and
2 Habitat, public housing coming up all around. These
3 people were, -- it was just like the ceiling had just
4 crashed in. I said, have you ever tried to get in
5 public housing and she said yes, I'm on the waiting
6 list. And these quotes, I'll never forget what she
7 said. I said have you ever applied for a low income
8 loan for a house though FHA, MFHA, any of those
9 programs? She said, I applied and I was told that I
10 didn't qualify because my husband owed a debt 20, 30
11 years ago. He had been dead 15, 16 years. And
12 anothe rexample is now I'm dealing with a young lady
13 that has two kids. She's married, she and her
14 husband both receive federal funds and there are hole
15 sin the walls, the windows are like as far as like
16 something that's made and the most surprising thing
17 was the back door was just sitting there, no hinges,
18 just sitting there: Well, you know, and they're
19 renting this building. They're paying rent on it
20 every month. We went out, she had told me that she
21 was, her water she was having a problme with her
22 water and we went outside and there was just water
23 all around the house. And when she got her water, she

1 said it was over \$40 and she had talked to the person
2 about fixing the house and the person had said
3 something about I'm going to sell it, someone else
4 will take it over and they'll fix it. And so someone
5 else came out and jacked the rent up to \$150 and said
6 30 days you need to be out and just all kinds of
7 problems with this housing thing. So, I went to
8 public housing. I go anywhere, I'll ask anyone for
9 anything for any client, doesn't make -- no doesn't
10 mean anything to me, just means that I need to go
11 somewhere else or keep pounding on the door. And
12 I've gone to Hayti Housing Complex and I've never --
13 I had my first time to get a client into housing. My
14 very first time yet, but I've gone to the one that is
15 called the Cleveland Apartments, up in North Oaks,
16 and they have helped. I've come to Hayti Housing and
17 Janice Cooper, the manager of this complex, she has a
18 big problem with people calling her saying she's
19 discriminating. I came to Janice with a girl that
20 had left home with two children. She had one child
21 that was maybe 2 years old and an infant and during
22 the daytime she stayed in the park and at night she
23 just stayed anywhere she could stay. So, one day I

1 was going home, she flagged me down and she said, I
2 need housing. I said, where are you living? She
3 said anywhere, and I said where? She said I say
4 here, live here in the park in the daytime and I just
5 live wherever I can. I came here to Janice, talked
6 with her and she told me that if I could document on
7 legal people letterhead from the Health Center, then
8 she could help her. She helped.

9 I have had a situation where a person
10 has been out and went to Hayti Housing, didn't get
11 in. I've gone and asked if they had Section 8
12 certificates and they would say, no. I had another
13 client where she was so determined to get out of the
14 house that she lived in and she went and asked for
15 Section 8 certificate and they told her that no, we
16 don't have any. And I can't call HUD for someone or
17 call Jefferson City DFS for someone, but I can give
18 them the number. So, I gave her the number and I
19 said call HUD and ask if there's Section 8s in this
20 area. And they told her yes. And two days she had a
21 Section 8 certificate.

22 Here, in -- the next problem I find that
23 you know there are houses in Hayti Heights that are

1 decent, livable and people would be more if they were
2 assured of a way they could receive their rent.
3 Section 8 is a sure, sure way of the landlord
4 receiving the rent. But Hayti Heights is not allowed
5 to accept Section 8 certificates and I'm confused.
6 Is it because it's a black town or is it just
7 therer's a guideline there somewhere where it says
8 that you have to have a population of so many people
9 with the house have to be at a certain state and if
10 so, then I'm sure there are a lot of landlords in
11 Hayti Heights that would bring their house up to that
12 standard because the rent is absolutely guaranteed.
13 Whereas, you take a person that's on AFDC and say
14 they're living in a house where the rent is \$150 and
15 let's just say if the least thing goes wrong in that
16 household that month, they would have to take some of
17 that \$150 to take care of it, then there goes the
18 landlord's rent. So, therefore, he can't even get us
19 back into that house and as long as he can accept
20 that Section 8 and of course you got that state fund
21 or federal funds behind him that says you better fix
22 it up or we'll snatch this money. So, he just might
23 rather go out and spend \$150 to fix the house up

1 rather than have \$350 snatched out of his pocket
2 every month. And the housing issue here is the big
3 issue. Unemployment is a big issue, the level of
4 education is amazingly low. The emphasis that is put
5 on housing and education for this area, I'm not
6 saying the people that live in this area, I'm saying
7 whatever force, whatever help, whatever this area is
8 going to get is going to come from somewhere else,
9 it's not going to come from here. Someone else has
10 got to come in and say this is what we want done and
11 see to it being done. Because the people here are
12 limited. The people here are limited. The black
13 community, those that are able to get out and solicit
14 and buck the system are the busy older people. Young
15 people are uneducated, busy fighting, shooting, doing
16 drugs, major drug problem in this area among the
17 black youth, black males.

18 The next problem we have, I see and
19 this is something that I've been very concerned
20 about, why is it there are so many black male
21 children being put on SSI? I'm just confused. How
22 can you take a three or four year old kindergarten,
23 headstart kid say oh, well, he's mentally retarded,

1 he has a problem. So, we'll just start him on SSI.
2 Where does that training, whenever the training
3 stopped, whenever we say we hand him \$407 a month
4 from the time he's four years old up until he
5 realizes what \$407 is, you've already taught him that
6 he can play no part in society, he can do nothing, he
7 cannot contribute anything to society. So, where do
8 they go? This one gets it, that one gets it, and a
9 lot of people say oh, those people that live in
10 public housing, oh those people that live on -- the
11 people in this area, those that do have education,
12 they have to leave this area in order to obtain work.
13 And they you've got the people that go to maybe like
14 vocational schools, they go to train for a skill say
15 maybe like computers or secretarial practice. How
16 many offices do you see around this place? I mean,
17 now how many offices are around here and when you do
18 see one, how many blacks do you see in the office?
19 So, whenever they go out there, we don't give them
20 what they should have before they go out there.
21 Therefore, they don't have anything back. So,
22 therefore, whenever people change their concepts and
23 can see things rather than through that concept that

1 this is just a way, it's okay if I have to live in a
2 shack, that's no problem. I'm not going to complain
3 to anyone about it. I'm not going to try to do
4 anything, then you dont see any difference, and
5 that's why housing is at it's lowest, education,
6 unemployment. But, I can say, and I'm not patting
7 mysel fon the back, I'm just proud of some of the
8 people that I've worked with, I've got girls that are
9 in college in this program. I've got girls that are
10 going for CNA and speaking of InterTech and I didn't
11 really want to bring this out, but I'm on the PIC
12 Board. As far as the problem with the Mrs. Walton
13 and the Private Industry` Council, InterTech, I'm
14 after that. I came after all of this. What I want
15 to say is I have a suggestion for InterTech. I'm
16 going to suggest that they establish a toll free
17 number for the people in this area and I'm going to
18 suggest that they put some posters up advertising
19 what they have to offer to the community. I'm going
20 to see that it's done. I'm going to see that the
21 people in this area that I'm associated with are
22 served by InterTech. So, I'm open for questions.

23 MS. COLLINS: You answered mine. You took

1 care of mine.

2 MS. CROSSLIN: I have a question: You
3 mentioned the black children that are being put on
4 SSI. Whose putting them on SSI? Who is making the
5 recommendation? Is it the parents, is it a counselor
6 somewhere, is it the school?

7 MS. WILLIAM: From the schools, the
8 counselors, doctors.

9 MS. COLLINS: You said they were three years
10 old. School persons can do that?

11 MS. CROSSLIN: That's what I don't -- maybe
12 preschool or something.

13 MS. WILLIAM: Yes, you can go into headstart
14 at 3.

15 MS. CROSSLIN: So maybe it's headstart.

16 MS. WILLIAM: Right, headstart,
17 kindergarten.

18 CHAIRPERSON THOMPSON: Okay, but also at
19 that age, would that also include maybe children who
20 are on public assistance of some kind that the case
21 manager is making a determination and referring to
22 SSI?

23 MS. WILLIAM: Someone is suggesting it.

1 CHAIRPERSON THOMPSON: Is that included in
2 what you've observed? We're trying to nail down who
3 is doing this.

4 MS. WILLIAM: You know, I got a letter from
5 a client saying that they had given my name to the
6 Social Security Administration saying that I observed
7 the child acting different. Who is to say what's
8 different? We all act different, you know. It's a
9 matter of discipline, I tink, and I said I didn't
10 know anything that was different about the child.
11 But, then I talked to the head nurse, she said they
12 get forms like that all the time. They're asked
13 different people, different agencies, programs are
14 asked if you've noticed anything different. Does
15 this child act any differently. No, our community
16 head nurse has gotten forms.

17 MS. BOTELLO: So, would that be the parent
18 applying?

19 MS. WILLIAM: The partent applying.

20 MS. BOTELLO: For their child?

21 MS. WILLIAM: Yes, but someone has had to
22 say, somewhere along the line someone has suggested
23 that something was wrong.

1 MS. COLLINS: Is there a parents/teacher's
2 program operating here?

3 MS. WILLIAM: Yes.

4 MS. COLLINS: Do you associate with the
5 persons you're training?

6 MS. WILLIAM: I was just introduced a couple
7 of weeks ago.

8 MS. COLLINS: Just introduced a couple of
9 weeks ago. We've had the program in the State of
10 Missouri for several years.

11 MS. WILLIAM: I just met several
12 representatives about two weeks ago and I was given
13 referrals.

14 MS. COLLINS: Thank you.

15 CHAIRPERSON THOMPSON: Any other questions?

16 MR. SETIEN: Yes, I have a question, Ms.
17 William, I'm most impressed of your presentation and
18 I think it really touches a lot of areas that are of
19 extreme importance. I want to ask a question, if I
20 may to the Mayor of the city: Mr. Mayor Humes, in
21 this community, how many dollars are in the local
22 banks and what percent of that money is deposited by
23 the minority community?

1 MAYOR HUMES: I can't answer that.

2 MR. SETIEN: I have, Mr. --

3 MR. HERNANDEZ: Excuse me, Carlos, one of
4 the thing that we might want to do is for now is to
5 restrict our questions to --

6 MR. SETIEN: Why? Everybody is integrated,
7 you know, the thins that she's presenting is a matter
8 of her being able to team up with putting some sort
9 of, for example, if they can put a corsortium of a
10 couple of people with a couple of banks and get some
11 money, that can go into housing and vocational
12 training, they can do something. We can spend our
13 life talking about social and economic issues and
14 doing human rights reports and civil rights reports,
15 but unless we get to be reactive and demand the
16 people in the community to take part, we don't get
17 anywhere.

18 CHAIRPERSON THOMPSON: One of the things that
19 we will do and maybe this can help assure you and
20 answer some of the concerns of people who have come
21 in since we first did our introduction, we are a fact
22 finding committee and we will be exploring
23 information that you give us and that's why we came

1 to ask you what is going on. And, as you give us
2 that information, we will digest it and direct our
3 staff to talk to different agencies, entities and
4 whoever to help resolve some of the issues. So, some
5 of that we'll be doing later on that you're trying to
6 mix and match right now. But, at this point, we do
7 want to pull out as much information from each of you
8 who are here to present to us and hopefully we can
9 get some of a matching to make things a little bit
10 better. But, we'll not be able to answer too many of
11 those resolutions right here tonight or tomorrow for
12 that matter. But, we will, the committee will
13 explore and look at what you give to us and then try
14 to find some things to fix it. Does that help answer
15 some of the concerns? Okay.

16 Are there any other questions for Ms.
17 Williams?

18 Thank you so much for being here.

19 We'll take a five minute recess.

20 (A brief recess was taken.)

21 CHAIRPERSON THOMPSON: We'd like to
22 reconvene and I believe Ms. Margaret Fields -- Viola
23 Coleman, please. Ms. Coleman is a resident of

1 Caruthersville and is a beautician in Hayti. Thank
2 you for being with us Ms. Coleman. We appreciate
3 your participating in our committee. Please go
4 ahead.

5 VIOLA COLEMAN

6 Resident, Caruthersville

7 My presentation is on the local law
8 enforcement as far as discrimination is concerned,
9 and I--

10 CHAIRPERSON THOMPSON: Excuse me, are you
11 going to talk about the general area or specifically
12 Caruthersville?

13 MS. COLEMAN: Specifically Caruthersville
14 because I haven't had any dealings at all with the
15 other areas and mainly, mostly all the same anyway.
16 All right. The first thing we have in the community
17 when you call in, call in for officers, they are slow
18 responding or they don't respond at all. We have
19 quite a bit of crime in the community, but sometimes
20 a lot of the crimes are being provoked by the way the
21 police respond to people. For instance, like if a
22 person is, police is called out to arrest someone and
23 the individual is guilty and they arrest him with

1 such force, using excessive force and abusive
2 language, they almost incite a riot with the other
3 people having sympathy on the one that's done wrong,
4 which he should be arrested, we're aware of that.
5 They have abusive attitudes when they come out to the
6 black community, they call people just that racial
7 word to them. They went to as far as excessive force,
8 it went to the point using stun guns on them and the
9 young people in the community just, they really
10 rebels and aggravates police because they doing this
11 way. They reporting crimes when crimes are
12 committed. They seem to not want to do anything
13 about crimes in the community. A lot of time, for
14 instance in July, about the second of July a young
15 man got shot, okay, it was a chain of crimes that
16 went on behind this people got their house shot in, a
17 lady's house got set on fire. This type of thing.
18 One one ever was arrested for any of this. And, it
19 seems to us like the people in the community that
20 they want things to happen like this and so other
21 people can come retaliate. In other words, if ones
22 who is getting all this stuff done to them, they'll
23 come back and retaliate against the person who is

1 doing it because they're not responding, police are
2 not responding: You call them out, if you hear
3 shooting around the community, they might come and
4 they might not: Sometimes they don't come at all.
5 Okay. This is in the black community.

6 All right: People are afraid to help
7 them prove anything on anybody because if you go to
8 the police sometime and talk to them or the law
9 enforcement, I'll say they will tell the people you
10 tell on and you sitting there in danger of people
11 retaliating against you. So, when you say well why
12 didn't you do it, well the people won't come up and
13 tell us nothing. People not going to talk to you if
14 they know that you going to go back and tell on them
15 what you said to people that they've already talked
16 on because they going to call you a snitch and then
17 those young teenagers might come and shoot in your
18 house: And with the white crimes; you hear them on
19 the scanners, scanners all over town, they tearing up
20 the golf course, they fighting in the Oak Park, but
21 you never read anything about this, you never hear it
22 on the air: It's nowhere: If you ask about it, it's
23 like it didn't happen. Now, in October some young

1 white mens got in their trucks and felt they was
2 going to ride down through the black community
3 shooting. The next morning that was not on the air.
4 It never appeared in the newspaper. A person
5 witnessed them taking guns from the young men, and
6 they said the next day that they gave them back to
7 them, nothing. So, and it seems like it's a black
8 law and a white law. The same crime the black person
9 get one punishment, the white people get another
10 punishment or no punishment.

11 We had an incident where the young man
12 filed a complaint to the police station against the
13 police officer. He went to do it. And he was
14 terrorized. They were terrorized at the station. He
15 ran off trying to get from up there. The police got
16 behind him, he ran seven stop signs. He had to pay
17 \$529 for running the stop signs, but what he went to
18 file a complaint about, they didn't feel like that
19 was the reason he run the stop sign. So, it was
20 inexcusable that he ran the stop sign running away
21 from them because he was afraid.

22 The young man filed a complaint with
23 the NAACP. The NAACP did get a response and I can

1 copy it and give it to you, but I didn't have time to
2 copy it. In other words, absolutely nothing at this
3 point is going to be done. It was a lot of excuses
4 made, that's all. So, the reason we have so much
5 crime in our community is because nothing is never
6 done about anything. When they go to try to get a
7 crime or something solved, they can't get any
8 response from the police. In other words, the law
9 enforcement officers not in Caruthersville. And, I
10 think that if and the police is not friendly. They
11 don't have to be friendly, but they're not
12 professional. Let's say in that word, so that's the
13 problem we have.

14 MS. BOTELLO: Are you talking about the
15 police in Caruthersville?

16 MS. COLEMAN: Yes, these the ones that I
17 know about. I don't know about the other police. I
18 don't have anything on them.

19 MS. BOTELLO: Do they have an office of
20 citizen's complaints that you're aware of?

21 MS. COLEMAN: They have a committee, yes,
22 but this committee don't hardly ever meet. The people
23 that they put on that committee was people that's not

1 going to cooperate anyway or don't care because they
2 very seldom meet. The complaint procedures that you
3 go to the police station and file a complaint against
4 the police and the police officers are supposed to
5 investigate it and report what their findings are,
6 but when these young men went to file their
7 complaint, there was the first time it had been used,
8 okay. They were cursed, banged up against the wall, s
9 they were terrorized and instead of giving them the
10 paper to file the complaint, they called in the
11 officers that they were filing the complaint against.

12 MS. BOTELLO: I'm sorry, could you repeat
13 that?

14 MS. COLEMAN: Okay. When they went in to
15 file the complaint, okay, you got a dispatcher and
16 another officer at the station. They called in the
17 officers that they were filing the complaint against
18 off the street to come up there, all the officers
19 were up there and they just terrorized them.

20 MS. BOTELLO: Okay.

21 MS. COLLINS: What size police department do
22 you have in Caruthersville?

23 MS. COLEMAN: We have about 16 officers out

1 there.

2 MS. COLLINS: Has there ever been a black
3 police officer in Caruthersville?

4 MS. COLEMAN: We have black police officers
5 now in Caruthersville.

6 MS. COLLINS: How many?

7 MS. COLEMAN: Three.

8 MS. COLLINS: Does the chief of police, is
9 the chief of police hired by the Mayor?

10 MS. COLEMAN: No.

11 MS. COLLINS: Elected by the people?

12 MS. COLEMAN: Yes.

13 MS. COLLINS: How long has the chief been
14 there? More than ten years?

15 MS. COLEMAN: More than ten years.

16 MS. COLLINS: More than ten years?

17 MS. COLEMAN: Yes.

18 MS. COLLINS: Caruthersville is a third
19 class -- what classification city is it; do you know?
20 Size, is it incorporated? But you do know the police
21 chief should belong to the association in the State
22 of Missouri:

23 MS. COLEMAN: He's not, I can answer that.

1 MS. COLLINS: Has the black community
2 leaders as well as white community leaders who feel
3 that discrimination is going on, have had a session
4 with the Mayor, with other community leaders
5 concerning the chief and his response?

6 MS. COLEMAN: Yes, we had a Memorandum of
7 Understanding signed by the Mayor in October.

8 MS. COLLINS: Of last year?

9 MS. COLEMAN: Yes. And that's been broken
10 several times, but people just like if they break it
11 on a person that's got a record, they have all kinds
12 of -- and those people don't go through with things
13 because they feel they know that if they come up and
14 face them, they have something on them, they might
15 just put them in jail or give them a hard time.

16 The complaint, the young men that filed
17 this complaint had no jail record, had never been in
18 trouble at all. So, when he came to the NAACP, he
19 wanted to do something. So, the NAACP filed a
20 complaint for him because we knew that they couldn't
21 say well, this is a trouble maker and they have a
22 list --

23 MS. COLLINS: Has there been in the news

1 coverage at all, newspapers, television, any call for
2 action, public exposure to the problem? Have you
3 called local television stations and asked--

4 MS. COLEMAN: No, we didn't. When the NAACP
5 filed this complaint, they felt like they could give
6 the Mayor a chance to see what she would do before
7 they would call in and --

8 MS. COLLINS: The Mayor has no power as I
9 understand it, if the person is elected, if she's
10 elected, is that what you're saying?

11 MS. COLEMAN: Yes, she's elected and the
12 chief is elected. She is the one who signed the
13 agreement for the Memorandum of Understanding.

14 MS. COLLINS: Have you visited with the
15 three black officers or do they feel intimidated or
16 otherwise--

17 MS. COLEMAN: The three black officers well,
18 in other words, they could be three white officers
19 because they going to do just what the chief say do.

20 MS. COLLINS: Okay. I see. Police officers
21 as other professionals, do that.

22 MS. BOTELLO: Isn't there a police board
23 that you're aware of that has any black participation

1 on it?

2 MS. COLLINS: There's no board of police.

3 MS. BOTELLO: Okay. I just wanted to know.

4 MR. SETIEN: Just Ms. Coleman, will you tell
5 me please the age of these individuals that were
6 abused? Were they minorities, were they black?

7 MS. COLEMAN: They were black.

8 MR. SETIEN: Was it one person?

9 MS. COLEMAN: One was a juvenile, the other
10 young man I believe he should be about 20.

11 MR. SETIEN: Okay. Were there more than one
12 officer involved in the mistreatment of these
13 citizens?

14 MS. COLEMAN: When they went to the station?

15 MR. SETIEN: Yes.

16 MS. COLEMAN: All the police they had on the
17 streets was in there. They put them in a little room
18 and all of them was there.

19 MR. SETIEN: So, all the officers that were
20 active at that time of the day were there?

21 MS. COLEMAN: They had -- well, they were
22 riding at night and I think they had extra officers
23 on at night because they had gone to where they first

1 started that this young man was on a corner, okay.

2 There was a lot where they all parked:

3 MR. SETIEN: Okay.

4 MS COLEMAN: And they had extra officers on
5 that night. So, I guess they had the whole force on.

6 MR. SETIEN: Were the other officers or the
7 officers that were abusive of their powers, in your
8 experience, the type of officers that have
9 historically been abusive of their police powers? I
10 mean, is there a record or written record of abuse of
11 these individuals?

12 MS. COLEMAN: From the officers that I'm
13 referring to?

14 MR. SETIEN: Yes.

15 MS. COLEMAN: Yes.

16 MR. SETIEN: Is there any records anywhere
17 by personal file, you know, any records that
18 demonstrate the occurrence of incidents from these
19 individuals, abuse of force with the community?

20 MS. COLEMAN: No.

21 MR. SETIEN: There's no records?

22 MS. COLEMAN: It's like this, when the
23 police -- if they do something, you can have five

1 witnesses there --

2 MR. SETIEN: I undrestanding.

3 MS. COLEMAN:-- it's not ging to do any good
4 whatever they say gone be whatever -- whatever they
5 say is right regardless.

6 MS. BOTELLO: I guess I want to go from his
7 quèstion. Are you, in this 16 member police force,
8 are you aware of certain officers that continually
9 seem to be involved in these type of situations and
10 this continuing --

11 MS. COLEMAN: I'm aware.

12 MS. BOTELLO: Are there officers that are
13 continually involved in these type of situations that
14 you're aware of?

15 MR. SETIEN: This type of behavior in other
16 words, repeatedly there's abuse?

17 MS. COLEMAN: Yes.

18 MS. BOTELLO: And they're still on the
19 force?

20 MS. COLEMAN: Yes.

21 MS. BOTELLO: And you can pinpoint this
22 officer or that officer does this or that?

23 MS. COLEMAN: Yes.

1 MS. BOTELLO: And you make; can you make
2 complaints? Have you made complaints about this
3 particular officer?

4 MS. COLEMAN: But it goes directly to the
5 police. Okay. Prior to this year I was a member of
6 the police committee and I served on the council,
7 yes, I have approached them about those officers, but
8 your better officers that we had on the force,
9 they've all quit.

10 MR. SETIEN: Are these senior officers or
11 relatively new officers or--

12 MS. COLEMAN: Seven or eight, nine or maybe
13 ten years: Some of them.

14 MR. SETIEN: Of service?

15 MS. COLEMAN: Some of them hadn't been
16 there.

17 CHAIRPERSON THOMPSON: Last question: We
18 really appreciate your input this evening and thank
19 you so much for being with us. We hope that you will
20 be able to joint us tomorrow.

21 MS. COLEMAN: Okay. Thank you.

22 CHAIRPERSON THOMPSON: Is Reverend Boston
23 available? This is Reverend Betty Boston: She's a

1 community organization participant in the City and
2 community of Carruthersville: She's a Methodist
3 Minister: Thank you for being with us.

4 REV. BETTY BOSTON

5 Methodist Minister, Caruthersville

6 I certainly appreciate the opportunity
7 to come and give testimony about our educational
8 system and if we have time, our political
9 participation process.

10 I'm going to talk primarily about the
11 City of Caruthersville: Just a bit of background in
12 the educational system in Caruthersville and it's a
13 system that took ten years to develop an integration
14 plan for the schools. And what they did somewhere
15 between '61 and '64 was not integrate, but
16 consolidate the schools. The result was black
17 teachers were not retained in the ssystem. They
18 developed a plan where which they could carry on the
19 educational process without these teachers. Because
20 they had to work and work in their profession, they
21 ended up leaving town, probably not all at once, but
22 eventually leaving; three or four people left in the
23 community. It goes without saying that large number

1 of black professionals leave any community, it
2 creates a situation that you can see the results of
3 30, 40, 50 years down the road: You never catch up.
4 Caruthersville, the population has been described
5 over the last ten years and it's now about 7,500
6 people: A large percentage of the black population
7 is low income, probably welfare recipient, SSI,
8 disability. The school system, well the population
9 is 25 percent minority, the school system is made up
10 of better than 55 percent minority.

11 MS. COLLINS: Say that again?

12 REV. BOSTON: The general population --

13 MS. COLLINS: Of Caruthersville?

14 REV. BOSTON: 25 percent minority. The
15 school system, however, student population is better
16 than 55 percent.

17 MS. COLLINS: Where are the white students
18 going?

19 REV. BOSTON: There aren't any -- well,
20 those who are not going out of the district, that
21 number is not that large.

22 MS. COLLINS: Is the school district in
23 Caruthersville geographic to Caruthersville only or

1 does it have some coming from outside the city
2 limits?

3 REV. BOSTON: Basically it's Caruthersville:
4 Other than the vocational school.

5 CHAIRPERSON THOMPSON: Is it not a
6 consolidated school district?

7 REV. BOSTON: No.

8 MS. COLLINS: It's a single, that's why she
9 hit me. Okay, thank you.

10 CHAIRPERSON THOMPSON: So, you're saying the
11 white population is generally an elderly population
12 or older --

13 REV. BOSTON: Excuse me, the number of white
14 students in the school system is less than the number
15 of black students in the system. The white people
16 don't have as many kids or whatever.

17 CHAIRPERSON THOMPSON: Okay.

18 MS. COLLINS: All right. I understand that,
19 but they're not other school options for whites than
20 blacks?

21 REV. BOSTON: There are always options. He
22 can always go out the district, but we're talking
23 about the percentage of going out the district are

1 not that high.

2 MS. BOTELLO: There are private --

3 MS. COLLINS: They're not in private or
4 religious schools?

5 REV. BOSTON: Just the past year we opened a
6 private school:

7 MS. COLLINS: So that has not been a factor?

8 REV. BOSTON: Not in any kind of significant
9 way.

10 MS. BOTELLO: Okay, thank you.

11 REV. BOSTON: Currently we have three
12 teachers employed in the school. They are in special
13 categories: One person who is in special education,
14 one person who is in learning disability education,
15 EMH, educationally mentally handicapped, and a coach
16 who does physical education for elementary and junior
17 high; coach, basketball.

18 CHAIRPERSON THOMPSON: Elementary and what?

19 REV. BOSTON: Junior high. Probably have
20 four, four, maybe five teachers aides, custodian, bus
21 drivers, probably three and attendance officer. All
22 other school personnel, we have a cook or secretary,
23 I don't remember whether they're still there. All

1 other school personnel are white. There are no
2 blacks in administrative positions in the
3 Caruthersville School System. There are no blacks on
4 the Caruthersville school board:

5 We address the issue of why there are
6 not more black teachers or why there are not black
7 teachers in the mainstream. The initial response was
8 none applied. Well, that turned out not to be true.
9 It's very difficult to know what really happened with
10 those applications. What we do know that people did
11 apply. In the past year we were able to push them to
12 at least announce to someone when there were openings
13 available. The only openings that they advertise are
14 the low level jobs, teacher jobs generally, if you
15 don't know it's coming up, it's already filled by the
16 time you know it's up:

17 Last year we hooked them into a
18 counselor position in terms of opening and closing of
19 the position. The qualifications on that job was a
20 Masters degree in guidance counseling, two years in
21 guidance counseling experience. It's very difficult
22 to find a black to fit those qualifications whose
23 willing to come and live in Caruthersville. By the

1 time we found one, the process was closed. And they
2 were unwilling to open the process.

3 We have a system that in the last four
4 years we have hired five in five major positions,
5 principalships. There were two assistant
6 principalships, guidance counselor. This school
7 district not only hires that individual, but also
8 makes room for family members, wives or husbands of
9 that person or children, grown children. But, when
10 you ask them about jobs, there are none available
11 now. We don't have money in the budget to hire other
12 people. There's a large degree of nepotism in the
13 system. If you take a look at the directory, husband
14 and wife teams are teaching in the system. Husband,
15 father and daughters who are in the system. You can
16 almost guarantee every single year someone is going
17 to graduate from ASU or Mississippi State and be
18 picked up by our school system. But, somehow we
19 can't pick up black people.

20 MS. COLLINS: They recruit in those two
21 schools heavily?

22 REV. BOSTON: No, these are residents they
23 go to the school and they're almost guaranteed a job

1 when they come back.

2 MS. COLLINS: Oh, I see.

3 REV. BOSTON: That's generally the schools
4 they go to. The general perception of the community,
5 I'm going to talk about perceptions because we have
6 not documented this yet. In terms of disciplinary
7 matters, blacks get the raw end of the stick.
8 Obviously they're the ones who get the longest
9 suspensions or that we have the highest percentage of
10 those who are permanently suspended, even prior to
11 their 16th birthday. In terms of severity of penalty
12 for infractions of rules, blacks are always penalized
13 to a greater degree than white students for the same
14 infractions of rules. There are cases when white
15 students are not penalized at all, you know. We live
16 in a small town, you know these things are not
17 secret. When there is a question of credibility, if
18 there's a black student involved, they have no
19 credibility. If there's a white student involved,
20 they have all credibility. And, I can go on and on
21 about the perception, but our school system is anti
22 black and Mr. Bell is going to come with his reports
23 tomorrow and I know that. One of the things that is

14

1 significant about all the reports that have been done
2 on the school system is this, the reviewers, the
3 reviewing team has not included a black person either
4 from the community or from professional community in
5 the State of Missouri:

6 MR. SETIEN: Excuse me, reviewing team of
7 what?

8 REV. BOSTON: For any report that's been
9 done. The people who served on reviewing teams have
10 all been white:

11 MR. SETIEN: Thank you.

12 MS. BOTELLO: When you were giving us the
13 number of how many minorities that were in these
14 different positions, I needed to know how many non
15 minorities compared to how many non minorities? I
16 mean, overall, do you have some idea of what the
17 percentages of non minorities to minorities in
18 teaching positions?

19 REV. BOSTON: We have approximately 180
20 teachers or 180 staff people and we're talking about
21 10.

22 MS. BOTELLO: Ten minorities out of 180?

23 REV. BOSTON: Yes.

1 CHAIRPERSON THOMPSON: If we would allow
2 Rev. Boston to complete her information and then
3 we'll ask her the questions: If we can do that?

4 MS. COLLINS: Thank you, I'm sorry, Madam
5 Chair.

6 REV. BOSTON: Okay. The incident of students
7 being able to use racial slurs within the school day
8 going unchecked is increasing. In terms of the
9 quality of education, let me talk about that for a
10 minute. We graduate approximately 40 black students
11 a year, better than half of them are special
12 education or LD, which means there's very little they
13 can do beyond high school. They've got a piece of
14 paper that says they graduated from high school,
15 vocational school won't take them -- they can't go to
16 any other college unless somehow they get into a
17 program where someone helps them realize their
18 potential. Of those at the other end of the
19 spectrum, this past year five went away to college.
20 There seems to be, for lack of a better term, a glass
21 wall in the school system where black students are
22 steered away from the kind of guidance and vocational
23 counseling that would help them to make the kind of

1 choices they need to make. There are at least two of
2 us who are in the school system on a regular basis
3 who do specifically that, and counselors that have,
4 in a very deliberate way, steered those kids away
5 from us: It was almost like you know, they were told
6 don't talk to them. And what generally happens is
7 those kids that we can pick up in October and have
8 them ready to go and have their applications in by
9 November 8 and have their acceptances back in time,
10 generally don't get to go through that process until
11 April, and we ended up sending some kids to, the
12 schools were accredited, but they could have done
13 better. Now, I'll end that testimony on the
14 educational system. I'll respond to questions.

15 MS. COLLINS: You come to us as a Methodist
16 Minister. You want to give us the rest of your
17 qualifications? You're doing something else? I'm
18 going to tell you I'm an anti counseling person, you
19 seem to be the kind of person I would say I'm a pro
20 counselor person. is this volunteering that you do?

21 REV. BOSTON: Yes. Basically volunteer.

22 MS. COLLINS: How long have you been
23 monitoring it?

1 REV. BOSTON: I've been monitoring the
2 school system for the last three years.

3 MS. COLLINS: Thank you. That's all I
4 needed to know.

5 CHAIRPERSON THOMPSON: Anyone else? Did you
6 have another section?

7 REV. BOSTON: Political participation. At
8 best this is a very tricky area. We have a county
9 clerk who operates within the law, but the system
10 does not work. Where does the system break down?
11 And at this point, we're talking about perceptions
12 because we have not documented the information. The
13 things include harassment, intimidation on election
14 day. What information does that take? In the last
15 city election, generally the people circulating, they
16 were not people on the street. Viola talked about
17 police department. We had special officers those
18 guys were riding all day long all through the black
19 community. What that means, those people who think
20 they have a warrant for them or police might be
21 looking for them for one reason or another, they're
22 not going to come out. They did major drug, I call
23 it drug reduction process two weeks prior to the

1 election. They arrested a whole lot of people. They
2 dried up the amount of crack and whatever on the
3 street. Now, two days before the election we've got
4 some thugs that just hung over and I don't approve of
5 drug use, but when you got folks that do it all the
6 time and they're fairly coherent, why do they for
7 that two days before the election?

8 Vote buying and vote selling. There
9 are people who will not participate in the process
10 unless you give them money. Vote steering and this
11 happens primarily with people who need help when they
12 get to the polls. Poll workers seem to have the
13 names of folks who are supposed to get elected, and
14 in a very deliberate way, poll workers have been
15 observed giving the voter that name. An example is
16 that an individual went to the poll and his question
17 was how do I use the machine? And the poll --

18 MS. COLLINS: We do it in the big city, too.

19 REV. BOSTON: And the process, the person
20 put her finger on the two names that she wanted this
21 individual to vote for, you know. You stick your pin
22 in here. If this individual didn't know any better,
23 you stick a pin in here and you stick a pin in here.

1 This was a knowledgeable person. This happens all
2 day long in different places. And there are other
3 specific questions that get used to steer a voter to
4 the names of the people they want elected. There
5 are other kinds of things, the ballot itself. In
6 some cases has been prepunched. When this is
7 reported to the county clerk, his response is I'll
8 look into it, and that's the end of it. Until we can
9 really document this, we're having a problem dealing
10 with it.

11 — Do you have any questions on that?
12 I'll respond to any questions.

13 MS. COLLINS: Do you have a Board of
14 Election?

15 REV. BOSTON: Do we have a Board of -- I
16 don't think so. I don't think so. We don't have an
17 election board. The county clerk works pretty much
18 alone.

19 MAYOR HUMES: I think the process in the
20 area is the county clerk handles the election.

21 REV. BOSTON: We have county commissioners.
22 He's only one member of that commission, but in terms
23 of his office, he handles that.

1 that you mentioned about the police having the
2 activity of having making the drug bust two days
3 before the election, was that basically conducted on
4 the minority community or the targets of persecuting
5 drug users and dealers primarily on the minority
6 community?

7 REV. BOSTON: I would say a large percentage
8 of those who were arrested were from the minority
9 community. There were some whites arrested in the
10 process, too.

11 CHAIRPERSON THOMPSON: Are there any other
12 questions?

13 MS. CROSSLIN: Going back to the voter
14 registration for just a moment. Have there been any
15 efforts by anyone in the community, including members
16 of the minority community, to try to organize voter
17 registration efforts within the minority community to
18 increase the number, the pool of potential voters?

19 REV. BOSTON: Yes, there have been efforts
20 to do that. It's an add and subtract process. We
21 might register 15 voters and we did last year for
22 sure we lost voters in several ways, one if they
23 moved, and it's a municipal election which means they

1 have to vote in their present -- they have to vote in
2 the present district where they live. If they moved
3 out of that district, then they're no longer eligible
4 to vote. And there's a lot of transient activity
5 that goes on.

6 CHAIRPERSON THOMPSON: So, you're saying
7 that the time limit for a person to move into the
8 district to register and whatever is not--

9 REV. BOSTON: Minority people don't always
10 take care of all of their paperwork, okay?
11 Basically, you get registered and you're registered
12 for life. Where that's important is in municipal
13 elections, in county elections, in national elections,
14 it doesn't matter as long as you're registered. But,
15 in municipal elections, you have to vote and live in
16 the same district.

17 MS. COLLINS: Since you're dealing with this
18 police chief who is elected, are there precincts that
19 are majority blacks?

20 REV. BOSTON: We have one, yes.

21 MS. COLLINS: Just one?

22 REV. BOSTON: That's minority, black.

23 MS. COLLINS: Who hires the individuals who

1 works in the election process, is that the county
2 clerk?

3 REV. BOSTON: I'm sorry?

4 MS. COLLINS: Who hires the person that
5 works on election day in all the precincts?

6 REV. BOSTON: The county clerk hires all the
7 poll workers and they are recommended by the
8 political communities:

9 MS. BOTELLO: So, if you have a minority
10 community, is it possible you could have the poll
11 workers be non minority placed there, is that --

12 REV. BOSTON: We have a minority poll worker
13 at at least two poll places.

14 MS. CROSSLIN: But, they're hired by the
15 county clerk?

16 REV. BOSTON: Yes.

17 MS. CROSSLIN: Based on recommendation of
18 the precinct?

19 REV. BOSTON: All of the recommendations up
20 to this point are made by the political party. The
21 democrats, they nominate so many and the republicans
22 nominate so many. And it's equal. There are two
23 republicans and two democrats serve in that district.

1 MS. BOTELLO: So, going back to my question
2 on polling day. Is it the norm that you might have
3 non minority in the minority district?

4 REV. BOSTON: That's heavily minority.

5 MS. BOTELLO: Is that the norm?

6 REV. BOSTON: In the district that's most
7 heavily minority, there's one minority poll worker
8 and three are white.

9 MS. BOTELLO: Okay.

10 CHAIRPERSON THOMPSON: Last question: Rev.
11 Boston, we really appreciate your being here and
12 giving us some insight into problems of
13 Caruthersville. We hope you will be available
14 tomorrow.

15 REV. BOSTON: Thank you.

16 CHAIRPERSON THOMPSON: Thank you very much.
17 Just for my information, Rev. Boston, which Methodist
18 Minister are you?

19 REV. BOSTON: CME.

20 CHAIRPERSON THOMPSON: All right. Thank you
21 very much.

22 MS. COLLINS: For the record so is she.
23 Madam Chair is a good CME.

1 CHAIRPERSON THOMPSON: We are very pleased
2 and honored to have with us Mr. Alvin Plummer who
3 is -- who occasionally visits with our committee and
4 also brings us up to date on what's happening with
5 the state of Missouri. Mr. Plummer, Executive
6 Director of the Missouri Commission on Human Rights
7 and he will give us a overview of his agency mission
8 and services in the Bootheel area. Thank you very
9 much for being here Mr. Plummer.

10 ALVIN PLUMMER

11 Missouri Commission on Human Rights

12 Mr. Plummer, thank you, Madam Chair,
13 members of the Committee. It's definitely a pleasure
14 to be here this evening. I was beginning to worry
15 when the Chair put her sunglasses on as I walked up.
16 I thought I did a hair growing or something. I
17 wondered if the glare was getting to her.

18 What I've essentially was asked to
19 focus on this evening was a sketch of our activities
20 at least as it relates to the complaint process in
21 the south east Missouri area. As you're probably
22 aware, the Missouri Commission on Human Rights
23 investigates and resolve complaints in housing public

1 accommodations and employment. The protections under
2 the Missouri Human Rights Act are state civil rights
3 statutes, including race, sex, national origin,
4 religion, ancestry, handicap, age in employment
5 only. And I might add thanks to the help of your
6 Commission and most specifically one of your
7 committee members, as of August 28th, 1992, the state
8 law covers familiar status in housing only as a
9 result of our state law being amended on this past
10 legislative session.

11 To arrive at some approximation of the
12 data that might be of interest to the Advisory
13 Committee, I use the Commission's Sikeston office
14 which is located at 108 West Center Street, Sikeston,
15 phone number there is (314) 472-5320. I use this
16 office as a point of reference. Until recently
17 complaints filed in the southeast Missouri area only
18 totaled about 30 or 40 per year. But, in the last 4
19 years as in all other parts of Missouri, the number
20 of complaints has substantially increased. For
21 example, in fiscal year 1988, and for your point of
22 reference the state fiscal year runs from July 1 thru
23 June 30th of each year. Fiscal year 1988 we received

1 87 complaints filed in southeast Missouri. And a
2 quick breakdown of that in the area of employment, 51
3 percent of those cases alleged race discrimination,
4 19 percent alleged sex, 6 percent age, 15 percent
5 handicap. In housing, 50 percent were alleged race,
6 and 50 percent alleged handicap. In public
7 accommodation, 76 percent alleged race and 15 percent
8 alleged handicap. In the year following the number
9 of complaints went from 87 to 114 complaints filed in
10 the southeast Missouri area. And in that year, 43
11 percent of the employment cases alleged race, 29
12 percent alleged sex 45 percent age, and 10 percent
13 handicap. In housing, a hundred percent of those
14 cases we received that year allege race
15 discrimination. In public accommodations of 67
16 percent alleged race, and 22 percent alleged
17 handicap. In fiscal year 1990 we received 113
18 complaints in southeast Missouri, in employment 45
19 percent race, 25 percent sex, 7 percent age, 13
20 percent and handicap. In housing, 67 percent race,
21 and that was all. In public accommodations, 67
22 percent race and 33 percent handicap. In fiscal year
23 1991 we received 114 complaints in employment, 33

1 percent alleged race, 25 percent sex, 14 percent age,
2 17 percent handicap. In housing 38 percent race, 38
3 percent sex, 13 percent handicap. In public
4 accommodation, 57 percent race, 14 percent sex and
5 that's its for that category. And in the year we
6 just came out of, fiscal year 1992, which ended June
7 30, 1992 we received 88 complaints, employment we
8 received or 30 percent alleged race, 37 percent sex, 16
9 percent age and ten percent handicap. In housing, 78
10 percent race, in public accommodations 40 percent
11 alleged race. And the reason why those numbers don't
12 all total up to a hundred percent, I know somebody's
13 going with their calculator, is that if you'll notice
14 I only included the top 4 categories. Those are the
15 largest categories where our complaints come from. I
16 would suggest that if any trends can be delivered
17 from the above data, it would indicate additional
18 complaints are coming in the area of sex, age and
19 handicap while the number of complaints filed due to
20 race have declined. During the same 4 years period,
21 fiscal year 1988 thru fiscal year 1992, my research
22 reflected the following; southeast cities as a major
23 origin of complaints, for employment complaints

1 Sikeston followed by Cape Girardeau, Poplar Bluff,
2 Charleston, followed by Malden: In housing, Kennett
3 and Sikeston side by side, followed by Popular Bluff
4 and Cape Girardeau side-by-side, followed by Hayti
5 and then the 4th slot there is shared by Jackson,
6 Caruthersville, Matthews, Portageville, Charleston,
7 East Prairie and New Madrid: In public
8 accommodations, Sikeston heads the list again
9 followed by Cape Girardeau, followed by Jackson,
10 followed by Marston, followed by Popular Bluff and
11 the 6th slot is shared by Malden, Portageville,
12 Chaffee and Charleston:

13 The major issue raised by complaints
14 filed were in employment discharge or termination was
15 the major issue and hiring was the major issue.
16 Under the category of sex discrimination, sexual
17 harrassment was also a major issue that we found was
18 terms and conditions. In other words, whether
19 somebody would come in and fix the apartment up or
20 whatever the problems may have been: And in public
21 accommodations there were a wide variety of issues
22 here and so really the data was not available to
23 consolidate: There was a steady increase in

1 complaints being filed. The average processing time
2 which means the data filed to the date of an
3 investigative determination has risen to
4 approximately ten months. ~~Now, this is in the~~
5 southeast Missouri area only. The longer complaint
6 processing time is due to MCHR's inability to
7 maintain staffing levels sufficient to handle the
8 increased workload. For example, from over the past
9 ten years our work load has increased by 66 percent
10 and our staffing levels have remained essentially the
11 same. For example, once a complaint is assigned to
12 an investigator, it takes an average of 130 days to
13 complete the investigation. The average
14 investigation time of 130 days suggests a complaint
15 will remain unassigned for a period of 4 to 5 months.
16 Unfortunately, the average complaint processing time
17 increases in other areas of Missouri such as Kansas
18 City, St. Louis, where the number of complaints filed
19 is much higher. I guess I'd just like to add a
20 caveat to that in terms of asking the committee, some
21 of you are probably well aware already that no matter
22 what the numbers are related to complaints, I don't
23 think the numbers of any size are a true indicator of

1 the size of the problem. And I say that for a number
2 of reasons, for example, if we look at the southeast
3 Missouri area, I think what we would find that if we
4 were to have maybe one or two offices in each county,
5 that number, that would increase substantially. If
6 you notice Sikeston became a dominant place of origin
7 for complaints and I think that has a lot to do with
8 the fact that our office is in Sikeston. If you're
9 familiar with southeast Missouri, you'll in that Cape
10 Girardeau is only 20 miles away. Fairly easy access.
11 When we moved down into Caruthersville and Hayti,
12 Hayti Heights, it's a little bit more difficult for
13 folks to travel to the office. In some cases it's
14 even difficult to call the office especially if you
15 don't have a telephone.

16 So, I think the numbers don't truly
17 reflect the nature or the degree of the problem and
18 even if we had those offices in all places, I don't
19 think the numbers would reflect the true nature of
20 the problem of race relations and civil rights issues
21 in general. And I say that because far too often
22 agencies such as the Missouri Commission on Human
23 Rights have been perceived or seen to be the you

1 ultimate resolution to the problems. We are not that
2 we are merely a piece of that puzzle and if you'll
3 look at some of these figures even a little closer,
4 you'll find that they rely heavily on the enforcement
5 side of our law. Well, there's another side of our
6 law that we really haven't been able to address
7 because of staffing. And that's those outreach
8 programs. Those things to get out and talk with
9 folks and try to resolve the problems before they
10 occur. So I say that to say that I don't think the
11 numbers are truly reflective of the nature of the
12 kinds of problems that we are confronted with in the
13 area of civil rights and race relations. Many of the
14 problems or concerns that you've heard here tonight
15 are well beyond the capability and legal authority
16 for the Missouri Commission on Human Right to handle
17 or many federal agencies to handle in terms of
18 federal civil rights agencies on. So there's a vast
19 matrix of human issues that come into play when we
20 talk about race relations that are not solely handled
21 in one particular corner of the world. Having said
22 that, I'll answer to the best of my abilities any way
23 any questions that you might have.

1 CHAIRPERSON THOMPSON: Committee members?

2 MR. SETIEN: Yes, sir. I would like to ask
3 a number of questions, if I may, please. In your
4 ~~experience is the Missouri legislature sensitive to~~
5 this problem of race relations and the increase of
6 racism that we are experiencing?

7 MR. PLUMMER: I would say generally no.
8 And I state that because often I believe legislators
9 focus in on the problems of their particular
10 district, their constituency, which is probably
11 another one of my soap boxes because when we look at
12 the list of protections provided under Missouri law
13 in terms of civil rights issues in the state civil
14 rights issues are prominent in everybody's district.
15 I don't think legislators perceive that yet or see
16 that as reality. I think they're beginning to see it
17 with issues such as disability in the forefront.
18 They are beginning to realize those issues. They
19 thought they were in somebody else's ballywick in the
20 urban centers in the Bootheel. They are beginning to
21 see that those very same issues are, you know,
22 affecting them. But to date, I haven't seen the kind
23 of level of sensitivity that would suggest a movement

1 towards prioritizing problems related to the human
2 relations.

3 MR. SETIEN: With regard to the legislature,
4 do we have any representation from this area that are
5 minority in Jefferson City? Do you have any black or
6 minority legislators, Mr. Plummer? You'll find in
7 the State of Missouri that all of your black
8 representatives and senators hail from either St.
9 Louis or Kansas City. And at some point time about
10 16, 18 years ago there was a Hispanic representative
11 from Kansas City.

12 MR. SETIEN: Correct:

13 MR. PLUMMER: And that's about it in terms
14 of minority representation.

15 MR. SETIEN: I have a final question because
16 of your limitation of staff and the increased
17 reporting of racial incident and human rights abuses,
18 is it possible for you to utilize citizens to conduct
19 investigations and report to your office, is that
20 possible?

21 MR. PLUMMER: It's possible, but it would
22 require fairly intern training sessions because this
23 whole business, this whole responsibility that we've

1 undertaken has changed immensely since 1957, let's
2 say, and I use that date because that's when the
3 Commission, the state commission was created.

4 We're talking about something that has
5 become highly technical. We have come after the
6 Civil Rights, the most recent phase of the civil
7 rights movement, I should say kind of moved out of
8 the way, moved on. Then those of us who are in this
9 area dealing with investigations of alleged
10 discrimination are very much like the technician
11 looks through the microscope trying to dissect what
12 the problem is or if there's a problem:

13 MR. SETIEN: Is that because of legal
14 ramifications? The legal questions involved:

15 MR. PLUMMER: Well, it comes down to legal
16 questions. It comes down to the fact that the vast
17 majority of the issues laid on the table are no
18 longer blatant or overt. There you have to go
19 through a fairly detailed digging process to try to
20 determine whether or not the law has been violated:
21 Example, and I often try to get this point across to
22 people who wish to file complaints, and that is
23 there's two things that we concentrate on in our

1 investigation. One, whether or not in the big
2 picture what ever happened, whether it was fair,
3 that's the first thing, the first shot we take. But
4 when we have to take that photo and open, narrow it
5 down to a real small corner because unfairness is not
6 illegal, if you'll accept the double negative here,
7 but narrow it down to a fairly small corner and try
8 to determine whether that was discriminatory. And in
9 today's balance of situations that we deal with,
10 that's extremely auto -- there's an extremely complex
11 issue to work with: I might add, and I could even
12 speak for many of my colleagues around the country in
13 the same business that even in the best of situations
14 it would be very difficult for us to do an
15 investigation as thorough as it needs to be to find
16 legal violations because some things are just that
17 subtle. A person could be set up to walk out the
18 door as soon as they walk in.

19 MR. SETIEN: Do we have to be that precise
20 with the investigation? Does the investigation have
21 to be that scientific?

22 MR. PLUMMER: Yes, they have to be that
23 scientific. A case in point: We just recently had a

1 case that came out of this area, Rose City Oil. It
2 dealt with alleged handicap, perceived disability.
3 Perceived handicap. And unfortunately maybe it was
4 the wrong issue to come before the Court this early
5 on because it essentially dealt with a person who it
6 was rumored anyway this person had AIDS and as a
7 result of that, the employer responded and
8 essentially put this guy up on a pedestal for all to
9 view -- not that graphic, but basically did that. We
10 found, because we took it to hearing and we found the
11 Commission found discrimination. The case was
12 appealed in Circuit Court, the Circuit Court, the
13 Cape Girardeau reversed the Commission's decision.
14 It went to an Appellate Court and the Appellate Court
15 found an interesting way to define perceived
16 handicap. Now, in our law, the definition says or a
17 condition perceived as such: The Courts said in the
18 decision that the person did not have a condition to
19 be perceived.

20 MR. SETIEN: That's a wonderful --

21 MR. PLUMMER: Keep in mind that perceived
22 handicap is in the law explicitly to cover those
23 situations where someone is treated as though he or

1 she has a disability of some kind. So, essentially,
2 what the Court has done has written out perceived
3 handicap in our -- in terms of our definition at the
4 state level: Now, that doesn't affect the federal
5 law. In answer to your question, if we're going to
6 get these cases through a court system that sometime
7 is less friendly than other entities in the system
8 itself, then, yea, we're going to have to be that
9 detailed.

10 MS. BOTELLO: Mr. Plummer, it's so strange
11 to call you Mr., do you often get referrals from
12 state legislators who may contact your agency and say
13 a citizen has complained to them and they would like
14 an investigation to be done? Does that happen often?

15 MR. PLUMMER: Yes.

16 MS. BOTELLO: Has it happened in the region?

17 MR. PLUMMER: Pardon me?

18 MS. BOTELLO: Has that happened in the
19 area?

20 MR. PLUMMER: Oh, yes, and that's why I
21 think it's coming. It's becoming knowledge that
22 those problems that some of the rural legislators
23 thought those were in the urban areas are now there

1 in front and back yards. In fact, just recently I've
2 been on the phone with a legislator who was trying to
3 determine why we haven't gotten around to conducting
4 an investigation of a complaint that was only a
5 couple of months old. And I had to explain to him as
6 best I could that the primary reason has to do with
7 insufficient resources. But, yea, we're getting
8 those kinds of contacts:

9 CHAIRPERSON THOMPSON: My question that was
10 in the complaint process and personnel you have
11 someone who comes down through the Bootheel area to
12 receive complaints from the people in this area?

13 MR. PLUMMER: No.

14 CHAIRPERSON THOMPSON: Or it's pretty well
15 stationary?

16 MR. PLUMMER: No.

17 MS. BOTELLO: Is it possible to train
18 someone or to have forms available for intake to be
19 to be done by maybe a volunteer and those forms
20 transmitted to your office?

21 MR. PLUMMER: Certainly in those areas
22 where we have closer relationships say for example,
23 with the NAACP or those cases that go to EEOC because

1 we do have a working relationship with EEOC and HUD,
2 we received any number of complaints from different
3 entities in that form. And then all we have to do is
4 tighten it up and put it in our format.

5 MS. BOTELLO: I guess what I'm saying is if
6 like Rev. Boston if she was willing to take training
7 in intake or be trained in that and that those
8 complaints is transmitted then to your office,
9 your office would act on those complaints.

10 MR. PLUMMER: Oh, sure. Intake in the St.
11 Louis and Kansas City is where it occurs most
12 frequently. At the NAACP, for example, and basically
13 those folks have not received any training through
14 the Commission and what they do is take the
15 complaints, send it to us and then we assess it in
16 terms of whether it falls within the legal authority
17 of our law.

18 MS. BOTELLO: Okay.

19 MR. PLUMMER: So, just taking a complaint
20 may not necessarily require a whole lot in terms of
21 training.

22 CHAIRPERSON THOMPSON: Mayor Humes?

23 MAYOR HUMES: Yes. When is your by law?

1 What I'm trying to hear is how much time from the
2 time I sign a complaint until I get some kind of
3 result in southeast Missouri, Mr. Plummer?

4 MR. PLUMMER: In southeast Missouri it's
5 sometimes ten months, it's ten months, in southeast
6 Missouri roughly from the date that it's filed from
7 the date that it's filed to the date that we make a
8 finding. We're looking at about ten months, and
9 that's basically employment cases. Now, because of
10 other restrictions and rationale, housing cases will
11 move through the system a lot quicker. We give them
12 priority, and one of the plain reasons or a couple of
13 them; one, our relationship with HUD, two, in housing
14 and public accommodations you don't have a kind of
15 documentation that you can rely on well after the
16 fact as you would find usually in an employment
17 situation.

18 MAYOR HUMES: Okay.

19 MR. PLUMMER: Because often in housing
20 you're dealing with minutes. When I call on the
21 phone, you said something was available. I went out
22 there and nothing was available. The person who was
23 renting the apartment says, well before they got here

1 I rented it to somebody else. So, we want to get
2 right on those so you can get that witness statement
3 too. And often that's the only thing you have to
4 work on.

5 MS. CROSSLIN: Is there a statute of
6 limitations with regard to length of time the
7 complaint, the filing of a complaint?

8 MR. PLUMMER: The only statute for us is
9 the time in which a person has to file a complaint.
10 Under the state law, I don't want to confuse you, but
11 there's two statutes of limitations at work: Under
12 the state law the complaint has to be filed within
13 180 days from the date of the last act of
14 discrimination. Simply put, what that means I guess
15 I've been hanging around with lawyers too much, what
16 that means is that if a person is terminated today,
17 they would have to file their complaints within 180
18 days of today's date. Now, because the state law
19 is -- state employment law is comparably similar to
20 the Federal Fair Employment Practices Act which is
21 one the EEOC, the U.S. Equal Employment Opportunity
22 Commission deals with the person under the Federal
23 law would have 300 days to fill. Often what we might

1 do, for example, down here in southeast Missouri, I
2 mean we're talking about what 60 miles to Sikeston,
3 roughly, from Hayti, Hayti Heights, we're talking
4 about another 140 to St. Louis, which would be the
5 next closest office.

6 If a person were to come into our
7 Sikeston office or mail something in that's untimely,
8 with our law, we would go ahead and take the
9 complaints and send it up to EEOC. And it would be
10 timely with them.

11 CHAIRPERSON THOMPSON: Any more questions?
12 Thank you again, Mr. Plummer, for being with us. Mr.
13 Plummer, my pleasure, thank you.

14 Has Ms. Lucy Woods arrived? How about
15 Ms. Margaret Fields.

16 Has there been any requests to speak to
17 the committee from people who are not listed?

18 MR. HERNANDEZ: Nobody registered for the
19 open session.

20 CHAIRPERSON THOMPSON: It's not too late.

21 (A five minute recess was taken.)

22 CHAIRPERSON THOMPSON: If we could
23 reconvene, please, and we will now have our open

1 session. With us, Ms. Dorothy Russell who has
2 requested to address the committee. Thank you very
3 much for being here. Ms. Russell is going to talk to
4 us about employment housing and voting rights.

5 DOROTHY RUSSELL

6 First of all, I'm totally unprepared,
7 but a friend of mine, Viola Coleman asked me to come
8 to the meeting with her and as I was preparing to
9 leave, something happened in my home that reminded me
10 that I should say something in behalf of housing:

11 I've been living in the Bootheel now,
12 returned home, I've been here since 1980 and I have
13 only been able to find one decent house to live in.
14 And I think the rent on the house was just a little
15 bit too high for this area. It was black owned and
16 they pretty much keep renters in the house. Other
17 than that, a single person black, male or female if
18 they have not already established housing, they're
19 most likely will have to live with their parents or a
20 family member in this area. And like I said tonight,
21 I don't have statistics. This is just a known fact.
22 You find people my age, I'm 42, people my age in some
23 30 are still living at home. These are people, most

1 of the time these are people who have, they believe
2 in the family structure; but then you see a lot of
3 males, especially kind of piggyback living in home
4 with women who are in public housing. ~~I do believe~~
5 it's been my belief all along since I returned home
6 that if housing was made available to the single
7 black male where he can afford it in this area, I
8 believe you will see less men living or sneaking
9 living in public housing with women who are on public
10 assistance. I think that would help out a lot: That
11 would take a pressure off public housing in having to
12 spend some time on checking to see who all are in the
13 house. A lot of times this robs from the children
14 when they have another person who is in there, you
15 know, who should not be there.

16 For the black female who is working,
17 it's very difficult, like I said, I just got a house
18 last year, but I couldn't get that house where I
19 wanted. I would have loved to have lived in Hayti
20 Heights, that's my home. I have lived there: I
21 would have wanted to live in Hayti, but there was no
22 house there for me: There's no house for me in
23 Caruthersville because of my skin color. In Hayti

1 Heights it's just there wasn't anything available.
2 But, in Hayti and Caruthersville I just have the
3 wrong skin color. The last time I looked for a house
4 in Caruthersville, I think it was about a month ago
5 for a white friend of mine who had been living in
6 Kansas City made the call for me. They reassured her
7 that the house was available and we made an
8 appointment for 5:30 and by the time we picked up the
9 children and we picked up her children and we got to
10 the house, the house had already been rented; between
11 5:00 to 5:30, especially when they saw I was black.
12 She forgot to tell them I was black. So she, because
13 this is what happened here. I'm constantly told what
14 side of town I should look on, and right now what has
15 happened in my own house I'm living in a house made
16 available to me by a black women who said I just want
17 you to be able to live in a house. The house is not
18 suitable, but to have a roof over your head here's
19 the house. I pay \$75 a month. The water is running,
20 the house is owned by an elderly lady home lives in
21 St. Louis and she cannot afford to keep it up. The
22 house is just a vacant and just so I could have a
23 house, I'm there. The ceiling fell down this

1 morning, started falling down, and in the process of
2 getting ready for this meeting, I took something
3 similar to a 2 by 4 and I propped it up against the
4 ceiling, took my television, turned it over on the
5 side, jammed it so it could not fall. Tonight it may
6 fall anyway, but that's what the working black person
7 has to look forward to in this area. We do not
8 qualify for decent housing. We do not qualify for
9 anything. We make just enough to say that we do not
10 qualify for anything, and yet we make so little that
11 we can not qualify for a loan or to buy or to build
12 or to do anything. We're just like in the middle and
13 I know this isn't just a problem for this area, this
14 is a nationwide problem. But, especially when you're
15 on minimum wages. And you can get in a trap. You
16 can't go to school, you can't back up, you can't go
17 forward. You're just there holding on to something
18 until something happens. You can't really make it
19 happen because you have to go to work. You have to
20 support that house that's falling.

21 Everybody on my job tells me I don't
22 see why you live there, but this is the future of a
23 black person who works, who must work so they can

1 have self-esteem. So, this is the problem not enough
2 available housing for the black working single
3 person. I was told I do not qualify for public
4 housing. I had my nephew in my home for about 8
5 months. I did not qualify for food stamps, public
6 housing. He had receive family -- he received
7 assistance, you know, for that thing they get every
8 month. That was good for me, but he did receive, I
9 think Medicaid, but as far as food, I had to go into
10 my own pocket so that's it. No room to advance.
11 This is a major problem here. And in black men
12 cannot excel because where will they live? Where
13 will they rent? Even if they work, where are they
14 going to live when they get that money, where is the
15 house for them to live in? This is the problem. And
16 no one wants to go home to a shack, you know, but if
17 that's your deal. So, everyday I walk from a shack
18 into a different environment, and then I go back to
19 that.

20 The other problem is its questionable
21 in my mind is why is it I do not see any black people
22 working in the County Courthouse? If there are any,
23 I don't see them. Are there any there now?

1 THE AUDIENCE: No.

2 MS. RUSSELL: Oh, okay. I thought I missed
3 a few. But I've never seen since I've been home in
4 ten years, I've never seen a black person working in
5 the Courthouse, except for a janitor, but he's who no
6 longer there. No blacks. I don't care who we elect,
7 no blacks are there. I have another problem with
8 trying to understand why is it black women have to
9 take the state merit exam to qualify to work in a
10 state agency whereas as young as high school age, the
11 white girls can be placed on the state agency staff,
12 work for a period of time, then take the state merit
13 exam. I cannot understand that. And a lot of them
14 are unskilled and a lot of our blacks are highly
15 skilled. There might be a few blacks that they have
16 allowed to do this, and maybe because they know them
17 or they had special appointment on that staff through
18 affirmative action or something like that, but just
19 to say, you know, at the drop of a hat any black
20 female will have to drive as far as Cape Girardeau
21 to take the state exam and the white girl doesn't
22 have to go through this. That's pretty much what I
23 wanted to say. I just that my main beef was housing.

1 I just feel like the black male has more room to
2 express with better housing: I believe once -- I
3 feel like once housing has been established for the
4 single minority, working minority, then my work is
5 done here in the Bootheel: I would hate to leave the
6 Bootheel knowing its still that great need for
7 housing: I think people tend to have a better
8 self-esteem when they know they can walk into a house
9 that's not leaking, one that isn't falling down in my
10 case, it's either have cats or have rats, you see.
11 And I think that's pitiful because I work for an
12 agency that meet people, you know what I mean, a
13 newspaper agency: And I think that's bad, you know,
14 when you can't get any higher than -- and I maintain
15 I keep my job: I don't leave because I want to stay
16 long enough to know they're going to put someone
17 black in that position because time after time after
18 time when that position or any position on the job
19 has closed, it's not replaced with a black person.
20 And this is just the whole mood of the area. So, I
21 maintain my job position: I maybe old and decrepit
22 or carrying a walking stick, but I'm trying to
23 maintain it until someone of dark color comes in.

1 And so those are my beefs.

2 CHAIRPERSON THOMPSON: Are you available for
3 questions?

4 MS. RUSSELL: Pardon me.

5 CHAIRPERSON THOMPSON: Are you available for
6 questions?

7 MS. RUSSELL: Always. I don't know if I
8 have an answer, but I am.

9 CHAIRPERSON THOMPSON: Are there any
10 questions from the committee?

11 MS. COLLINS: Would you explain the state
12 merit exam? What did you mean what's the process
13 that is involved?

14 MS. RUSSELL: The state merit exam was your
15 experience and education. The state of Missouri
16 evaluates to see if you qualify to take certain exams
17 and if you are not sure, you may fill out the
18 application and ask them to evaluate it and they'll
19 tell you what you qualify for.

20 MS. COLLINS: To work for the state.

21 MS. RUSSELL: To work for the state.

22 MS. COLLINS: And you said that what women
23 can?

1 MS. RUSSELL: Well, quite a few, but I've
2 really been hearing a lot coming from the young girls
3 coming out of high school who do not have to worry
4 about going to Collins because ~~their life is made if~~
5 they can get into the state agency. They don't have
6 to worry about security and so they have friends who
7 relay them into those agencies and they work awhile
8 and then they take the state merit exam:

9 MS. COLLINS: I see, okay.

10 MS. BOTELLO: The situation that you were
11 talking about going to look at the house, your
12 friends had called and when you went in that half
13 hour the house was rented:

14 MS. COLLINS: Yes.

15 MS. BOTELLO: Did you ever file a complaint?

16 MS. COLLINS: No because I've tried in
17 years past before the 80s, you know, to file
18 complaints and I got hurt in the process of trying to
19 file a complaint once before. I think it was -- EEOC
20 is that the one in St. Louis, I'm not sure anyway. I
21 don't know, but--

22 MR. SETIEN: How were you hurt?

23 MS. RUSSELL: Well, I was politically

1 appointed and I didn't realize that that agency could
2 not support me. You see the State of Missouri
3 Commission on Human Rights could --

4 MR. SETIEN: I understand.

5 MS. RUSSELL: And what had happened was
6 that agency, whenever I called they were always
7 involved with the soft ballgame and the woman's
8 available and they had to be out, and I kept calling
9 and finally they said we'll handle it. But what they
10 did, instead of getting back to me or doing some
11 investigation to see if I was politically appointed
12 or not, they wrote my supervisor and told him what
13 was happening and he was wise, he had attorneys to
14 let him know what they could or could not do. And so
15 he broke all the recommendations that had been made
16 to him. So, after going through that and having to
17 deal with other agencies in the northeast area
18 Arkansas, I said it's just easier to kick the dust
19 off your feet and keep going.

20 CHAIRPERSON THOMPSON: Are there any other
21 questions from the committee? Thank you very much.

22 MS. RUSSELL: And I know you can't, maybe
23 you can do this, maybe you can, but I would say to

1 Mayor Humes, but I believe if somehow we could convey
2 to the State of Missouri that we need in the state or
3 the Governor to appoint a black representative from
4 this area to work, not work side by side, our state
5 representative, but to be this, doing the east
6 section, it doesn't, but I think like I told him when
7 he was campaigning, he cannot represent me because he
8 has never lived in my conditions. He has never
9 picked cotton, he's never gone to the black schools,
10 lived in the black community. He cannot represent me
11 and he knows he can't. So he asked for my
12 assistance, well I'm like this, he'll be making the
13 money, you know, maybe if the state would recommend
14 or appoint someone to work with him, then we can be
15 represented. We have never been represented. I
16 think it's been well, we've never been represented at
17 all.

18 CHAIRPERSON THOMPSON: Thank you.

19 MR. SETIEN: Thank you, ma'am.

20 CHAIRPERSON THOMPSON: If there are any
21 questions or comments from the committee? Okay, this
22 brings our Thursday evening session to a close and we
23 will begin again tomorrow morning at 9:00 a.m. and we

1 will be here in this facility, as I understand: And
2 thank you very much for everyone who came out to be
3 with us this evening: Good night.

4 (The hearing was adjourned at 9:20 p.m.):

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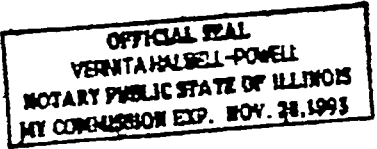
C E R T I F I C A T I O N

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

Vernita Hallsell-Powell

VERNITA HALSELL-POWELL, CSR



1 UNITED STATES COMMISSION ON CIVIL RIGHTS
2 MISSOURI ADVISORY COMMITTEE

3 IN THE MATTER OF:

4 THE FACT FINDING COMMITTEE
5 OF THE MISSOURI ADVISORY
6 COMMITTEE TO THE U.S.
7 COMMISSION ON CIVIL RIGHTS
8 REGARDING RACE RELATIONS IN
9 THE BOOTHEEL

-----/

10 REPORT OF PROCEEDINGS, taken in the

11 above-entitled cause, taken before MS. CORA D.

12 THOMPSON, Chairperson of the Missouri Advisory

13 Committee to the U.S. Commission on Civil Rights

14 Commission, taken on the 18th day of September, A.D.,

15 1992 at 100 North Martin Luther King Drive, Hayti

16 Heights, Missouri, at the hour of 9:00 o'clock a.m.

17 APPEARANCES:

18 CHAIRPERSON: MS. CORA D. THOMPSON
19 COMMITTEE MEMBERS: MS. ANNA CROSSLIN
20 MS. RITA BOTELLO
21 MR. CARLOS SETIEN
22 MS. JOANNE COLLINS
23 MR. DAVID HUMES

CENTRAL REGIONAL

19 DIRECTOR: MR. MELVIN JENKINS
20 STAFF: MS. JO ANN DANIELS
21 MR. ASCENSION HERNANDEZ

21 COURT REPORTER: MS. VERNITA HALSELL-POWELL
22 HALSELL & HALSELL REPORTERS

23

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1 (The meeting was called to order at 9:10 a.m.)

2 CHAIRPERSON THOMPSON: Good morning everyone
3 and thank you for coming. This meeting of the
4 Missouri Advisory Committee to the United States
5 Civil Right Commission shall come to order. For the
6 benefit of those in our audience, I shall introduce
7 myself and my colleagues. My name is Cora Thompson
8 and I'm the Chairperson of the Missouri Advisory
9 Committee. The members of the committee are, to my
10 far left, mayor David Humes, Ms: Joanne Collins,
11 Carlos Setien. To my right, Rita Botello, Anna
12 Crosslin. Also with us are Melvin Jenkins in the
13 back who is our Director of the Central Regional
14 Division, Ascension Hernandez on my far right who is
15 the civil rights analyst, and Jo Anne Daniels of the
16 Regional Office in the back:

17 We are here to conduct a community
18 forum for the purpose of gathering information on
19 race relations in the Bootheel. We will take a look
20 at a broad range of perspectives in order to identify
21 civil rights issues related to employment, education,
22 housing, voting rights and administration of justice.
23 The jurisdictions of the Commission includes

1 discrimination on denial of equal protection of laws
2 understand the Constitution because of race, color,
3 religion, sex, age, handicap or national origin or in
4 the administration of justice. Information which
5 relates to the topic of the forum will be especially
6 helpful to the Advisory Committee:

7 The proceedings of this meeting, which
8 are being recorded by a public stenographer, will be
9 sent to the Commission for its advice and
10 consideration. Information provided will also be
11 used by the Advisory Committee to plan future
12 activities:

13 At the outset, I want to remind
14 everyone present of the ground rules. This is a
15 public meeting, open to the media and the general
16 public. We have a very full schedule of persons who
17 will be providing information within the limited time
18 we have available. The time allotted for each
19 presentation must be strictly adhered to and it's
20 approximately 20 minutes. This will include a
21 presentation of each participant followed by
22 questions from the committee members. To accommodate
23 persons who have not been invited, but wish to make

1 statements, we have provided an open session last
2 night from 9:20 to 10:00 o'clock p.m.. Anyone
3 wishing to make a statement during that period was to
4 contact Mr. Hernandez. Written statements may be
5 submitted to the committee at the end of today or
6 staff or can be mailed to the United States
7 Commission office at 911 Walnut, Suite 3100, Kansas
8 City, Missouri, 64106. The record of this meeting
9 will close on October 18, 1992.

10 Though some of the statements made
11 today may be controversial, we want to assure that
12 all invited guests do not defame or degrade any
13 person or organization. In order to ensure that all
14 aspects of the issues are represented, knowledgeable
15 persons with a wide variety of experience and
16 viewpoints have been invited to share information
17 with us. Any person or organization that feels
18 defamed or degraded by statements made in these
19 proceedings should contact our staff during the
20 meeting so that we may provide a chance for public
21 response.

22 I urge all persons making presentations
23 to be judicious in their statements. The Advisory

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

4 We will have some comments first from
5 Mr. Jack McBride, who is President of the Fulton
6 NAACP. Mr. McBride, thank you for being with us
7 today.

8 MR. JACK MC BRIDE

9 PRESIDENT, FULTON NAACP

10 Ms. Dawson is the secretary of the
11 Fulton Branch NAACP and I think I owe you an
12 apologize. Yesterday I think you mentioned that you
13 had seen me someplace. If you recall I think you and
14 Mr. Jenkins came to Fulton at my request some years
15 ago and we had a similar kind of study there which
16 has been very beneficial, and I wanted to just share
17 briefly some of what has happened since that time.
18 So we talked about during that time we taked about
19 education problems; community problems, employment,
20 similar to what we're doing here today. And we
21 have -- we still have that report and I referred to
22 that report very often. We have a very active NAACP
23 branch. Some of the things that I heard yesterday

1 here and the activity we are addressing those and
2 will continue to try to find ways to address them
3 more basically and effectively. Coming up very
4 quickly we have a program working with the youth and
5 this program is stay in school, back to school. It's
6 a mini fair and I would like to have Ms. Dawson read
7 you a letter that would go out to all the community
8 organizations in our community. This program is
9 coming up on Sunday of this week annex week we will
10 have a program for seniors and junior. We give
11 scholarships in the amount of \$4,500 every year. We
12 are a very small branch, we have less than a hundred
13 members. Fulton is a very small town, but we do have
14 a good organization and we do have the support of the
15 community and the news media, works with us, not
16 against us. I must say we use the news media. We
17 work law enforcement. We're not critical of law
18 enforcement. Unless we feel there's something to be
19 criticized. What we do is say to law enforcement, we
20 will support the things that are right in our
21 community. If you will do your job, if you don't, we
22 will bring it to the public. We will use the media.
23 Ms. Dawson, would you read that letter?

1 MS. DAWSON: The Fulton Branch of the NAACP
2 will sponsor a back to stay in school mini fair at
3 Carver Park on September 26 from 1:00 to 5:00 p.m.:
4 We have educational materials on hand as well as
5 computer type instruction. There will also be free
6 prizes and refreshments. We plan to have speakers
7 representing different occupations and walks of life.
8 We extend an invitation to your church agency or
9 organization to participate in our fair. Any booth
10 will display hand outs or other ideas which will
11 gladly be accepted. Community participation was very
12 high last year and we hope to have your involvement
13 this year. If you plan to participate in our fair or
14 have any questions please, contact one of the
15 individuals listed below or any NAACP member. Again,
16 we look forward to your presence and thank you for
17 your help for the cause of education. Lawanda
18 Jackson, Chairman, Jack McBride, President.

19 MR. MC BRIDE: These are the flyers that are
20 going out for the fair. On the drug problem in the
21 county, we have a drug problem just as any other
22 area. In February of this year, we called a meeting,
23 organized a meeting of community and the county, and

1 keep in mind I had said the whole county. What we
2 have in Callaby County Fulton is individuals who
3 think that drugs are just one part of the city and
4 what we did, we pointed out that drugs were a problem
5 throughout the this county. So we invited all the
6 mayors of the little small towns in the county. We
7 invited county court presiding commissioners his
8 staff we invited all law enforcement, ministers of
9 the town, our state representative for that area, we
10 had over 200 people at that town meeting. We called
11 it a town meeting. Out of that came a very good --
12 we got very good results. What we did was drew a map
13 and had each mayor or representative of his or her
14 area to point out on that map around the county if
15 they had a drug problem. Those that had been denying
16 the drug problem had to say yes because the sheriff
17 was there who had made arrests in those areas and we
18 had those records. So, what that did was to point
19 out that drugs are not just a local problem. But the
20 big thing that came out of that was 7 task force
21 members, task force -- that task force has 33
22 members, the chairperson of that task force is the
23 director of public housing where we have a problem

1 throughout the city. We also organized those task
2 forces into groups and our NAACP, we accept
3 employment and community beautification projects for
4 the task force.

5 One of the hang outs and I'll use that
6 term for drug users, drug abusers, alcohol was on
7 Westminister Avenue, predominantly black area such as
8 we have right west of this building. They would
9 congregate there everyday, everyday after 5:00
10 o'clock. Unemployment rate in Callaby County is
11 about 6 percent. The black unemployment rate is
12 about the same because there's good employment
13 opportunity there, but they would congregate there,
14 use drugs, and people were coming in from other areas
15 coming to Jefferson County to see. What we did there
16 was to contact the owner of that lot and the lot was
17 a big hole and we asked her if we could do a
18 beautification project on that lot to help remove
19 those people from the lot. And what we did was to
20 have 8 truck loads of dirt contributed to us, dumped
21 in the lot. We had a contractor to grade down the
22 lot. We had churches in the community, we had
23 organizations to donate to the community. We had the

1 groups to come in and set out their own shrubs to do
2 the landscaping: Ms. Dawson had to do the mowing
3 along the area and I wish you would see that lot, and
4 we had one hundred percent use of that lot, donate
5 the shrub for our groups: The young people and drug
6 users have been moved out.

7 Now, law enforcement said well all
8 you're going to do is move them from one area to
9 another, but we had to say to them, it's your job to
10 move from that area: So, this is going to work: Ms.
11 Dawson will you share with the program for high
12 school seniors and --

13 MS. DAWSON: We try to encourage high
14 school seniors and juniors to get the best grades
15 possible and we have an academic agreement signed by
16 the students and the parents and some of the things
17 on that agreement is that there's not suspended from
18 school, that if they can get on an honor roll or if
19 they get on the B honor roll -- you get a hundred
20 dollars for being on the A honor roll and you get \$50
21 for being on the B honor roll: But, we always try to
22 encourage them to get the best grades possible. And
23 then at the end of the year they're eligible for our

1 scholarship program which they can get anywhere from
2 \$350 up to \$500. Say like you're on the A honor
3 roll, you get \$450, and whatever your grades are.
4 And so we try to encourage them to do the best they
5 can with their grades.

6 MR. MC BRIDE: Nine students last year
7 received an average of \$375 to go to college or
8 business school. The only school, the only big
9 school that we say no to in Fulton is cosmetology
10 because there are no jobs there and we try to
11 encourage the individual to go take a business course
12 if he or she does not want to go to college, if they
13 want to stay in Fulton where they can get a job in
14 Fulton:

15 That incentive program, we have that on
16 Sunday afternoons. We have 19 students and the
17 parents have to sign that agreement, as Ms. Dawson
18 said, must sign the agreement. I must share this
19 with you. There are some parents because there
20 student has to agree that he or she will abstain from
21 alcohol or drugs, some parents will not sign that
22 agreement for their students. They will forego the
23 students getting \$50 up to \$500 because of the

1 problem in the home. But we have mentors that work
2 with the students that are assigned to the students.
3 throughout the end of the year that work very closely
4 with the school system. If there's a problem with
5 students that are having problems in the school, we
6 go to the school and sit down and talk with the
7 students, with the parents, and with the school
8 personnel. So that is working very well. Last year
9 we did the follow up on the last 5 years of the
10 students who have received scholarships. 38 students
11 have received scholarships from our organization. We
12 had a follow up in January and of those 38 students
13 24 were still in college, 3 had graduated, 12 had
14 dropped out because of pregnancy, one was going back
15 to school and has already enrolled, 2 had been
16 dropped out because of drugs. There were none
17 incarcerated. But out of those 38 students, 24 were
18 still enrolled in February of this past year. And so
19 what we did, we contacted the students and some said
20 they were having a hard time buying books. So, we
21 sent a check to each of those 24 students in February
22 for \$50. We have benefactors to our program and we
23 keep them informed as to what we do and because of

1 that follow up in February, we received a check from
2 our benefactor for \$5,000 from our education program.
3 Money is no problem for our scholarships. This is
4 why we can give students up to \$500 and this is why
5 we can give students \$50 in February. This year all
6 the students, 19 students that were going back to
7 college received \$100 in addition in scholarships.
8 So, you've got to keep it before the public: You've
9 got to let the public know what you're doing, and we
10 really try to be fair about it:

11 I'll be glad to take any questions. I
12 know I'm taking up time, but again a lot of this goes
13 back to a few years ago when we had the Missouri
14 Advisory Committee come into Fulton and do a study of
15 employment, education and we refer back to that.

16 We use that as a tool now to see if
17 improvement has been made. Use this Monday night our
18 task force of the unemployment committee we found out
19 that were aware that the division of Job Services
20 does not come to Fulton but only once per month. Our
21 task force, our committee on task force will contact
22 Job Services to try to get them there once per week:
23 A. P. Green and Firebrew Company there in Fulton had

1 called, I'm not getting any minority applicants from
2 Job Service. I've placed job orders and I want some
3 minorities. In less than two days we had 18
4 minorities there. They hired 6 of those 18
5 minorities. So, but we need that Job Service office
6 in Fulton to come to Fulton. So that's our next
7 task.

8 CHAIRPERSON THOMPSON: Committee?

9 MR. MC BRIDE: I'm not saying what we do
10 will work everywhere, all I'm saying is this the
11 information that's gathered from the report and I'd
12 like to have a copy of your report on this is very
13 useful, Mr. Mayor, it's very useful to refer back to
14 it year after year after year to see what kind of
15 progress has been made or if there's no progress then
16 you know where to go.

17 MS. DAWSON: I'd like to say one thing and
18 that is that it's hard, you know, because it's hard
19 to get funding for projects and for the things you'd
20 like to do so you really have to be kind of creative.
21 You really have to do some things like maybe years
22 back you wouldn't have tried, but even the funds that
23 are available, you have a lot of different

1 organizations and people competing for them. So,
2 just because I apply for something does not
3 necessarily mean you get it. But that's not to say
4 you can't keep trying. But along with trying you
5 have to be creative in what you're trying to
6 accomplish:

7 MR. MC BRIDE: My final comments is that we
8 have been criticized for not working with the young
9 people. In only activities younger people, the only
10 activity for younger people is the fair. So what
11 we're doing now, planning now is is a project for
12 students who, or kids who are from 6 years on up.
13 That project was going to try to get a buildings
14 anywhere. We want to bring into that building
15 without anything in it, small engines, automobile
16 motors, and chain saw motors. We want to bring
17 refrigerator units, air conditioning units. We want
18 to bring that into that building and we want to get
19 volunteer instructors to come in and carpenters. We
20 want that automobile mechanics. We want to bring
21 that in the very basics. we want to get instructors
22 just to come in at no cost and have it so organized
23 that youth who are interested in different areas can

1 come in on a specific day that's instructor can say
2 this is how you take out a spark plug. This is the
3 timing or whatever. That's our next goal. Now
4 because of our in the in the young people, we have
5 been given another check and said to us our
6 benefactor has said if you want to do it, that's
7 unique, that's unusual, we will back you on that.
8 Our problem, you know now we've got to have liability
9 insurance. There's a lot to do as you well know, but
10 again, this is going to be something very, very new,
11 if a child, 6 years old, 7, if he or she come in
12 they're interested in any activity that might help
13 them gain some type of basic understanding of how and
14 why things work. That's what we're all about.
15 That's our next step. We're looking at a building,
16 you know, again, if you notice I said at no cost we
17 can't buy a building because of the NAACP
18 requirements. So what we have done we have
19 incorporated interest, a youth program title. So if
20 we can't take title, someone will give us a building,
21 then we'll have title to that building. I know
22 that's different, but we feel now we got to thing to
23 that 6, 7, 8 year old on up. We just working with

1 junior and high school seniors. Now, so that's our
2 next step and we've already incorporated -- we got
3 our incorporation papers back. We're trying to get
4 our tax exempt papers and that's kind of where we
5 are.

6 CHAIRPERSON THOMPSON: Mr. McBride, I'd like
7 to commend you and Mrs. Dawson on the follow up her
8 and letting us know what's happening in Fulton.
9 Those are marvelous programs and that creativity is
10 definitely showing and we really appreciate you being
11 here with us and sharing those experiences and I'm
12 sure the Mayor will be in touch with you or have some
13 people talking with you. Thank you again and please
14 come back to our Advisory Committee meetings.

15 MR. MC BRIDE: Who do I sign up to get a
16 copy of the report?

17 CHAIRPERSON THOMPSON: See, Ms. Daniels:
18 Thanks Jack and thanks Ms. Dawson for being here.

19 We have with us this morning, we're
20 very pleased to have Mr. Bill Whitcomb, Conciliation
21 Specialist for the Community Relations Service United
22 States Department of Justice in Kansas City. They're
23 currently working in Caruthersville and trying to

1 help out with the police and community relations
2 issues. Mr. Whitcomb, thank you so very much for
3 being here.

4 WILLIAM WHITCOMB

5 U.S. DEPARTMENT OF JUSTICE

6 Thank you very much, I'm glad to be
7 here. I want to say thanks to the Commission again.
8 I think I've been a very frequent visitor and
9 participant at these forums. I know I just arrived
10 from Los Angeles, California where a notice of Mr.
11 Ascension and Mr. Jenkins that they wanted me here.
12 I want to feel that at least our region felt like
13 this is a part, even though California had some
14 problems out there, but at least my director, Mr.
15 Atkins, felt like it's essential to count the future
16 the efforts of this particular Commission. So, I'm
17 glad to be here, even though it was a long strenuous
18 trip and a drive. But I hope I can share some
19 information with you. As always, I definitely feel
20 that these forums are very important, very useful
21 because I think particularly in rural communities,
22 this is another avenue in which the people need, the
23 minority communities have a way of redressing their

1 grievances: A lot of times the resources are not
2 aware to them and they're kind of open forum is
3 particularly beneficial to the people in this
4 community. I'm not going to spend a lot of time
5 talking to you about my agency because most of you
6 are familiar with it: I know Councilman Joanne
7 Collins -- I'm sorry, I apologize to keep referring
8 to you as councilman but that's the way I know you as
9 councilman Collins.

10 MS. COLLINS: Your apology is accepted and
11 certainly Ms. Botello, she's familiar with my agency.
12 And it's essentially in a very brief order an agency
13 that's been in place since 1964 as a result of the
14 Civil Rights Act and Title 10 simply for the purpose
15 of responding to community of ethnic, racial
16 complaints based on the practices of that city and
17 here recently we have been responding to an
18 inordinate amount of complaints relating from polic,
19 community relations and also racial and ethnic
20 insensitivity throughout the country. And I guess
21 the last within the last 20 years we have been able
22 to respond to major civil rights disorders. Back in
23 '64 in the Watts and of course in April the 29th in

1 Los Angeles. So, we have the capability of really
2 spreading our resources wherever the crises or
3 disaster may occur. Let me share with you some of
4 the areas which I have been responsible for
5 intervention with her in the south east Missouri. I
6 guess in the last year and a half I've responded to
7 approximately 7 to 8 instances in the southeast
8 Missouri area, particularly the Caruthersville,
9 Missouri area. I have convened a number of meetings
10 with elected upon officials or community folks in
11 that area which involved in the NAACP. I spent
12 sometime in Hayti Heights with the mayor and with a
13 parent support group here in Hayti dealing with
14 school issues. But in Caruthersville, Missouri let
15 me just share with you a -- I'll make this paper
16 available to you after my resistation. Let me share
17 with you some of the police community relation issues
18 that I've been involved with. Number one, the
19 community was very concerned about the lack of or
20 inability to file complaints where there's perception
21 of police misconduct and a lot of small
22 municipalities do not have the mechanism which,
23 citizens I'm not talking particularly about the

1 minority community, but citizens do not have the
2 right to file grievances and misconduct. So, the
3 City of Caruthersville was able to institute such a
4 mechanism whereby citizens could file a complaint
5 against any officer that is charged with
6 inappropriate. The other area was there a period to
7 be a lack of a standard operating procedure which
8 police would conduct themselves when they're
9 responding to a complaint. A lot of small
10 municipalities generally feel that this is not
11 necessary, but there should be some kind of operation
12 in which they should be able to conduct their
13 businesses. I convinced the city officials that this
14 is in order because of administratively ability, and
15 other reasons. There was a concern about lack of
16 police sensitivity to Afro Americans. A number of
17 citizens in Caruthersville and I would venture to say
18 that there is a problem throughout rural America,
19 especially as they interface with law enforcement.
20 The perception is that law enforcement are not
21 culturally, racially sensitive to some of their
22 concerns. The City of Caruthersville has agreed to
23 institute an ongoing training program to sensitize

1 there officers to racial and cultural diversity; and
2 that's in the process at the current time. And
3 another mechanism that was put in place and by which
4 citizens could have a say or input into decision
5 making process within the city and also police
6 functions. The City of Caruthersville agreed to
7 institute an advisory committee which citizens would
8 sit on that advisory committee along with police
9 officials, along with elected upon officials and be a
10 part of reviewing policies and practices. Not
11 necessarily reviewing personnel activity, but being a
12 part of developing, if this is in terms of standard
13 operating procedures, how police respond to arrests,
14 have some input or say into how that is to take
15 place. And that's purely advisory only. The mayor,
16 to give it some degree of authenticity, the mayor has
17 agreed to through their volunteer committee,
18 appointment process, to draw from a pool of residents
19 within Caruthersville area to sit on this advisory
20 committee. And as a understanding at that particular
21 time, that particular committee is operating. As in
22 a lot of rural municipalities, there's always that
23 problem of lack of opportunity of minority residents

1 in top hiring and recruitment by the city. And
2 that's a problem that is difficult to deal with in
3 terms of, you know, community expectation,
4 availability of appropriate, you know, applicants.
5 But, the City of Caruthersville has agreed, with the
6 assistance of the NAACP, you know, that an
7 appropriate applicant pool be developed and submitted
8 to the City where they can draw from this applicant
9 pool as needed individuals that could be hired within
10 for various city functions. I need to follow up on
11 that because you probably will here from residents of
12 Caruthersville some dissatisfaction with the process
13 that I initiate and also the agreement that was
14 consummated. And this is not unusual because there's
15 always going to be a feeling that things have not
16 moved as quickly as they should or that most often
17 the City is charged with the idea that they have not
18 acted in good faith to the process in terms of trying
19 to institute the various programs. And so I expect
20 you to hear some concerns in this area, and I should
21 expect that perhaps some of those concerns would be
22 legitimate concerns and I think it's incumbent upon
23 officers such as myself that we need to follow up on

1 these kinds of initiatives. And I feel remiss the
2 fact that we have not been able to: So, again, I too
3 would like to have this substance of this forum so
4 that we can be able to direct some follow-up
5 attention to the city president, the City of
6 Caruthersville. Four or five months ago I had the
7 occasion to meet with a parent group here in Hayti
8 Heights who were concerned about what they perceived
9 the discriminatory practices within the school
10 system. And what you have here is, as I understood
11 it then, it probably prevails now is that there's a,
12 therefore, a lack of black representation on the
13 school board. In Hayti Heights they have a large,
14 you have a school district. I understand that's, you
15 know, 2/3rds. You have a political school district,
16 sub division that may be 2/3rds enrollment Afro
17 Americans, but only a third or less than a third are
18 represented on the school board. I encouraged the
19 parent groups, encouraged by the assistance of Mayor
20 Humes, to initiate some concerns or letter to the
21 County Commissioner who, in turn, will petition to
22 the state board of education. They have done that
23 and at this time the state board of education have

1 ruled that such a petition, such an effort to
2 initiate a reorganization of the subdivision would be
3 inappropriate. Now, there's still an opportunity for
4 adjudication of this. If the community group wants
5 to pursue that and I suspect that there might be
6 folks in the community that will address that,
7 including the school superintendent.

8 That's about the extent of my
9 involvement in the Hayti Heights and Caruthersville
10 area in the last year and a half. Of course, in
11 south central Missouri I have had occasions to
12 respond to complaints in Popular Bluff, Kennett,
13 Marston, Cape Girardeau and some of the surrounding
14 communities. And generally it falls into the two,
15 basically what we call program issue areas. And
16 that's the administration of justice and perception
17 of unequal justice perception that there's disparity
18 in the educational system, and that's generally we
19 concentrate most of our attention, including that I
20 guess you would include what appeared to be a
21 deliberation of hate crimes is that occurred in rural
22 communities in south east Missouri. And the
23 perception for the minority community that these

1 kinds of hate crimes are not responding to
2 expeditiously by, you know, proper authorities.
3 That's the extent of my dissertation. I'd be glad to
4 answer any questions you may have:

5 MS. COLLINS: Mr. Whitcomb, I appreciate
6 you addressing one of two issues which we've already
7 heard testimony on and had some background
8 information. I'm sorry to hear that the state board
9 of education has ruled that it was an inappropriate
10 request or is it do you have a solution to how they
11 can proceed to get this area addressed.

12 MR. WHITCOMB: I know I provide information
13 to the Hayti Heights parents of some precedent cases.
14 One particularly in Memphis, Tennessee where the
15 courts did rule in favor of the petitioner which
16 resulted in a reorganization of the school political
17 subdivision. Then I will mentioned a number of
18 others; Houston, Texas and also Baton Rouge,
19 Louisiana. With Hayti Heights as I recall the
20 current at large district could not be reorganized
21 and their reason was that the only way this could be
22 changed was through adjudication. And at this point
23 in time, you know, the way it goes about selecting or

1 elected school board members appears to be
2 appropriate, an appropriate representation.

3 CHAIRPERSON THOMPSON: So in other words,
4 the state board of education decided it was outside
5 their jurisdiction to change that process.

6 MR. WHITCOMB: They didn't decide it was
7 outside their jurisdiction, they just said it's
8 another avenue which would be court order now to
9 initiate there, and I would think that the
10 superintendent of schools has his own agenda or it
11 might be more appropriate for the school board
12 president to address that issue. And I did have
13 occasion to talk with the school board president,
14 also the County Commissioner and certainly on
15 numerous occasions with your superintendent.

16 CHAIRPERSON THOMPSON: Any other questions?

17 MR. SETIEN: Yes, I would like to address a
18 question, if I may, please. Mr. Whitcomb, yesterday
19 evening we had the opportunity to listen to a number
20 of citizens. One of the things that was brought up
21 early, very significantly was the existing of a dual
22 standard among the police organizations in this area
23 at, you know, the application of law. And they

1 technically felt that there's a bit of discrimination
2 in the way that police conduct their normal
3 activities of enforcement. As an officer of the
4 Department of Justice, what is your organization
5 doing to make the police more sensitive? I mean, I
6 get bewildered with the concept of cultural
7 integration in terms of people learning diversity. I
8 mean the black and the white communities have
9 assisted in this, existed in this nation for several
10 hundred years. I think it's an attitude thing that
11 needs to be addressed perhaps the question is why
12 that problem persists, why the problem continues to
13 remain plain and what do you think will be the most
14 successful avenue of resolution to that issue?

15 MR. WHITCOMB: Well, you're absolutely
16 right. It's an age old problem. You have to
17 understand with law enforcement, there's culture,
18 there's a culture of isolation or insulation. As you
19 detected a kind of comradeship and fraternity. And
20 it's a problem that a lot of times because of that
21 fraternity, because of lack of training in cultural
22 sensitivity, it makes it very difficult for law
23 enforcement to interrelate with the minority

1 community. It's in the 30s, in the 40s, in the civil
2 rights era. That's always been a problem with the
3 civil rights. That's happening especially in
4 Atlanta, Georgia, when they felt like it was a danger-
5 to integrate the force that might resolve a lot of
6 the problems in terms of how they interface with the
7 community people. Certainly with our experience with
8 the Rodney King which was suggestive of not only lack
9 of sensitivity, but you know how to follow standard
10 operating procedures and that's why I remind you that
11 a few minutes ago that part of my responsibility was
12 to review operating procedures, and we do this and we
13 make recommendations relative to how police respond
14 to the total community, not just necessarily the
15 minority community. We review, you know, firearm
16 policies to ensure that police are properly trained
17 in terms of use of deadly force. Selected law
18 enforcement, you know, the best way to deal with that
19 in addition to the training is you get rid of the
20 folks. And our feeling is that all the law
21 enforcement training in the world is not going to get
22 rid of bad apples. And so the city, the police
23 chiefs, those folks that law enforcement that are

1 accountable to are going to have to take the
2 management responsibility of dealing with that
3 situation through personnel initiatives. And I think
4 when people begin to realize that there's an
5 administratively ability to the city that may be as a
6 consequence of inappropriate behavior out in the
7 field. And when liability suits are filed, you know,
8 and certainly our office will not encourage any
9 citizens to file liability suits. But now that's
10 what's happening. And a lot of times these are
11 things that are directly, they are making it
12 necessary for the city to take a hard look at how
13 they run their police department, whether it's a city
14 or a county.

15 CHAIRPERSON THOMPSON: Excuse me. Our time
16 is up and Mr. Whitcomb we do appreciate you being
17 here and helping us to understand a little bit better
18 some of the efforts that are being made and we hope
19 that you will be able to join us again. If you can
20 stay with us?

21 MR. WHITCOMB: Surely.

22 CHAIRPERSON THOMPSON: Thank you very much.

23 We have with us Mr. Jack Davis.

1 MR. DAVIS: I'd wish to concede my time to
2 Mr. Stone. He last to leave her by 9:50.

3 MR. STONE: I'm sorry, I apologize for
4 that. I have a plane to catch this afternoon and
5 unfortunately --

6 CHAIRPERSON THOMPSON: Mr. Stone is
7 executive director for Caruthersville Housing
8 Authority. He's very knowledgeable about housing
9 problems in general. He will talk to us about
10 Caruthersville, specifically he is man a combination
11 of public and Section 8-housing units for eligible
12 residents. Welcome this morning, Mr. Stone.

13 T. RALPH STONE

14 CARUTHERSVILLE HOUSING AUTHORITY

15 Mr. Stone, thank you. I guess really
16 what I'd like to do is before I get into this is in
17 the Housing Authority are charged with the task of
18 providing an affordable housing for this community.
19 And first of all, let me go back just for the
20 community and for the understanding of the members of
21 the audience here is how did a housing authority
22 start? The Housing Act of 1937, the U.S. Housing Act
23 of 1937 created a housing program and in such in

1 essence ends up creating public housing agencies. We
2 operate under state regulations, federal regulations
3 and city regulation. We primarily receive all of our
4 funding as far as development of these units from the
5 federal government. No monies are received from the
6 state in the operation of our public housing
7 developments and also no monies are received from any
8 city for the operation of our public housing
9 authority. Even though it's the city's
10 responsibility because the housing authorities are
11 political subdivisions of the city, that they're
12 participating in, for example, it's the housing
13 authority of the City of Caruthersville and it's the
14 mayor and the city counsel's responsibility to
15 appoint Board of Directors to the Housing Authority's
16 Board of Commissioners. Those terms were four year
17 terms and then it's the board of commissioner's
18 responsibility to hire a director. In that case that
19 would be me, and it's my responsibility to hire the
20 staff of the agency. One that's in effect then, it's
21 the responsibility of this Housing Authority to
22 provide low and moderate income housing for people in
23 this community. Otherwise affordable housing. In

1 Caruthersville we've been in operation since 1965.
2 We were established in April of '65. Since that time
3 we've built our housing station up that we presently
4 own to 3 to 4 hundred units of which 184 units are
5 for families and 120 units are for the elderly. In
6 addition to that, we have 145 units of Section 8
7 housing of which 35 of those units are Section 8 mod.
8 Let me explain something: The mode housing is where
9 we've gone in and contracted with owners to rehab
10 some substandard, necessarily substandard, but on the
11 margin of being substandard, to bring those units
12 back up to standard and to provide affordable housing
13 for our people in our community.

14 We believe in Caruthersville that we've
15 done an outstanding job in doing that. The other
16 area is that we're responsible for preparing our own
17 budget and submitting an operating budget to HUD.
18 And primarily the way the operating budget procedure
19 works is that our tenants that live with us pay 30
20 percent of the adjusted income for the rent and
21 utilities and the difference is made up by the
22 federal government. And it's through a calculation
23 called the performance funding system. It's a system

1 that's been derived by federal and the calculation
2 will tell us exactly how much money that we're
3 entitled to. Once we get into operation, which is
4 the other thing is that the housing authorities are
5 also charged with the fact of once they become a
6 housing authority, they've got to develop housing
7 units that have to go through construction phases, et
8 cetera, et cetera. And then once you get into
9 operations, the operation really becomes a very
10 difficult part because of all the regulations that
11 normally come down from Congress. It seems Congress
12 decides to change the regulations at least every 6
13 months, but I can assure you on an annual basis as it
14 relates to residents who live with us, the housing
15 authority is charged -- we have what we refer to is a
16 mission policy. It's a guidelines that's set out by
17 the feds on how we will select applicants and who
18 will become residents of each participating housing
19 authority. That mission policy is set forth, it's
20 approved by HUD primarily. It has language in there
21 basically the HUD has dictated to us that will be in
22 there. In there, their opinion is that if that
23 language in their mission policy will meet all of the

1 rules and regulations that's been set out by Congress
2 and signed by the president. The next thing that we
3 do is basically create a waiting list of applicants.
4 We have notified individuals of these housing unit's
5 availability and we create a waiting list and the
6 waiting list is basically set up, the applicants are
7 selected on a first come, first serve basis until
8 1987 when Congress changed the rules and decided that
9 a person who lives in substandard housing or a person
10 who is about to be displaced or a person who is
11 paying 50 percent or more of their income for rent
12 and utilities, those individuals would have a
13 preference. And this is the hard part for people who
14 are on the waiting list to understand, and in some
15 cases I think personally it's unfair to some other
16 individual because I believe that the preference rule
17 in my opinion, and I have addressed this throughout
18 the country is that it's unfair to some individuals:
19 Example: If I was on the waiting list, he is at the
20 bottom of the waiting list and Alice at the bottom of
21 the waiting list and all the rest of you on the
22 waiting list and we've been on the waiting list for
23 say 6 months and none of us have a preference, but

1 someone who walks in the door has a preference, then
2 that person gets to move ahead of everybody on the
3 waiting list. Now, I'm not saying that's necessarily
4 wrong, what I'm saying is wrong is that I gave you
5 the three preferences, the problem we have is that if
6 I'm living with someone, I'm living with you, let's
7 say, and I'm your son and I cannot afford to go out
8 in the private market and rent a house, but by living
9 with you and creating an overcrowding situation
10 that's not a preference. But, I cannot afford to
11 move out of the private market to rent a house
12 because I don't have the money. But the fact is is
13 that also that's not giving you preference. And I
14 think that's grossly unfair. And I think that
15 Congress did something wrong when they did that
16 because we have a lot of people who live in this
17 county, especially in Caruthersville, that have a
18 problem because of overcrowding that cannot afford to
19 live someplace else. I want to point this out to you
20 all, and especially since I found out you were with
21 the Department of Justice. But it's unfair to those
22 individuals. And in the, really the only way those
23 individuals can obtain a preference is that the aunt

1 or the mother will have to tell those people to get
2 out of their house or either one they'll have to go
3 out in the private market and rent a house and get
4 into a situation where they're paying 50 percent or
5 more of their income for rent and utilities because
6 they honestly could stay on the waiting list forever;
7 as long as the preference people still coming through
8 the door. We have by laws to adhere to and that's
9 very hard for people who are on the waiting list to
10 understand.

11 I've been on the waiting list for 6
12 months and Mary came in yesterday and Mary is going
13 to get a house tomorrow. That's because Mary has a
14 preference and you don't, and it's very difficult for
15 housing authority staff people, including myself, to
16 explain that. But that's something that took effect
17 in 1984 when Congress passed that and had it put into
18 law. Unfortunately, the other area that we have to
19 rent our houses to is basically that 75 percent of
20 our houses that we rent have to be rented to the very
21 low income people. And for an example, a family of 4
22 very low income is \$12,450 per year. The other 25
23 percent of our units can be rented to people who fall

1 in categories between very low and lower income. The
2 the other side is that we also have a procedure that
3 we go through called a grievance procedure. A
4 grievance procedure is a policy that we use in case a
5 resident or a applicant disagrees with a decision
6 that the Public Housing Authority might so make. The
7 grievance procedure basically states they have the
8 right to appear before the grievance panel. Now, the
9 way we set up the grievance panel is there's two
10 different ways that you can operate a grievance
11 panel; one you can have the panel in place or two,
12 you can have a situation set where the applicant or
13 the resident selects a person to serve on the panel
14 or the Housing Authority and then the Housing
15 Authority selects a person to serve on the panel and
16 the two people that's been selected select a third
17 person on the panel to hear the grievance. So, in my
18 opinion every area pretty well I would say all areas
19 are covered as it relates to the rights of an
20 applicant and also the rights of a resident who is
21 living with us.

22 One of the major things that we have
23 that's the agreement between the residents and also

1 the Housing Authority in its form of a lease. The
2 lease spells out what the Housing Authority will do,
3 and the lease also spells out what the tenant's right
4 to do. And it goes into great detail. That's lease
5 has to be approved by the federal government before
6 it's put into effect; and I can assume you that the
7 wording in the lease primarily most of the wording
8 from the lease, 90 percent of it will come from the
9 feds. I think that the Pemiscot County, especially
10 Caruthersville and there's four public housing
11 agencies in our county; one being Caruthersville, one
12 being Hayti. There's Hayti, Hayti Heights, Wardel
13 and Steel, and we've done very well, in my opinion,
14 to provide affordable housing for our communities.

15 One of the biggest problems that we're
16 finding, especially in Caruthersville, especially on
17 the elderly side, we're having a problem finding
18 enough elderly people to fill our units. In most
19 cases the elderly waiting list no longer exists, it's
20 not necessary in Pemiscot County. It exists
21 throughout the State of Missouri and, in essence,
22 really throughout the county. One of the other areas
23 that we're finding, we're having a problem with is

1 that we have a sizeable number of two bedroom unit
2 and we're finding that our waiting list for people
3 who want 2 bedroom units is dwindling down to
4 nothing. Most people now are needing 3 and 4 bedroom
5 units because of the size of their family. That's
6 creating a problem for us because it also creates a
7 problem for the Public Housing Authority because if
8 we as the Housing Authority go through a system to
9 basically to grade ourselves or check them, how we do
10 as far as administering our program. It's called the
11 Public Housing Managing Assessment Program and by not
12 having people on the waiting list and by having units
13 vacant, creates a problem.

14 I would be more than happy to answer
15 any questions that the panel might have. I think
16 I've taken about 15 minutes or so.

17 MS. COLLINS: Madam Chair, what percentage
18 of blacks do you have in each section in your units?

19 MR. STONE: The percentage of blacks that
20 we have living in our or Caruthersville will be about
21 65 percent.

22 MS. COLLINS: And by those, the categories
23 of different classifications of houses that you

1 provide, how many do you have in Section 8 mods?

2 MR. STONE: It would basically run the same
3 throughout. All we have, the public housing units
4 that we own, we have five different sites stretched
5 throughout the town, and all the sites are integrated
6 sites, not since, but the percentage would carry
7 throughout. Unfortunately, in some areas we have
8 probably, I know in one of our big areas that it's
9 probably more d blacks than it should be, but that's
10 the way it worked out:

11 MS: COLLINS: What is your percentage on
12 units that are suitable for the disabled do you have?

13 MR. STONE: We're in the process now we've
14 made all of our units handicapped accessible. I can
15 assure you that without the disabled and handicapped
16 people living in our public housing units that the
17 Caruthersville Housing Authority would have a real
18 difficult problem because we'd have more vacancies.
19 It does sometimes create problems for us because of
20 the age difference, and especially if, you know,
21 because really those people who are disabled or
22 handicapped basically fall into categories of needing
23 a one bedroom unit. And most of our one bedroom

1 units are designated for the senior citizens. The
2 law is specific in that the fact that disabled and
3 handicap people can live in the area. We have,
4 sometimes we have problems with that, but I can
5 assure you if we didn't have those individuals living
6 with us, the disabled and handicapped, we would
7 definitely have a problem. Most people that we have
8 living with us is disabled, very few people are
9 handicapped. I would have probably five people that
10 would probably be that we would say people that would
11 probably be that we would consider handicapped.

12 MS. COLLINS: What anti drug programs do you
13 have?

14 MR. STONE: As far as the Housing Authority
15 is concerned, we do not have an active drug
16 prevention program. We monitor the situation very
17 closely. We submit an application to HUD, not this
18 year, last year rather for a drug prevention program
19 and unfortunately, we were not funded, it was only
20 actually seven authorities in the State of Missouri
21 that was funding and which most of that money went to
22 the large cities. So, we weren't fortunate enough to
23 get it. We're in the process of now you have the

1 lease is specific in how we handle the evictions of
2 people who have been convicted and probably in the
3 last 3 years, 4 years we've evicted 5 or 6 people
4 because of drug activity. It's amazing if you stay
5 on top of the situation and you evict those
6 individuals, how it sets a precedent on the other
7 individual: I shudder to think about the fact that
8 we had a situation occur that this individual was
9 selling drugs, we didn't know it, but I mean I made
10 the call to the house and I said, you know, there's
11 all this activity occurring: I know it's not in this
12 unit, but I know it's occurring: And, of course, I
13 wasn't by myself and another gentleman was with me,
14 but we knew that it was him. We just wanted him to
15 be aware of the fact that we were aware of something
16 was going on in that little particular area of our
17 complex: Needless to say, he was very concerned that
18 we were going to go back into the back of his unit,
19 so he went outside and came back in with a tire tool
20 because we had wanted to talk to his mother. He was
21 living with his mother: As it turns out, two weeks
22 later, he was shot downtown because of a drug
23 situation: He had a falling out with this other

1 person, so that help eliminate it. But we try to
2 stay on top of situation. We try to do as much as we
3 possibly can to help eliminate drugs. As a matter of
4 fact, we just had to evict a disabled person because
5 of drug-related activity which occurred practically 2
6 weeks ago.

7 CHAIRPERSON THOMPSON: Mr. Stone, you
8 mentioned the waiting list. What percentage of that
9 waiting list is black?

10 MR. STONE: I would say probably the
11 percentage for the waiting list for black would
12 probably be close to 50 percent.

13 CHAIRPERSON THOMPSON: And the preference
14 people that you talked about, how many of those are
15 black?

16 MR. STONE: I would say that probably what
17 we see that mostly the preference people, 90 percent.

18 MS. CROSSLIN: Mr. Stone, you mentioned the
19 waiting list and with regard to families you said
20 there was a waiting list for families.

21 MR. STONE: Yes.

22 MS. CROSSLIN: Number one, I would be
23 curious about the approximate numbers that's on that

1 waiting list. You also said that you have 3 or 4
2 units right now that are within the Housing Authority
3 and I'm curious about whether there's been any growth
4 in those numbers or not, or actually a decrease in
5 the number. And number 3, I guess I would be curious
6 about what you would estimate would be the
7 approximate number of units that would become
8 available on a monthly basis?

9 MR. STONE: Okay. I can tell you, this is
10 that last year and this is highly unusual. Last year
11 we had a turnover of 151 units in 304 unit of public
12 housing. That creates a big time problem for the
13 Authority and also for the maintenance department.
14 But let me briefly touch on something that we did in
15 the City of Caruthersville. Approximately three
16 years ago we had an area in Caruthersville which was
17 primarily consisted of totally black. The units were
18 in my opinion were substandard, but the way the units
19 were constructed, it was very easy for the owners of
20 those units to keep the units out of the substandard,
21 category. So, the city really couldn't condemn the
22 units because they were very small. 17 families
23 lived in that area. The Housing Authority, along

1 with the City, took it on themselves to eliminate
2 this area called Adams Corners. And I think Mr.
3 Hernandez when he was in my office, I showed him the
4 stuff that we eliminated. It was bad, but primarily
5 what the Housing Authority was able to accomplish
6 with this program was a small urban renewal program
7 eliminated substandard housing. Once we acquired the
8 property and fortunately the owners was willing to
9 sell the property to us, the first thing we had to do
10 of course naturally was get an allocation of funds
11 from the feds to build these additional units so we
12 can eliminate this area. Today we have standing in
13 that particular area two town houses, apartments
14 complexes which are very, very nice. One is a 8 unit
15 townhouse apartment complex and across the street is
16 a 6 unit townhouse apartment complex, and you have
17 some single family homes around it. It made us very
18 happy in Caruthersville. It made me very pleased to
19 be able to eliminate something of that nature. Now,
20 what happened to the individuals that were in there?
21 Of course, naturally they became not necessarily a
22 preference, but they all had a preference for the
23 soon to be reacquired property. We reallocated every

1 one of those individuals into one of our public
2 housing units. At that time, what we started doing
3 was basically saving Section 8 certificates or saving
4 public housing units for a suitable size for those
5 individuals to relocate.

6 MS. BOTELLO: Last question. I want to
7 know about your Board composition: How many are
8 black and your staff composition?

9 MR. STONE: We have 5 Board members of one
10 which is black, okay: We have a total of 9 staff
11 people of which 4 are black:

12 CHAIRPERSON THOMPSON: Thank you very much,
13 Mr. Stone.

14 MR. STONE: I appreciate your time:

15 CHAIRPERSON THOMPSON: And just for your
16 clarification, we are the Missouri Advisory Committee
17 for the United States Civil Rights Commission:

18 MR. STONE: I understand that: I thought
19 you said you were from --

20 MS. COLLINS: Mr. Whitcomb is from the
21 Department of Justice:

22 MR. STONE: Oh, okay: Excuse me:

23 CHAIRPERSON THOMPSON: Thank you very much:

1 We have with us Mr. Jack Davis who is sheriff of the
2 Pemiscot County. Thank you very much for being here,
3 Mr. Davis.

4 MR. JACK DAVIS
5 SHERIFF, PEMISCOT COUNTY

6 Thank you for the opportunity to be
7 able to speak before the Commission. I'm in my 4th
8 year as sheriff of Pemiscott County and to respond to
9 our activity within the community and some of the
10 problems that we're facing, I can go back to Mr.
11 Whitcomb's comments that he had been out here a
12 number of times in the last year, year and a half to
13 address racial issues among the police and the
14 community were visiting with Mr. Whitcomb. Some of
15 the ideas that he has suggested have already been
16 implemented. It might be to all of our advantage to
17 run a little behind time, if you want to direct
18 questions to me possibly about what Mr. Whitcomb has
19 suggested or said or what some of the community
20 people had related to you and let me address what
21 we're doing to correct those? I'm not familiar with
22 what you all have heard up to this point in time. We
23 established upon inception 1989 policies and

1 procedures for the department to deal with the
2 complaints that come from the community. If an
3 individual complains about an officer, we have an
4 administrative process that we go through and deal
5 with that problem. If it cannot be handled
6 administratively, then to initiate court action. We
7 have implemented a Dare Program within our community
8 which is a very positive step in trying to place onto
9 our youth the environment that police and community
10 are one, they're not separate. One is not to govern
11 the other. The police are simply there to protect
12 and to serve the community and to be perceived as
13 their friends, not our children.

14 We've also worked very hard with the
15 school system in the community to encourage Just Say
16 No Program. These things that are in our children's
17 minds the objection being that we're trying to reach
18 the children before the drug dealer does. We're
19 trying to give a positive image to the community; how
20 we're perceived by the public is a direct factor on
21 how successful we are in our ability to solve crime.
22 If we're not trusted by the public, then we won't be
23 successful in our goal to stop crime or reduce crime.

1 We spend a lot of time working with the
2 drug problem. We have a tremendous drug problem in
3 our community, and that's since like the probably
4 over the last 4, 5, 6 years; I would say a good 90
5 percent of the crimes that we work somehow or another
6 get tied back to narcotics, even in the form of
7 selling or committing acts of violence to obtain
8 money to acquire drugs or something that was
9 committed while they were, in fact, on the drugs or
10 going down when on their down trip. We spend a lot
11 of time with these youths trying to help them avoid
12 being influenced by the local pusher. We have a
13 problem within our community and it's not within this
14 community, it's within our state and that's the
15 variance in our juvenile departments. Our juveniles
16 are protected more liberally than the adults,
17 obviously, and for just cause. So, what happens
18 oftentimes we see the adults using the juveniles as
19 their vehicles.

20 We were the first county in the state,
21 the state enacted a law a year ago that said if you
22 sell narcotics within a foot of your school property,
23 there's additional penalty imposed on you. We were

1 the first county in the state to ever use that
2 statute. We did it right after it became law. We
3 have got a problem with identifying because it goes
4 back, I guess and we don't have a lot of staff, we're
5 a small agency as compared to your larger
6 jurisdictions, but we don't have enough staff to work
7 these issues like we need to. We need more personnel
8 to deal directly with these individuals who are
9 imposing on our children these narcotics and using it
10 to circumvent the system. The more people they can
11 put between them and the police, the more cushion
12 that they enjoy, the more advance notice that
13 somebody is fixin to be arrested or an investigation
14 is going on. We have in our county on a multi
15 jurisdictional task force that consists of two
16 members. By the first of July they had already made,
17 if I'm not mistaken, 130 some odd felony drug arrests
18 just this past year. Last year we transported 67
19 people to Missouri Department of Corrections in the
20 county of 22,000. Our median population in our jail
21 will average, this year probably about 40 and it's
22 increasing every year. Four or five years ago our
23 weekend population was 17, and an large part of our

1 probable is because of the drugs that we have.
2 People who are selling these narcotics generally prey
3 on your least financially -- they prey on the poor
4 because they feel like the more, they're more easily
5 impressioned, I think is one reason they start that.
6 And it's very hard to try to teach a child not to get
7 involved in something when he sees somebody driving
8 around in a nice car with a roll of money. You tell
9 him that this is bad, he can't see the bad, all he
10 can see is he is in a depressed economy. He's in a
11 depressed state, his home conditions are not like in
12 drug dealer's. Conditions are so he tends to want to
13 go the other way. The Dare Program has worked very
14 well. That's one light at the end of the tunnel:
15 We're very proud of the program and the influence
16 that it's having on our children and the influence
17 it's having on our officers. Of all things it
18 teaches our officers to be more patient, more caring
19 and more understanding. It's a very good program.
20 If you'd like to address questions to me, that will
21 be fine, they are a few of the things that we are
22 undertaking right now. But, if you would like to
23 address questions to me, I will try to respond.

1 MS. BOTELLO: Chief Davis?

2 MR. DAVIS: Just call me Jack.

3 MS. BOTELLO: Mr. Davis, last night we were
4 told there are 16 officers, and of those 16, 3 are
5 black, is that correct?

6 MR. DAVIS: In the Sheriff's Department, we
7 have a total staff of 12, and of those three are
8 black. That's communications, that's jail, that's
9 road deputies, that's the whole ball of wax.

10 MS. BOTELLO: Do you make any effort to
11 recruit?

12 MR. DAVIS: Yes: We would we recruit
13 through the University, believe it or not, applicants
14 to work for us. We have a black lieutenant named
15 Bobby Coleman, and if you're familiar with the black
16 police officer's organization; Bobby was one that
17 finished in one of 33 finalists in the nation last
18 year for officer of the year; very dedicated. We
19 have A. Smith who has been with us and the Sheriff
20 Department for a number of years. Clarence Wade who
21 works with us, he is retired from the post office.
22 He helps us in court generally 2 or 3 days a week:
23 These are black officers, and each one of them has a

1 history about them. The problem that we have in
2 recruiting black individuals is that people who have
3 to meet the qualifications we have. So, we're having
4 to compete with private industry for blacks with
5 college degrees or blacks with a drive about them to
6 try to better their communities. And in doing so,
7 they better themselves, it's synonymous. We have to
8 compete with that. We have a dedicated black
9 community that wants equalization, and I think we
10 probably all do at heart. We have 3 black officers
11 that I would put with any officers. I'm not afraid
12 of those people for anything, to those people for
13 anything. They epitomize goodness. They care about
14 the community. One of them wife runs a day care
15 center, cares about kids. The other one works
16 constantly. He works day and night, and the people
17 in this audience knows who I'm talking about. Like I
18 say, one is retired from the post office. I wish
19 that our financial ability to employ blacks that fit
20 within the application process that we have was
21 greater, but the fact of the matter is the applicants
22 that fit within our qualification oftentimes go
23 somewhere else for work.

1 MS. CROSSLIN: Mr. Davis, what you're
2 saying then is that your officers all have college
3 degrees?

4 MR. DAVIS: Not all of them. We have
5 several that do.

6 MS. CROSSLIN: But that in order to hire a
7 black they need to have a college degree?

8 MR. DAVIS: No, I'm not saying that at all.
9 I'm saying the ones that fit the application criteria
10 that says you have to have a high school education or
11 a GED equivalent. Oftentimes these people go into
12 higher paying jobs. Our salary schedule is not the
13 greatest in the world, and it's not for just blacks,
14 whites, either one. We have the same problem in
15 both.

16 MS. CROSSLIN: I guess I was saying you
17 recruit from the universities and if your minimum
18 criteria is high school degree, then why aren't you
19 have recruiting from the high school also?

20 MR. DAVIS: We do we recruit from the
21 community, but we focus from the university. And the
22 reason for that is because of criminal justice. The
23 higher the education level of the individual that we

1 employ generally the better community relations we
2 have:

3 MS. CROSSLIN: I understand. I just was
4 curious about what seemed to be a discrepancy. The
5 other question I have is how you're organized in
6 terms of do you have a police board of commissioners
7 or to whom do you report? Who hires you?

8 MR. DAVIS: I report directly to the county
9 commissioner:

10 MS. CROSSLIN: The county commissioner?

11 MR. DAVIS: Right:

12 MS. CROSSLIN: So, there's no local police
13 commission?

14 MR. DAVIS: Now there's a local jail board
15 that comes in unannounced and does reviews of the
16 jail also. We are a federal prisoner holding
17 facility, so unannounced we get inspected by the U.S.
18 government from time to time or the Marshall Service
19 comes in and inspects our jails and see if things are
20 up to standards:

21 MS. CROSSLIN: And your minority population
22 in Pemiscot County is approximately what?

23 MR. DAVIS: It's one somewhere in the

1 county as a whole, probably just a shade less than 30
2 percent.

3 MS. CROSSLIN: And in your jail population
4 you said about 40 a year. What percentage of that
5 would be minority?

6 MR. DAVIJS: The percentage of that is
7 going to run about probably 60/40, 60/40 or maybe
8 50/40, what 55 black, 45. The percentage has versus
9 the population is greater for the blacks than it is
10 for whites. A lot of these things we're talking
11 about goes back to our ability to employ people in
12 the community. One of the things that we do, we're
13 sworn to uphold the law and to protect citizens and
14 things like that. But, in our job of doing that,
15 we've also got to see that when a problem surfaces or
16 when we see a problem coming, we try to do something
17 to eliminate that problem or start that, and to keep
18 that problem from reoccurring.

19 Most of the things, and I'm sure that
20 yesterday probably the rest of the day you're going
21 to hear a lot about the economic conditions of the
22 county. That's a great factor in our business. The
23 better the education, the better the economic

1 condition becomes, and the more our job lessens, in
2 essence:

3 MR. SETIEN: Mr. Davis, with regards to
4 community involvement and items like crime watch and
5 Dare Program since your resources are limited and the
6 increase in crime that you experienced, what sort of
7 community participation do you currently have and how
8 are you encouraging the citizens to be most active to
9 protect each other and to assist you in your efforts?

10 MR. DAVIS: The first thing and I guess the
11 greatest thing I did is I'm constantly talking to
12 various groups from my position as sheriff. I'm
13 constantly talking to black, white about the issue:
14 Black, white is not the issue, the issue is the
15 problems that are involved and how the community is
16 going to choose to deal with those problems to keep
17 them from reoccurring. I unfortunately don't have
18 the power or I'm not delegated to do that. But,
19 there are community leaders who are. It's my job to
20 try to show where our criminal problems arise and why
21 that these problems are here, if I can, and deliver
22 to these people those thoughts and then sit down as a
23 group and try to solve those:

1 One of the problems we're working on,
2 again, is the economic environment we have. The lack
3 of jobs, and I'm sure that that's pretty well uniform
4 to throughout the nation. However, we're working
5 these things out with Mayor Humes trying to help a
6 little bit here. That's on the horizon. I hope it's
7 successful. These are good jobs that with good
8 retirement and benefits of unemployment we have got a
9 tremendous welfare base in this country. Welfare in
10 and of itself will never solve any of our problems
11 that we're dealing with; drugs. Pride inside is what
12 will solve this problem.

13 CHAIRPERSON THOMPSON: Sheriff Davis, how
14 many officers do you have with degrees?

15 MR. DAVIS: We've got three now there's.
16 There's two that have one and there's one lacks just
17 a few hours.

18 CHAIRPERSON THOMPSON: And you said your
19 three black officers are all college degree'd?

20 MR. DAVIS: No, they have no college at
21 all, no college at all. That's one of the problems
22 that we have. Again, those blacks are finding people
23 with degrees generally more money, more better pay;

1 black or white.

2 CHAIRPERSON THOMPSON: Last question:

3 MS. BOTELLO: Do you have an education
4 program for your officers and as part of that
5 education program not just college degree, to assist
6 them to get college degree to further their
7 education? Do you have cultural or sensitivity
8 training?

9 MR. DAVIS: Pardon?

10 MS. BOTELLO: Do you have cultural or
11 sensitivity training?

12 MR. DAVIS: No. In response to the first
13 part of the question, any Officer who takes, and we
14 have had a community college apply, we have one in
15 community college in Dyerville, we have one who is
16 attending college at Seymore. Any officer who
17 attends college who is directing his education
18 towards the criminal justice department, it doesn't
19 matter whether its police probation, well, there's
20 our training fund pay that we also sponsor and help
21 those communities in our county who do not have the
22 resources to training that officers. We have two
23 officers from Hayti Heights going to their basic

1 police, which is a whole other issue. Our police
2 standards in the education of officers are at the
3 bottom of the barrel. They are number 50. They need
4 a lot more education of our police officers. You
5 send a person -- you cannot in the State of Missouri
6 get a license in the State of Missouri to cut your
7 hair unless you've got like ten thousand hours, but
8 we're going to put a person on the street with a gun,
9 giving a person the ability to take a life 120 hours.
10 It's kind of lost in the shuffle somewhere.

11 CHAIRPERSON THOMPSON: Thank you, Mr.

12 Daniels. We appreciate your comments.

13 Next we have Mr. Nick Thiele, the
14 Director of Pemiscot County Vocational School. Good
15 morning, Mr. Thiele, thank you very much for being
16 here.

17 CHAIRPERSON THOMPSON: Is it Thiele or
18 Thiel?

19 MR. THIELE: Thiele is right.

20 MR. NICK THIELE

21 Director, Pemiscot County Vocational School

22 I suppose you might start out by
23 telling you a little bit about the Vocational

1 Technical School here in Pemiscot County. We're a
2 little bit unique in that in the State of Missouri
3 there are only two special school districts formed
4 with their own tax base, and so forth. One is in
5 St. Louis County, the other is here in Pemiscot
6 County. The Vocational Technical School is part of
7 special school district of Pemiscot County. The
8 special school district's main objective and the
9 reason why they were formed was to provide special
10 needed education for students in the county and
11 vocational training.

12 I'm going to be addressing more to
13 vocational, the end of it. Since that is the area
14 that I'm probably responsible for. I'll be glad to
15 try to answer as many questions as I can about the
16 special needs area while I'm doing this. Keep in
17 mind that I'm relatively new. I came on board the
18 first of July, so I'm limited as far as what I know
19 about the special needs area. But we think we're
20 under a rebuilding process at the vocational
21 technical school. We're trying to upgrade our image
22 as far as the type of training that we can deliver.
23 We want to attract as many students as possible for

1 what we call skills training. Which are directly job
2 related and we try to pattern our training towards
3 the jobs that are available in Pemiscot County and
4 surrounding areas. Of course we're looking very
5 strongly for instance at our welding programming, at
6 welding. The young, not only at Caruthersville ship
7 yards for businesses in the Caruthersville area and
8 also at the steel company in Blytheville, Arkansas
9 which is within driving distance of a lot of these
10 people's homes:

11 So, we're looking at that: A little
12 bit about our school on campus we have seven
13 programs. We have an electronics program, a health
14 occupations, food service, auto mechanics, diesel
15 mechanics, welding and carpentry. And in addition to
16 that, we have a placement specialist that we hire
17 part time through the Missouri Division of Job
18 Placement or Job Security. And she helps us in
19 finding the contacts between students and workplace
20 and helps the students fill out their application.
21 She's also our contact: She's on line with the
22 computer daily when she's in our facility and has
23 access to the jobs that are available. So, that's a

1 real good service that we're funding through some
 2 federal monies, and I think it's beneficial in the
 3 past, based on what I've been able to find out. I
 4 know that she's active; in fact she's there today,
 5 which is not her normal day to be there, but she's
 6 there because Dairy Queen has a building going -- is
 7 building a new store here in town and we wanted to
 8 kind of get a jump on some of those applications,
 9 particularly for our food service students because
 10 we've got some kids coming out of a pretty excellent
 11 program there.

12 So, right now our enrollment on campus
 13 is 174 students in the day time classes. Out of
 14 that, 156 are high school students that are sent to
 15 us from the 6 high schools in the county. And then
 16 17 of them are adult students that come to us for
 17 skills training, and some of them are paying their
 18 own tuition. Some of them are on a couple of
 19 different areas of financial aid for their tuition.
 20 Some of them have been able to pay the tuition in the
 21 one lump sum. As you might expect in a college
 22 environment, and others don't have the money
 23 available to do, we set up a payment schedule for

1 them so they can pay monthly whatever it seems to fit
 2 their budget. Now, some of them can afford more than
 3 others, obviously. So I take those personally on an
 4 individual basis and work out an agreement with them
 5 for that.

6 Obviously, I want them to make a
 7 financial committment every month towards their
 8 education and I hae to have that to operate my
 9 school, obviously, but we try to work with them as
 10 much as we can do. We have some night classes
 11 scheduled and we've published these in the papers and
 12 the papers that I've decided the use I wanted since
 13 we are a county school, we have this. I have a
 14 philosophy personally that we should try to service
 15 as many people in the county as we possibly can. So
 16 we submit our fall class schedule, adult class
 17 schedule to the papers out at the Caruthersville
 18 Publishing Company out the Steel Paper, the Dunklin
 19 County paper, out of Kennett and we also submit it to
 20 the paper in Portageville because some of the people
 21 in the northern portion of the county do take the
 22 Portage paper. We have not had a lot of response
 23 mail already. We've only got one. To be able the

1 tuition would be able to pay the expenses and the
2 expenses I'm looking for that the tuition would have
3 to pay would be simply my instructor's salary. I
4 even went to the point where I decided I would try to
5 find other funds to take care of the supplies
6 necessary for those classes. So I could take a
7 smaller number of students to make, to ensure that
8 these classes do form and have a chance to run. So,
9 our welding course is going to run at this point
10 unless we get more students, I'll run it at a loss,
11 but I'm willing to do that to develop our image and
12 our reputation as a training institution. And I
13 think that's important to people to understand that
14 we're in the building process and that we want to do
15 what we possibly can.

16 We're going to try to install a needs
17 assessment in the county in the month of October.
18 We're going to be using as many agencies in the
19 county as we possibly can. Of course the newspapers
20 will be carrying this needs assessment, but what we
21 want to do is we want to find out from the people in
22 Pemiscot County do we currently have the right
23 programs on campus for skills training and if not,

1 what programs do you think we need? Because if we
2 don't get the input from the people in the county, we
3 may have a tendency to operate our school just the
4 way we feel it should be done and that may not be the
5 very best way to do that.

6 I'd like to think that I'm out in the
7 county quite a bit myself personally talking to
8 people, finding out some different job skills
9 training areas that are needed, but I certainly won't
10 reach everybody so I'm hoping this needs assessment
11 will set us up to that point give us some ideas. Is
12 there anything else?

13 MS. COLLINS: Madam Chair; I just want to
14 make an observation and that's going to appear before
15 us after you have finished is that we're hearing
16 presentations and realizing that this is for the U.S.
17 Commission on Civil Rights and we have an interest in
18 that that affects blacks, whites, women, age and
19 disability. So, my question would be to your staff,
20 the percentage of minorities and women and as it
21 relates to your students of minorities and women and
22 the disabled and whether you're handicapped
23 accessible:

1 MR. THIELE: Okay. I think I'll just try
2 to follow that as best I can as we go through the--

3 MS. COLLINS: Thank you.

4 MR. THIELE: My staff we have 14 people
5 that counting myself that are on the vocational staff
6 and that includes everybody from instructional staff
7 to support staff, and, of course, myself as
8 administrative staff. Out of the 14 people, 2 are
9 black, 4 are women. The rest are white males. The
10 two blacks are males:

11 MS. COLLINS: Could you give us management;
12 which positions they hold?

13 MR. THIELE: Oh, okay. We have one black
14 instructor, a guy that I was just able to get with us
15 now. He works, right now he's on an on call basis.
16 I use him for a substitute teacher. I'm going to try
17 to use him as much as I can in various areas because
18 he came into my office two weeks ago, said he had
19 just moved back to Hayti. His name is Roy Cooper,
20 and a very personable fellow and when he walked in I
21 thought golly, this guy has some vocational training:
22 He at one time was a VICTA officer in the State of
23 Kentucky and he wanted to work.

1 MS. COLLINS: We all know him very well.

2 MR. THIELE: So, Roy is going to do some
3 substitute teaching for me Monday morning. Hes'
4 coming in, he's going to take over for my electronics
5 instructor for a day and what I told Roy is--

6 MS. COLLINS: Excuse me, continue the count.
7 We just want to know the numbers and where they are.

8 MR. THIELE: Okay. The other black man
9 that works for us is in custodial capacity. The
10 ladies that work with us, two of them are nursing
11 instructors, one of course is a special needs
12 instructor. She has a dual role. Another lady is my
13 secretary and the other lady is the employment
14 security.

15 MS. CROSSLIN: And are those women black or
16 white?

17 MR. THIELE: White.

18 MS. CROSSLIN: Those four women?

19 MR. THIELE: Yes: High school students, at
20 this point we're running about 54 percent black
21 students, 46 percent white students. Adult students
22 we're running about just real close to 50 percent
23 black and 50 percent white:

1 CHAIRPERSON THOMPSON: Any other questions?

2 MR. SETIEN: I would like to ask you do you
3 have any programs that also involve the private
4 sector to both support your activity and also to
5 support the needs of private industry so, you know.

6 MR. THIELE: I don't know of any program
7 that might specifically address that other than our
8 advisory committees. We have seven program areas and
9 each program area has their own advisory committee
10 made up of people representatives. We try to make it
11 a representative accounting of both the industry,
12 private individual, the education forum too.

13 CHAIRPERSON THOMPSON: Last question.

14 MS. COLLINS: The percentage of those who
15 are black.

16 MR. THIELE: At this point, I can't tell
17 you because we are under reorganization of those.
18 Some of the Advisory Committees, when I came on board
19 weren't really active, so what I did, I got some data
20 from the division of employment security based on the
21 population of Pemiscot County and I gave that to my
22 instructors in the Pemiscot area and I told them I
23 wanted if at all possible an advisory committee made

1 up of the same percentage as the data we got from
2 employment security.

3 CHAIRPERSON THOMPSON: Okay. Mr. Thiele
4 thank you very much for being with us. We appreciate
5 the information and good luck in your efforts.

6 We'll take a five minute break and
7 reconvene with Mr. Bell who is Superintendent of
8 Schools in Caruthersville.

9 (A brief recess was taken.)

10 CHAIRPERSON THOMPSON: We will reconvene.
11 We would appreciate everyone's attention here. We
12 have with us this morning Mr. Arnold Bell. He is a
13 Superintendent of the Caruthersville School District
14 and I believe School District No. 18, is that
15 correct?

16 MR. BELL: That's correct except I'm not
17 Mr. Arnold Bell.

18 CHAIRPERSON THOMPSON: Well, who are you?

19 MR. R. H. MC COIN
20 Caruthersville Public Schools

21 I'm -- Mr. Arnold Bell had a death in
22 the family and could not be here today and he asked
23 me to present his paper. My name is R. H. McCoin and

1 I'm the Director--

2 CHAIRPERSON THOMPSON: Your name is?

3 MR. MC COIN: R. H., last name M-c C-o-i-n
4 and I'm the Director of Secondary Education at the
5 Caruthersville School District. He asked me to
6 present to you the information that he had prepared.
7 I'm going to stick strictly to it just exactly the
8 way he had it, and if you have any questions I'll try
9 to answer as much as I can. Our district composes
10 primarily the City of Caruthersville with only a
11 small number of students residing outside the city
12 limit. Caruthersville is a community of
13 approximately 7,000 residents and is a county seat of
14 Pemiscot County. The district serves approximately
15 165 students in grades kindergarten thru 12 grade.
16 76 percent of these students are qualifying for free
17 lunch and reduced lunches. The district serves 527
18 children or 33 percent whose families receive Aid for
19 Families with Dependent Children. Ten percent of
20 our high school students attend vocational school. I
21 should say only ten percent attend vocational school.
22 We have 25 percent of the district's graduates
23 continuing their post secondary education, only 25

1 percent. The district employs 127 certified staff
2 members and 66 support staff. 38 percent of the
3 certified staff have Masters Degrees or above.
4 Approximately 36 percent of the teaching staff has
5 more than 15 years experience with another 23 percent
6 between 11 and 15 years of experience. However, only
7 5 or 4 percent of our certified staff are minorities
8 with 14 or 20 percent of all our other employees
9 being minorities. This concerns us. When we
10 consider that we have 45 percent minority children:

11 Their concern is where to find well
12 qualified minority teachers and employees. I have
13 been in Caruthersville now for four years and have
14 had few opportunities to interview only two minority
15 teachers. We offered one of those two employment,
16 but was refused. We are a district with a planned
17 budget expenditure which is more than our revenue of
18 approximately five million, seven hundred and seventy
19 thousand dollars. That budget, we have over seven
20 hundred thousand dollars in Chapter 1 remedial math
21 and reading expenditures for grades kindergarten thru
22 12. I have been told that we are in the top five of
23 largest Chapter 1 programs in the State of Missouri.

1 We're actually in position 3 to be exact, in the top
2 5 and we're still looking for more ways to serve our
3 children.

4 When you factor in the falling
5 concerns, you can see why we want to start
6 aggressively addressing issues that concern our
7 children. Now, this information was compiled and
8 provided by the Missouri youth profile in 1990. And
9 this follows, their unemployment rate is considerably
10 above the state level, and we must remember how these
11 figures are determined, which actually inflate our
12 totals on unemployment. There has been a major
13 decline in agriculture employment due to automation
14 and economic growth in this area is minimal. We have
15 an exodus of people from Pemiscot County and there
16 are no jobs the median household income in Pemiscot
17 County is just under \$15,000 per year and 35 percent
18 of the total population have total yearly households
19 of under \$10,000. 29 percent of the households
20 receive food stamps. 20 percent of the adults have
21 been identified as having basic literacy problems
22 which is higher than the 4 percent on the state wide
23 basis. Roy Bunt's Commission on Literacy found

1 Pemiscot County to be the number one illiterate
2 county in the state. A number of risk factors for
3 children exist in '85 to '89, now younger. 981
4 children born to single mothers, more than half of
5 all births, 409 babies born to adolescents 18 years
6 or younger, and 98 percent of these births were to
7 minority adolescents. Between '79 and '89, 87 infant
8 deaths were recorded for each one thousand live
9 births. This is the highest infant mortality in the
10 state. An average of 140 children under 18 are
11 placed by the juvenile courts in out of home
12 placement each year. Caruthersville alone had 30
13 children placed last year at a cost to the school of
14 \$10,883 in local task tax efforts. Caruthersville
15 school district attendance is very high, with the
16 average daily attendance percentage in 1990 at 98.69
17 and in 91, 98.89. And we might ask why. Well, maybe
18 the school is the best or the most enjoyable
19 environment for the children. However, we had a
20 dropout rate last year of approximately 35 percent,
21 which was 65 students over a four year period. I do
22 not have the actual statistics, but I would guess
23 that a large number of these students are minorities.

1 Some people may ask what does all this have to do
2 with education? I would suggest that these are some
3 of the many educational ills of Pemiscot County, and
4 they have a direct effect on the ability to educate
5 not only minority children, but all children. These
6 education and social ills put children at risk. Our
7 state and national at risk programs are addressing
8 the secondary students. Many times we're too late to
9 save potential problem children by junior high or
10 high school age, and we must start much earlier. The
11 state Board's plan, Missouri has prepared July, 1990
12 states we must have equity and opportunity for all
13 children. And, of course, our concern is how do we
14 do this? The social and economic reality of 1990 and
15 the 21st century is there will be few niches for the
16 dropout, uneducated, unmotivated students who many
17 end up in these categories through no fault of their
18 own. How his back effective strategies for teaching
19 minority students. Howard Hill describes teaching
20 like this. In a doctor, a lawyer or a counselor had to
21 people in his or her office at the same time, all of
22 different needs and some of whom didn't want
23 to be there, and were causing trouble and these

1 ... students, without assistance, had to treat them
 2 all with professional excellence for 9 months, then
 3 they might have some conception of classroom
 4 teacher's job. We have to be aware of the
 5 percentage of minority students who are educationally
 6 ... their teachers may have to
 7 handle skill, compensatory, remedial and
 8 developmental learning needs. They might develop
 9 street smarts to understand ribbing and jiving and
 10 all these other things that we all recognize as the
 11 street jargon. And though something of a cultural
 12 and ethnic history of minority children, all of which
 13 is added to our teacher's responsibility.

14 Because of society in which minority
 15 students live, the school must prepare them for the
 16 conflicts of life such as racism. The book becomes
 17 the responsibility of the teacher. A major challenge
 18 to improve the quality of education for all students
 19 regardless of their economic level, regardless of
 20 their race is the development and distribution of
 21 sensitive, knowledgeable and qualified teachers. Our
 22 students tell us that less than ten percent of all
 23 the nation's graduate become teachers, less than two

1 percent of those are minorities. We also know that
2 many minority teachers leave teaching within five
3 years after they start. It's of paramount importance
4 that we develop caring, sensitive non minority
5 teachers as well as developing a way to attract
6 minorities to the teaching profession. Our schools
7 reflect the values of the larger society in which
8 they excise. We must keep abreast of cultural
9 influence that may enter or facilitate our
10 effectiveness in teaching students regardless of
11 their social, ethnic, religious or racial background.
12 This has become a very complex task. As educators we
13 may be well trained scholars, but our ability to be
14 make -- if we do not become effective in teaching our
15 minority students. Earlier I discussed a few of our
16 social, educational ills, we know that home, school,
17 and community is the best approach. A team effort
18 concept; we just together, everyone accomplishes
19 more. Howard Little states if we are to teach
20 minority students, we must first reach the parents.

21 We at Caruthersville believe strongly
22 in the concept and are trying different approaches to
23 involve our parents in children's education. This is

1 not easy as it may seem. Many of our parents either
2 choose not to become involved or do not care enough
3 to become this involved: I do not want to place
4 blame, but we choose to do what we choose to do. No
5 one must do anything. If I were faced with some of
6 the same problems and situations and received a
7 letter filled with educational jargon wanting me to
8 attend a meeting at school, I too may have other
9 priorities: We must educate parents of the
10 importance of their involvement in how they can help
11 in so many different ways: Some of our parents have
12 expressed that their 3rd grade children know more
13 than they do. So, they're embarassed to become
14 involved. We must teach minority parents that they
15 can help in miore ways than doing homework. There
16 interest and support of the school does make a
17 difference: But, as a school district, must gain the
18 trust. I'm uncertain if this can be accomplished.
19 We know that minority parents generally want their
20 children to do well, desire skills basis for their
21 children, have hopes that education will create
22 opportunities for their children which they may very
23 been denied and can assist the student in carrying

1 out many of the educational-objectives. I mentioned
2 the uncertainty of gaining trust. I'm uncertain
3 because of our nation's racial tension, even though I
4 see much black on black crime and offenses taking
5 place, more than black and white. I'm uncertain
6 because of my experience with parents. We have had a
7 35 percent drop out rate for years. These people,
8 many of which are now parents of children in our
9 schools, have a negative taste in their mouth for
10 schools and everything associated with them. If not
11 they may have never become dropouts, according to the
12 Joint Council of Economic Education. These dropouts
13 also cost the United States between \$60 and \$223
14 billion.

15 My bottom-line, keeping minorities in
16 school cost money, but it will cost a lot more if
17 we're losing them. I'll leave you with my last
18 comment. Yes, we have many ills facing us. We need
19 more well-trained minority teachers as well as
20 well-trained non minority teachers. We need the, in
21 our developing parental support and we are addressing
22 our students and potential dropouts, but none of this
23 can be effectively addressed by schools without

1 financial help. Just like the parents of a minority
2 child who is faced with economic concerns, education
3 may not be a priority. Schools are priorities and
4 many times these priorities lead down the road of
5 least resistance. Thank you.

6 CHAIRPERSON THOMPSON: Yes, sir.

7 Mr. McCain, has your school district
8 ever engaged in cultural or sensitivity training for
9 teachers or considering that?

10 MR. MC COIN: Not to my knowledge. As far
11 as I know, they have not.

12 CHAIRPERSON THOMPSON: Mr. McCain, how long
13 have you been with the school district?

14 MR. MC COIN: This is my 14th year. I was
15 assistant high school principal for 13 years, yes,
16 this is my 15th year. I'm sorry, and I became
17 Director of Secondary Education last year and this is
18 my second year in that role.

19 CHAIRPERSON THOMPSON: Yes, sir, Mr. Setien?

20 MR. SETIEN: Yes, I would like to ask a
21 question. Mr. McCain, yesterday evening during our
22 meeting with the community, the community expressed
23 that there's a dual standard of disciplinary rules to

1 students. - The difference between the whites and the
2 non white and that they seem to be, you know, a more
3 rigid disciplinary attitude taken towards the
4 minority students, you know, a more rigid
5 disciplinary attitude taken towards the minority
6 students, and consequently, that creates a certain
7 degree of racial connotation. What's your experience
8 with that, and what is your district trying to do to
9 alleviate such disparity treatment?

10 MR. MC COIN: Okay. Of course I understand
11 what you're saying there and it's not true. If
12 people perceive it to be true, then something needs
13 to be done about it.

14 MR. SETIEN: That's correct.

15 MR. MC COIN: This is the way I look at it.
16 Now, of course, as I say, I was assistant principal
17 for 13 years and I dealt mainly with discipline
18 problems that was my main job. And there was the
19 thing that regarded, again, counselors we made an
20 effort to be absolutely fair. In other words, we
21 dealt with the kids on the basis of what they had
22 done wrong or done right, what every the case might
23 be. There was no efforts whatsoever to discriminate

1 between minority children and white children. Once
2 in a great while I'm sure we were accused of being
3 just what you said, but that was not our intent.
4 Now, since I've left the office I've heard what
5 you're saying, exactly what is true or not I have no
6 idea: But I do know that this school board is aware
7 of these things and the school board is now looking
8 at our discipline policy: It was discussed at a
9 special meeting about 3 weeks ago, special
10 instructions were dealt out to the principal, you
11 know, to try to take care of these things and to
12 alleviate them. So, I believe that we are making a
13 strong effort to correct it, if it's true, and
14 correct it: If the perception is there, it's not
15 true: We want to correct the perception, too because
16 if I think something is wrong, then I think and it's
17 not wrong. I need to be shown why it's not wrong,
18 see, to improve my idea of my thinking: So we are
19 working on it. We are aware of what you're saying
20 and it's being addressed by the school board, by the
21 principal, by all of us.

22 CHAIRPERSON THOMPSON: Last question:

23 MS. CROSSLIN: Last question, Mr. McCain,

1 you mentioned earlier that the district had
2 difficulty recruiting qualified black candidates for
3 positions within it and I'm sure it's number one
4 about what kind of recruitment policy you have at
5 this points in terms of advertising positions, where
6 you go to seek applicants in general, and whether you
7 have or plan to implement any special programs that
8 might help you to reach out to a broader potential
9 pool of minority applicants at this point? And then
10 I'm particularly interested in what your minimum
11 employment qualifications would be for your
12 counseling staff because I at least infer from what
13 I've heard so far that you have no minority
14 counselors within your school system?

15 MR. MC COIN: True. We do not.

16 MS. CROSSLIN: Even now there's such a
17 significant minority population.

18 MR. MC COIN: Well, of course, we have
19 counselors. Just this past school year and what we
20 do when we have positions or we contact all colleges
21 in the area, maybe in the United States, I'm not
22 really sure about that, and we say look, we need this
23 type of individual with this type of qualification

1 and, of course, they in turn will acquaint us with or
2 send us a list of the possible candidates and also
3 information on the candidates. So, normally what we
4 do, we contact the candidates, we contact the
5 candidates or have the candidates contact us and ask
6 them to come in for an interview. Last year on the
7 counseling position this came up last year, we didn't
8 have -- we only had, I'm trying to think, 3 or 4
9 applicants and none of them were black applicants
10 that were qualified. I'm trying -- I'm operating
11 from memory. I -- just just kinds of bad. This year
12 basically what happened, a minority, to be quite
13 honest, can go to St. Louis and get a job real easily
14 making a third to twice as much as what we pay, and
15 that's where they usually go. Every time I've every
16 been wanting to talk to them, that was the bottom
17 line, that is where they went to a higher paying job.
18 We have a terrible situation getting them.

19 CHAIRPERSON THOMPSON: Thank you very much
20 for being here, Mr. McCain. We appreciate your
21 comments and please send our deepest concern with
22 regard to Mr. Bell.

23 MR. MC COIN: I will do that.

1 CHAIRPERSON THOMPSON: We have with us Mr.
2 George Byers who is Superintendent of Schools in
3 Hayti School District.

4 Mr. Byers?

5 GEORGE J. BYERS

6 Hayti School District

7 Thank you very much. Part of the
8 information that was provided previously by the
9 speakers pertains to Hayti districts. We are the
10 second largest district in the county. We have a
11 student population this year we have 983 students in
12 our school K thru 12. We also operate an early
13 childhood education for 3 and 4 year old students
14 under Chapter 1 program which we have 60 students
15 enrolled in this program. This is a program at Hayti
16 School has had for several years as an early
17 prevention program to try to work out some problems
18 with the students medical, educational and other
19 problems. So, when we do go into Kindergarten we
20 have some of these problems solved, hopefully, and
21 this year I may report we're only allowed 15 students
22 per teachers. We do have a waiting list. This is
23 unusual, usually we fill all requests, but this year

1 I think we have 3 or 4 students on a waiting list.
2 And hopefully we can get those students into the
3 early childhood program.

4 Our student body is composed of
5 basically 66 percent minority and it's actually when
6 you run the figures 66 and 2/3rds or 33 and a third
7 come out pretty close to 2/3rds minority students.
8 Last year in going through information, one of the
9 things I would also note, we had 51 graduate last
10 year. Of those 51, we have 40 that were minority.
11 We had 11 that were white students last year. Our
12 percentage of free and reduced lunch will run in
13 excess of 80 percent also. It said 70, 75 percent,
14 we're 80 percent for reduced lunch and our ADC count
15 is very high. I think we have 5 to 6 hundred
16 students out of the 9 hundred that's on AFDC.

17 So, basically, the things that was
18 expressed by the earlier speaker also applies to our
19 district and lack of jobs. We face the same
20 problems. We're all here in Pemiscot County together
21 and we basically face the same problems. We do have
22 a significant Chapter 1 program. Also, we spent over
23 \$500,000 last year on Chapter 1 programs. We

1 provided a summer school for Chapter 1 students in
2 our district. We had a full summer school in June.
3 Our district again is suffering like many districts
4 in Hayti. The district has 229 students suspended
5 last year, and this is very significant to a school
6 district. Hopefully we will be back down to about 65
7 percent. Our district was forced last year to let 5
8 teachers go and these are some of the problems we
9 are facing from the state. We're asked to do more
10 and we're given lists. I would like to say, and I
11 may express this to the committee there is my first
12 year at Hayti I have served previously 14 years in
13 Delta C-4 district which is neighboring district
14 about 8 miles away. And this is my first year here
15 at Hayti. I came aboard, Hayti came aboard in July,
16 July the first. But I guess up in this area I
17 graduated from Hayti. So I've got a stranger here.
18 I've been back in the area and it's been a good
19 experience for me. We have many of the same problems
20 that Delta C-4 that we had here, so the concerns with
21 the teachers. This faculty here has very little
22 turnover in Hayti, and, you know, I would like to
23 express credit to those people because they have

1 stayed here and they have fought many of the battles
2 that you were hearing about earlier. They are
3 concerned about our kids here, and if they were not
4 happy, then they could certainly go somewhere else
5 and make more money or do whatever. But they have
6 stayed here, they have worked with these kids and I
7 think if you could talk to our teachers, they have a
8 good attitude in working with our kids, which I think
9 is one of the things that's very important to me as
10 the superintendent is that we're able to see where
11 our kids are coming from and to relate to that and to
12 work with that. And that's one of the things that I
13 want to do as superintendent. I want us to be more
14 involved, more concerned, and to work with these kids
15 and see what we can do. And I won't go on, I'll try
16 to answer questions, if you have any questions.

17 CHAIRPERSON THOMPSON: Committee?

18 MR. SETIEN: Yes, I would like to ask a
19 question, Mr. Byers, because of the economic
20 difficulties of this area, have you considered or
21 have you tried to identify any type of educational
22 partnership with the private sector, the private
23 business and professional sector. I mean, the

1 resources have to be identified. Is that a
2 possibility? I mean, if we're going to deal with the
3 education, has that been something that's--

4 MR. BYERS: It hasn't evidently been
5 something that's been done here and always I said I
6 came in in July and no, I've not done this and
7 evidently it was not done in the past. In our
8 particular district I was in previously, it was very
9 small, and you know, we were limited as to what we
10 could do. There's an area that we can look at in
11 Hayti because of some, you know, the different
12 problems that we do have financially aspect in the
13 State of Missouri and I'm sure you will have -- you
14 all are aware of it, but it's terrible.

15 CHAIRPERSON THOMPSON: Mr. Byers, I suffer
16 from a little bit of ignorance here. I'm not real
17 sure why the ADC count is relevant. I don't
18 understand. We've heard those numbers and I don't
19 know why that is important.

20 MR. BYERS: I think it goes back to
21 employment because we deal with a lot of single
22 parent household and the people who are drawing AFDC
23 we have them children who do not work and do not have

1 elected school board of 6 members. We have 2
2 minority members and 4 white people on the board:

3 MS. COLLINS: And how are they elected?

4 MS. BYERS: They are elected at large --
5 within the school district boundaries and we have in
6 Missouri, in the 6 director school districts which
7 were there are 2 elected every year and they serve
8 for 3 year terms. There's a law passed by the
9 general assembly last session, there will be 3
10 elected this time because we will have a 7 member
11 board now.

12 MS. COLLINS: You're an employee of the
13 board so I make a statement in relation to
14 representation at large. I have served at large, so
15 I feel comfortable in doing this. It's very
16 important that the board represent the constituency
17 in which you received. The constituency, including
18 Hayti Heights. And as you understand, there's a
19 problem. We don't have anyone from Hayti Heights who
20 lives here who serves on your board, is that correct.

21 MR. BYERS: No, it's not correct.

22 MS. COLLINS: And maybe a --

23 MAYOR HUMES: It is correct.

1 MS. COLLINS: Maybe a majority of your
2 members live within a 5 block area rather than being
3 very disbursed, even in Hayti and some of the outside
4 areas. So those of us have problems with "at large
5 elections". Do you recognize that as a problem for a
6 decision of policies are related to the education of
7 the children?

8 MR. BYERS: No, I haven't seen that.

9 MS. COLLINS: You equate that to dollars
10 only?

11 MR. BYERS: No. Let's look at, first I
12 have only attended three board meetings in Hayti, but
13 the 6 people that I work with have been very
14 concerned about the student body and about what's
15 going on in school. I have not noticed anything that
16 goes along racial lines or anything else. I think
17 they work as a board for the benefit of the students.
18 And I attended 2 or 3 meetings prior to taking this
19 position as a visitor and I think all 6 board members
20 came in with the idea of let's do what's best for our
21 students, not as this is a black or white issue or
22 racial or anything else.

23 MS. COLLINS: Your significant number of

1 Chapter 1, who is in charge of that, in determining
2 whether students go into the Chapter 1? Is that
3 economic or is that has to do with the student's
4 abilities?

5 MR. BYERS: It has to do with the student's
6 abilities.

7 MS. COLLINS: Who is in charge of that
8 testing and screening?.

9 MR. BYERS: Okay. This is done through the
10 MMAT process which is a statewide test Motor Mastery
11 Achievement Test which is provided by the state board
12 of education. And we are provided scores back from
13 them of who qualifies for the Chapter 1 program.

14 MS. COLLINS: Have you set with one of those
15 review teams that makes those determination and
16 gives the test?

17 MR. BYERS: No because what they do, we
18 give these tests as a group test and then we get a
19 printout back that identifies these students that are
20 eligible and that's a percentage like from 40 percent
21 down. We are required by law to take those that are
22 lowest first. We have to serve the worse first, and
23 this is federal guidelines: We do not make this

1 selection that this child will be in Chapter 1. We
2 do have the alternative as a teacher to make a
3 recommendation. If a child had a 40 and they're
4 high, and we really feel like that child would
5 benefit, we can make a teacher recommendation if the
6 class is not full.

7 MS. COLLINS: You can continue with the
8 number of teachers and staff.

9 MR. BYERS: Okay. We have 73 certified
10 employees and of those 73, 17 are minority. And I'm
11 talking on our certified teachers. And the only, on
12 the non certified we have 35 employees, we have 17
13 that are black, we have 18 that are white.

14 CHAIRPERSON THOMPSON: Last question.

15 MS. BOTELLO: Mr. Byers, you gave us 15
16 percent drop out rate?

17 MR. BYERS: I did not give you a dropout
18 rate.

19 MS. BOTELLO: Do you know the dropout rate
20 overall, and specifically minority?

21 MR. BYERS: I could give you a figure from
22 last year. I don't know. Last year we had 22
23 dropouts and I'm talking in our, basically you're

1 talking grades 7 thru 12. Ten of those were black
2 males, 7 were black females. There was 5 white males
3 and there was zero white females.

4 Again, the dropout problem in our area
5 as was expressed earlier is a concern of ours.

6 CHAIRPERSON THOMPSON: We have many other
7 questions, Mr. Byers, but there's not enough time.
8 We appreciate you making yourself available to this
9 committee and we hope to be in touch with you again.

10 We have Mr. Alex Cooper. Mr. Cooper is
11 Director of the Delmo Housing Corporation and Migrant
12 Health and knows the Bootheel community very well.
13 Thank you very much for being here and sitting with
14 us. And we're looking forward to whatever you have
15 to tell us.

16 MR. ALEX COOPER

17 Delmo Housing Corporation and Migrant Health

18 I'm used to this. First all of, there
19 is a correction, I'm no longer director the Migrant
20 Health project, but I did it for about 20 plus years.
21 I would like to make a few opening statements as to
22 what the Delmo Housing Corporation is. How long have
23 it been in the area and a bit about the scope of

1 services, and I shall also share with you that our
2 main represent' -- I may represent the consciousness
3 of the area, so I'll get at the school teachers, I'll
4 get at the everything.

5 The private sector normally is looked
6 at as the resource that can move rather quickly in
7 the resolution of problems in the problem area. That
8 is if resources are available: In our particular
9 case, Delmo Housing Corporation became a legal entity
10 as a result of proformer decree of the Circuit Court
11 of St. Louis on the 17th day of December, 1945: The
12 issue in concern then was to find housing, adequate
13 housing stock for former sharecroppers who had been
14 displaced off the farm and was demonstrated in the
15 roadside demonstration, 1959: The corporation went
16 about its business and St. Louis went on sale in 1946
17 and by 1954 some 542 families that had been former
18 sharecroppers and casted off the land was home
19 owners. That was a mixed angle of sort because we
20 dealt with poor people: The Delmo community as it
21 was originally established were 6 all white, 4 all
22 black and these were scattered rental houses that
23 grew out of the protest demonstration in 1939.

1 Houses was constructed under the supervision of then
2 former security administration and they were later on
3 put on the market for sale. As an agency, many of
4 the board of directors at that time, which was
5 centered Washington University, George Morgan Brown
6 of social work, these were social activity people,
7 and they were learned people in the game. As a
8 matter of fact, the professor emeritus that was a
9 catalyst in the early development of Delmo did some
10 of the original work on the Social Security
11 Administration. He also chaired the international
12 meeting of social workers at the age of 76. So, when
13 we come into the area, we try to look at what can be
14 done, not what have been done and what's on the
15 agenda now.

16 I would like to offer for the
17 superintendent who just left the difficulties in
18 attracting blacks as faculty members might well look
19 at the curriculum, the offering of the 114
20 predominantly historically black colleges and
21 universities. I have found in my work that many
22 administrators did not, do not know that they
23 existed.

1 We have a program at Delmo that is
2 ongoing that deals with economic development and
3 education. We have a unique partnership with the
4 City of Hayti Heights in attracting college
5 opportunities for young boys and girls. We deal with
6 private colleges, and so far on the 22nd of December
7 last year, after 3 years, we had enrolled in colleges
8 and universities some 62 young blacks that had come
9 out of the area. We did this year with the special
10 emphasis with the City of Hayti Heights, we have some
11 12 young blacks that are in college. So, it's ways
12 that you can do it. We did not go to the
13 institutions, we invited the president of the
14 institutions to come and tour our city with the
15 mayor, and then we developed a relationship with
16 those institutions that these young men have trouble
17 academically, if they have trouble otherwise
18 adjusting to that environment, we have a team of
19 counselors that will go to that institution and work
20 out the problem. So, solutions to problems, they've
21 got to be new, they've got to be innovative, they've
22 got to take on some real resoundment and resolve of
23 those who are committed. I would also like to

1 reference to the fact that if the Hayti community of
2 17 black and minority faculty, what do we have in the
3 high school? Was that question ever raised? You
4 see; I have some problems with that. To see that we
5 can have a 2/3rds majority of the population in the
6 school is black and that is not representation on
7 that level. But there are ways you can work this
8 out; you know, and that's what I'm saying. This is
9 what Delmo is about, working out a solution. One of
10 our promising institutions that we will have a
11 cooperative arrangement that we have with the 1890
12 institution the name is Lincoln University and it's
13 cooperative extension services. For 9 years now
14 we've been in the process of developing an
15 agriculture model for rural economic development.
16 We're not trying to move Chrysler and Anheiser Bush,
17 we're looking at what we've got here. We're well on
18 our way. We have found that certain varieties of
19 crops can be grown, they can be grown successfully.
20 They can be quality products and they can be
21 marketed. You know, it takes different techniques to
22 get it down, but it can be done.

23 On the 29th I will be in Chicago at a

1 rural development institute and we're going to look
2 at some of the wherewithal as to how to get this
3 done. The one thing that I'm reminded of, I think
4 this is allegedly given to Socrates who said the
5 ignorance is the greatest of all sins. And if you
6 don't know, you're going to be led by one who knows,
7 let's fast it. And then paramount to that, you must
8 have a willingness to work. Nothing is ever given to
9 you Fred Douglas once said, "Poverty never concedes
10 anything. It never has, it never will." Men may not
11 always get what they pay for, but they certainly will
12 pay for everything they get." We've got to
13 restructure the black family, there be no doubt about
14 it: I'm well-known with that, including a member of
15 the City Council, the late Pastor of the United
16 Methodist Church and members of various
17 organizations, and there's no problem in the school
18 system. Let's share one with you. The Alumni
19 Association that once attended the black school here
20 tried to for years to buy the ground to preserve it
21 as an institution. We made bids on the property and
22 was turned down. Now it's completely destroyed and
23 now we've got it. But we're going to make it go, you

1 know. I just share with you this, these types of
2 history that we've got to break away from it. But
3 its going to come not by pain sometimes, but it's got
4 to come with understanding and with hope -that it can
5 be done:

6 CHAIRPERSON THOMPSON: You were able to
7 secure the building, to get the building?

8 MR. COOPER: We got the ground. We got the
9 ground. The building has been destroyed: It's been
10 destroyed. So I would rather not, rather to go into
11 any accolades or anything to give you an opportunit
12 to ask questions.

13 CHAIRPERSON THOMPSON: Thank you.
14 committee?

15 Well one question I have, Mr. Cooper,
16 is your involvement with the new superintendent and
17 helping to work out some of these questionable
18 concerns about people being able to make so much more
19 money in other places that they don't find Hayti and
20 Hayti Heights a community to locate in and we're
21 concerned if you were able to make some impact with
22 that?

23 MR. COOPER: Well, we have set out a series

1 of agenda for a series of discussions that we're
2 going to look at every concern that affects the total
3 community. You might not be aware of the fact that
4 the Pemiscot County total black population never
5 exceeded 22,000 and it's interesting to look at the
6 true professionals that have graduated and began
7 successful careers that came out of a system that's
8 totally alien to him. I know for example the first
9 black to attend the University of Missouri School of
10 Medicine came from Hayti and went to the public
11 schools. He's now a surgeon in the American College
12 of Surgery, and we have in the last ten years
13 graduated some ten or more doctors and dentists that
14 have come out of a system that he may not know how it
15 were, but that comes from the type of discussion that
16 we hope to have.

17 CHAIRPERSON THOMPSON: Thank you. Because
18 that has been some of our concerns.

19 MS. BOTELLO: Last night we had a lady who
20 was living in a house that was really substandard and
21 she was, her land lady I guess was also a minority,
22 are there programs to help people who own houses and
23 are unable to fix them up?

1 MR. COOPER: Not out of the true federal
2 sense of things, but as an agency, what we have done
3 in our contact with various religious groups, we have
4 been able to identify work camp groups we call them
5 that will come in and provide the resources just to
6 give them the experience of working in that
7 particular area. Now these are sometimes very
8 difficult and take time to do it, but for those types
9 of instances of, you know, we do look at them with
10 some determination to see if a remedy can be found.

11 MS. COLLINS: Are there any weatherization
12 funds available in your state or federal --

13 MR. COOPER: We, with the local community
14 service agencies, they they do have weatherization
15 programs, yes.

16 MR. SETIEN: Mr. Cooper, are the
17 agricultural model program, what percent of minority
18 participation is there and specifically with regard
19 to the business management aspect of that. And I
20 have a follow up question that have they considered
21 looking into some of the potential of doing a
22 international trade maybe with small countries in
23 Central America, for example, team effort, for

1 example. When I was driving from Memphis yesterday
2 evening, the first thought that I have is can we take
3 a surplus agricultural equipment that is second grade
4 for American technology now and put it to the
5 vocational schools to have the equipment refurbished,
6 you know, and that equipment exported in some kind of
7 program with Latin America to Central American
8 farmers and you can have an exchange? You're being
9 very articulate in such a wonderful way, I wonder if
10 we can go see any of that?

11 MR. COOPER: to answer your question,
12 I'll give it in two stages. First of all, we're
13 still testing the agricultural market. We have not
14 made a final determination, and we're looking at a
15 small parcel of land that can sustain a family, a
16 working family. And we're looking at a model say two
17 acres which there's enough minority owned property
18 yet that they can be included and we would not have
19 the problem of securing the land. But, yes to answer
20 the question, they must, if they become
21 entrepreneurs, it must be totally involved in the
22 whole operational system from the purchasing of
23 equipment, from the technical know how to see that

1 the crops are grown, even to marketing of the
2 service: Yes that's to be done. And incidentally,
3 we have with Delmo a relationship with exchange
4 students that come to Washington University from the
5 developing countries of the world and they come and
6 spend time with me and the agency: So we do have a
7 real good relationship with third world countries.

8 CHAIRPERSON THOMPSON: Mr Cooper, thank you
9 very much for being with us: We appreciate some
10 insight here and hope you will be able to be with us
11 for awhile:

12 MR. COOPER: Sure:

13 CHAIRPERSON THOMPSON: Thank you very much.
14 We have now Mr. Russell Leak who is substituting for
15 Susie Roberts. Mr. Leak is with InterTech,
16 Incorporated out of Dexter, Missouri:

17 MR. RUSSEL LEAK

18 INTERTECH, INC.

19 I apologize for Susie, she could not be
20 here today. I need to apologize for myself because
21 I'm an employee of InterTech for about a week and a
22 half now, so I'm not as well versed as everybody
23 else: I felt like actually after having to follow

1 Mr. Cooper there, I didn't know whether to give him a
2 standing ovation or do something amens as he was
3 talking or not: But I'm not nearly as articulate as
4 he is.

5 MS. COLLINS: This is a bit unorthodox, if
6 they'd like to join you to help you a little bit, if
7 someone has a little bit more experience.

8 Thank you, Madam Chair. I feel for
9 you: I've been in that position.

10 MR. LEAK: This is Debbie Penick and Tim
11 Pulley.

12 CHAIRPERSON THOMPSON: Could you spell
13 Debbie's last name?

14 MS. COLLINS: Would you please?

15 MS. PENICK: P-e-n-i-c-k.

16 MR. PULLEY: Tim P-u-l-l-e-y.

17 MS. COLLINS: I was going to ask if Ms.
18 Roberts had been in that position for awhile?

19 MS. PENICK: Yes, she has: Susie's been
20 with the company for about 3 years now.

21 MS. COLLINS: Okay, thank you.

22 CHAIRPERSON THOMPSON: And how long have you
23 been with them?

1 MS. PENICK: Going on a year.

2 CHAIRPERSON THOMPSON: And you?

3 MR. PULLEY: Approximately two years.

4 MR. LEAK: InterTech is a company that
5 receives funds, Job Training Partnership Act funds
6 through the Southeast Missouri Private Industry
7 Council. We are presently running two programs.
8 There's a drop out program and then there's a
9 combination program. The difference of those being
10 combination program includes more items. There's on
11 the job training, assessments--

12 MS. PENICK: Classroom training, work
13 experience for--

14 MR. LEAK: Several different things. The
15 funds, of course, Job Training Partnership Act funds
16 are federal fund and the SDA will get them out of
17 service delivery areas, of course is through cap.
18 There are 13 counties involved in the service
19 delivery area: We --

20 CHAIRPERSON THOMPSON: Maybe I can help you
21 a little bit, in being rude in interrupting you
22 again. But if you could give us a general overview
23 in your participation and involvement with your

1 minorities in the areas. How many of your staff are
2 minority and what positions they hold.. That may help
3 kind of define what we're interested in.

4 MR. LEAK: Last year with Dunklin, Pemiscot--
5 Counties, we had 53 participants in our dropout
6 program. Of those 53, 11 were black males, so that
7 would be 21 percent of the 53, 4 of the 53 were black
8 females, one percent, 17 were white females, 32
9 percent and 21 then were white males at 40 percent.
10 Total, I hadn't broken it down into any kind of
11 minority; black male, black female, all white female
12 would be 35 out of 53, which would be 68 percent. I
13 don't know if that's the breakdown we needed. This
14 year with the program of a combination in Pemiscot
15 County, the program started July 1, so it's about 2
16 and a half months into the program right now. We
17 have signed up for participants of ten white female,
18 6 black females, no white males, and 2 black males:
19 This is in Pemiscot County. Dunklin County is the
20 sign up for this year, white female 18, black female
21 are 2, black males, zero, and white male, 4. The
22 program, the combination program we running this year
23 I say we are 2 and a half months in the program, it

1 will run until the end of June, '93. So, we're
2 basically getting started in the program. And as far
3 as employment, they did hiring in June, first of
4 June. We had 9 positions that were available. Had
5 called for interviews, 15 or so possible applicants.
6 Of those, 2 were minority. One of the applicants did
7 not show and another decided not to be interested --
8 excuse me for my ignorance. If those answers both
9 your questions.

10 MS. CROSSLIN: Wait, let's go back to those
11 numbers. You talking about new hirees there, what
12 about your total staff as presently configured, your
13 minority count?

14 MR. LEAK: Like as far as race wise,
15 there's no breakdown at this time. They are all
16 white, you know.

17 MS. PENICK: We have 7 female.

18 MS. CROSSLIN: And how many of those are in
19 professional positions?

20 MR. PULLEY: I would consider them all that.

21 MS. PENICK: We consider all of our positions
22 professional positions in management. They're all --
23 we're -- I'm the only female in management in the

1 Missouri division.

2 MR. LEAK: We also have a division in
3 Arkansas and there are other females in management
4 like the general manager's position I took over was a
5 female out of Arkansas worked both programs actually.

6 MS. COLLINS: What is the structure of
7 InterTech, who formed it and where do the majority of
8 funds come from?

9 MR. LEAK: The majority of funds actually
10 the funds come from Job Training Partnership Act. It
11 was formed anywhere from 10 to 20 years ago by Dr:
12 John Alias. He is a former professor of the
13 University of Missouri.

14 MS. COLLINS: And then is there a board for
15 your area, for this area, is there an advisory board?

16 MR. LEAK: We have advisory members in one
17 of the first things that John told me when he hired
18 me a couple of weeks ago was that he's working on
19 getting more active participation. Not that the
20 people who are advising him have not wanted to be
21 active, but John hasn't had it organized like he
22 wants to so that there can be more advisory board
23 activity and so that's, he's worked on that.

1 MS. COLLINS: Is this -- I still don't
2 understand. Is it privately owned?

3 MR. LEAK: Yes.

4 MS. COLLINS: And where do your funds come
5 from, they're government funds?

6 MR. LEAK: Job Training Partnership Act:

7 MS. COLLINS: Which means that the JTPA is a
8 non profit industry council. Okay.

9 MS. PENICK: Could I explain?

10 MS. COLLINS: Please try.

11 MS. PENICK: Our company over doubled in
12 size this year as far as the amount of funds. We
13 went from a very small company to a rather large
14 company. We were one of the larger providers for
15 JTPA programs this year, and so up until this point,
16 far as an advisory committee, it's been very loose
17 because we were so small there was not a need for a
18 real structure.

19 MS. COLLINS: Do you compete for these
20 dollars or was it a contract or was it a sole source?

21 MS. PENICK: Yes, we did.

22 MS. COLLINS: You competed against --

23 MS. PENICK: DAEOC was the other agency.

1 MS. COLLINS: One other or two applicants
2 for these funds?

3 MS. PENICK: Yes.

4 MS. COLLINS: And you were successful bidder
5 back in June of this year?

6 MS. PENICK: Yes, we were. We are in the
7 process of forming a more structured advisory
8 committee because of our growth.

9 MAYOR HUMES: The question maybe needs to
10 come from the state office that I'm going to ask. If
11 you're getting all these federal dollars and have no
12 minorities on your staff, is there some, federally
13 how you can get all these funds and have no
14 minorities and they're all federal funds?

15 CHAIRPERSON THOMPSON: Well, at this point
16 I'm not real sure that -- well, go ahead and try to
17 answer the question because they may not have been
18 the bidders.

19 MAYOR HUMES: I'm not saying -- I don't know
20 that they are the ones to answer this question or
21 who, but that's a grave concern to me.

22 MR. LEAK: I'm not sure Mr. Humes, are you
23 talking employees or participants?

1 organization, but you're funded totally by federal
2 funds?

3 MS. PENICK: Yes.

4 CHAIRPERSON THOMPSON: If this will clarify,
5 they have to bid for the JTPA contracts.

6 MS. CROSSLIN: I understand that. I was
7 trying to understand the nature of their operation.

8 CHAIRPERSON THOMPSON: Okay. Mrs. Collins?

9 MS. COLLINS: I'm finished, thank you.

10 MS. BOTELLO: Okay. So, since you received
11 federal funds; I guess this is going on Mayor Humes'
12 question: Have you had to file reports with the
13 Office of Federal Contract Compliance?

14 MR. LEAK: I'm sorry, but I don't know that
15 answer. I'd have to check.

16 MS. BOTELLO: Do you know?

17 MS. PENICK: I don't know. If we do, that
18 would be something that the president of our company,
19 Dr. John Lyons would handle.

20 CHAIRPERSON THOMPSON: I have a couple of
21 questions. I notice the figures that you gave me
22 merely out of the population, there's been a
23 significant decline in minority males who are

1 participating in your program and, you know, I hear
2 that and that's a red flag to me. I was wondering
3 what InterTech is planning to do to make their
4 participation a little bit more commensurate with the
5 economic distress in this area as well as the
6 minorities who are living in the area?

7 MR. LEAK: The figures that I gave for the
8 program year '92, like I said, we're only 2 and a
9 half of months into that program. We will serve
10 whomever we can serve. We're limited by the number
11 we serve in our program, but we take referrals from
12 anybody; probation, schools, churches, individuals,
13 anybody who knows somebody who might be a drop out
14 through the age categories 17, 21 is it?

15 MR. PULLEY: Yes.

16 MR. LEAK: Call us, say so and so is a drop
17 out, could you help them? We will, then we'll follow
18 up on that to see if we can.

19 CHAIRPERSON THOMPSON: So, there's no
20 interest in making the recruitment or outreach
21 effort?

22 MS. PENICK: Oh, yes.

23 MR. LEAK: We do. We don't wait for phone

1 calls to come in, we --

2 MR. PULLEY: We contact everybody in the
3 facility. As a matter of fact, we contacted Mayor
4 Humes last year, I'd say about a month ago we had
5 approximately 15 slots open and we were trying to
6 come down here and serve the Hayti area.

7 MR. LEAK: We intend to supervise some of
8 the coordinators that will be in particular areas and
9 we are in the process. We do have some of those who
10 are new and in the process of training them to go out
11 and basically kind of knock on doors, campaign to --
12 I will be about working with Tim and with the
13 coordinators coming out. I would really like to go
14 to the schools, churches, wherever we might be so
15 that kind of advertise ourselves and explain what
16 we're into is that we can work through referral.

17 CHAIRPERSON THOMPSON: Mr. Hernandez?

18 MR. HERNANDEZ: Yes. I did some of the
19 staff work up for the State Advisory Committee in
20 preparing for this community forum and generally we
21 come here in terms of complaints or concerns that we
22 hear from the population here in Hayti,
23 Caruthersville and Hayti Heights. And one of the

1 concerns was that -- and one of the things that I
2 look for is are there any community-based programs
3 located in the community, and I found that there
4 wasn't when I came down, and there might be one that
5 came in from Steel or someplace, that is not in
6 Pemiscot County or here in Hayti. But, we did know
7 that the previous JTPA grantee agency or contractor
8 carried a heavy case load of clients that were
9 predominantly black, and when they didn't bid or they
10 didn't compete for the contract or maybe they lost
11 out, I'm not sure, that there was some staff that
12 wasn't carried over. Records were transferred to the
13 PIC and maybe to InterTech, I'm not sure how that
14 worked out. The fact of the matter is that there's a
15 significant amount of JTPA eligible clients in Hayti
16 and Caruthersville, and I want to know are they being
17 served, that wasn't carried over; records were
18 transferred to the PIC and maybe to InterTech. I'm
19 not sure how that worked out. The fact of the matter
20 is that there's a significant amount of JTPA eligible
21 clients being served and how are they going to be
22 served and how are you able to bridge that gap with
23 the working with the low income community in terms of

1 making a significant contact with the community, if
2 you will:

3 MR. LEAK: Well, I can attempt to answer
4 part of it, and then I'll have to go back to my
5 colleagues. In the transfer of some of those files
6 we found many of the files lacking in completeness,
7 correctness, and so we are in the process of trying
8 to, I guess, basically redo the files and renew the
9 information because some of them were not done,
10 particularly my own standard or even by PIC
11 standards. I'm not trying to knock down the other
12 organization, but the files just weren't in really
13 good shape. As far as trying to, for us as a
14 corporation, come down and become involved in the
15 community. I'm just going to, and now I'm just going
16 to try to come down, like I say, and speak with other
17 organizations or people. However, I know how to do
18 it kind of like I guess a grassroots campaign just
19 came down almost like a politician and I guess kind
20 of knock on doors, make myself known and to try to
21 answer all the questions. I don't know all the
22 answers, but I certainly will try to get them. If
23 you could answer more of his question, please?

1 MS. PENICK: As far as the transfer from
2 the other agency to our agency in the 6 counties, in
3 the money that we are given to spend is broken down
4 per county and in Pemiscot and Dunklin County. Out
5 of the 90 some odd carry hours that we took from the
6 other agency, 60 something of those were in Pemiscot
7 and Dunklin County alone, and then the other 30
8 something were in the other remaining 4 counties. We
9 were only, because of the carryovers, our agency
10 could only take on somewhere in the neighborhood of 7
11 or 7 new participants -- 7 or 8 new participants as
12 it stands now. And we were out of funds. So,
13 basically participants that we had in Pemiscot and
14 Dunklin County now we are participants, we are
15 participants that were chosen in another agency and
16 not ourselves and we are just turning to --

17 MAYOR HUMES: What bothers me, there's no
18 presence of your agency in the county where the heavy
19 workload is. Do you have a 800 number?

20 MS. PENICK: No, sir, we don't, but any
21 participant, anyone that we work with can call the
22 office that serves Pemiscot and Dunklin counties is
23 in Kennet. If an existing agency would allow us to

1 come in, for instance, if you would allow us to come
2 into your office and meet with our clients or
3 whatever, we would be willing to go out wherever we
4 go to their homes if need be. They can call us at
5 our offices collect anytime they choose to. Our
6 clients are always told that right off the bat. If
7 you need to call us and you can't, you don't have a
8 telephone or you can't afford a long distance call,
9 you call collect.

10 We go to the schools to see the people.
11 Right now, basically on the combination program we're
12 still in the classroom training portion. We haven't
13 even begun the OJT yet. So, we go in the schools and
14 we meet with the students.

15 MAYOR HUMES: How would I know if I wasn't a
16 client, just need basic service, how would I know
17 that you were doing this? What kind of outreach
18 program do you have?

19 MS. PENICK: I don't--

20 MS. COLLINS: How are you getting the
21 message out that you're in the business of doing what
22 you're doing to maintain your jobs?

23 MR. PULLEY: We put ads in the newspapers.

1 MS. COLLINS: Newspapers in the Hayti
2 Heights and Hayti?

3 MR. PULLEY: They go in the newspaper for
4 Kennet, out--

5 MS. COLLINS: Do you have any other forms
6 of communication other than newspapers?

7 MR. PULLEY: We have flyers, brochures.

8 MS. COLLINS: Have you distributed them in
9 Hayti Heights and Hayti?

10 MR. PULLEY: We distribute in schools, we
11 make attemptsx to go to school. As a matter of fact
12 we've gone to the Health Department in Hayti.

13 MS. COLLINS: We open -- on the line in
14 school, how do you get outside individuals who are
15 not in school?

16 MR. PULLEY: Just word of mouth. When we
17 held probation, parole, health department, Mayor
18 Humes, we've contacted everybody.

19 MS. PENICK: What we try to do is work with
20 any agency that we can find out about. We try to
21 contact them and let them know; employment security,
22 the schools, anyone that we think might have contact
23 with someone who would qualify for our program. We

1 try to get the word out to them and then hopefully
2 set up a referral service and then we have
3 orientations weekly.

4 MS. COLLINS: What is your annual budget?
5 What is your budget for this 12 month period?

6 MS. PENICK: It's right at a million
7 dollars.

8 MS. COLLINS: And what percentage of that
9 is personnel?

10 MS. PENICK: I don't have --

11 MR. LEAK: I don't have that breakdown on me
12 right now.

13 MS. COLLINS: And your dollars are allocated
14 based on need and per capita, so --

15 MR. LEAK: 15 percent of that that's
16 allowable for a person, they cannot go above 15
17 percent.

18 MS. COLLINS: That's what I needed to hear.
19 Thank you very much.

20 MR. LEAK: But to answer your question
21 further, Mrs. Collins, like I said, I'm going to try
22 to come down and just make myself available, try to
23 set up some meetings with different organizations and

1 again, I'll take suggestions of whom I need to speak
2 to; schools, churches.

3 MS. COLLINS: There are individuals that you
4 could contact: There are some individuals who have
5 been in the business of rendering this service, who
6 can relate to individuals very well in the area, and
7 I would suggest that you make those to maintain your
8 contract for the year.

9 CHAIRPERSON THOMPSON: Last question,
10 Ascension.

11 MR. HERNANDEZ: Is there an educational
12 requirement for the people that you hire for your
13 workers and what is that educational requirement?

14 MR. PULLEY: I believe it's college degree
15 with a teaching background.

16 MR. HERNANDEZ: And that would, in essence,
17 eliminate your para professional, your bridge worker,
18 your community worker here in Hayti?

19 MS. PENICK: We have three positions that
20 do not require a college degree and those are
21 clerical type positions. All other positions, as we
22 stated earlier, we do consider professional
23 positions. We're dealing with people's lives here

1 and we do feel the need for our employees to have
2 some type of training as far as counseling or working
3 with clients on a one on one basis because most of
4 our clients do.

5 CHAIRPERSON THOMPSON: Mrs. Crosslin?

6 MS. CROSSLIN: I'm confused by some
7 information that I think I've gotten from the two of
8 you, and I want to try to clarify at this point. I
9 understand what she said about funding proportionate
10 to counties and therefore, you have a certain number
11 of slots available per county. And then you said
12 that because of the carryover load, you only had 7 or
13 8 slots left for Pemiscot and Dunklin County, but
14 what you said was that because of the nature of the
15 files you picked up from the previous agency, you
16 really didn't, at this point, you didn't have
17 sufficient information to be able to, in some cases,
18 continue on with cases at this point. You were
19 trying to flush them out, the discrepancies or the
20 thing that makes me uncomfortable about this whole
21 thing now is are you telling me then that basically
22 people from Pemiscot when they're calling in, are
23 being told that there are no positions available for

1 them because you're full up because of this carry
2 forward load and are you essentially telling people
3 who may, in fact, be part of this load that they're
4 no longer eligible because they don't understand that
5 they're part of the carryover load: Do you see what
6 my concern is here because we understand, for
7 instance, from somebody last night that, in fact,
8 somebody did call during July to ask about being
9 registered who had been part of the program here and
10 were told positions were full. See what the problem
11 is?

12 MR. LEAK: Again, I'm sorry I can only
13 answer part of that and I would apologize for making
14 any kind of confusion: My understanding is is that
15 on some of those as far as what I guess I meant
16 active is that if you can't serve everybody, but if
17 maybe this year it can't be done, that person may
18 still, if maybe this year it can't be done, that
19 person may still qualify next year: I guess that's
20 what I'm talking about: I say I don't have a whole
21 lot of experience directly in running the program, so
22 maybe my answer was actually more confusing than
23 informational:

1 CHAIRPERSON THOMPSON: Ms. Collins' was the
2 last question:

3 MR. LEAK: As far as further answering your
4 question, maybe Debbie can answer it a little more:

5 MS. PENICK: I think in any case where one
6 agency takes over another agency's files, there's
7 going to be confusion. If someone was told that it
8 was probably because they did not -- we were still in
9 the process of getting dropped out in the right
10 people in the right counties and what not. And if
11 someone was told that they couldn't be picked up
12 because we had no more funds, they probably did not
13 make it clear to us that they were a carry over, and
14 then I don't know the case that you're speaking of,
15 so I can't give you any -- I might know -- I might
16 know exactly what the problem was if I heard the
17 name. So that was probably the situation. As far as
18 any carry overs that were terminated, they were
19 terminated because we found discrepancies that if the
20 Department of Labor came in this year would have been
21 questioned by them. Discrepancies where the people
22 should not have been served by JTPA funds to begin
23 with.

1 CHAIRPERSON THOMPSON: We appreciate your
2 being here visiting with us and we hope that you will
3 be able to service the community and look forward to
4 more interaction with you. Thank you.

5 At this point, we'll adjourn for lunch
6 and we will be back at 1:15.

7 (A luncheon recess was taken.)

8 CHAIRPERSON THOMPSON: We are the U.S. Civil
9 Rights Advisory Commission for the State of Missouri
10 and were here to conduct a community forum which
11 means we gather information to understand the status
12 of racial relations in this area. Each of you have
13 been invited here because you have some expertise in
14 this area that will be fruitful or at least
15 informative for us, and we will review this
16 information and it -- and make recommendations based
17 upon that information that we've gathered today. We
18 appreciate your being with us this afternoon, but
19 we're running slightly late, but that's fine. We
20 will begin with Mary McBride, Executive Director of
21 the Southeast Missouri Private Industry Council and
22 if you will introduce --

23 MARY MC BRIDE

1 SOUTHEAST MISSOURI PRIVATE INDUSTRY COUNCIL

2 Thank you. To my left and to your
3 right, Sister Mary Francis with the Spiral Program.
4 To my right and your left is Ruth Dobbins with the
5 Southeast Missouri Regional Planning Commission.
6 Both of these people represent contractors that
7 provide services in Pemiscot and Dunklin Counties.

8 CHAIRPERSON THOMPSON: Thank you. Please
9 proceed.

10 MS.MC BRIDE: What we happen to do is give
11 you a couple of perspectives, one a global
12 perspective since we are administers for federal job
13 training programs, we wanted to tell you a little bit
14 about what we're doing. But I think it's more
15 important that you also hear from the contracting
16 agencies that work in these two counties. I do
17 reference Pemiscot and Dunklin Counties throughout
18 this presentation because I wasn't real sure of the
19 focus of your study. But we do represent Pemiscot
20 and Dunklin Counties. First off, let me tell you
21 that like most private industry councils, we
22 administer a number of different programs and the
23 materials that have been given to you if you will

1 just follow me briefly on one side of the packet is
2 just a newsletter that gives you an overview of those
3 programs, and then on the right side on our
4 letterhead are the referral programs, and these are
5 all of our programs that are currently contracted
6 with Pemiscot and Dunklin Counties. Under programs
7 for specialized populations such as single parents as
8 well as generic populations which are primarily low
9 income and then even into some of the target groups
10 as you know are spelled out by the federal
11 regulation. Those will be either laid off workers or
12 workers over 55. I believe that's the study.

13 We have long been concerned about
14 services to these counties. In fact, our Board of
15 Directors has developed a need factor so that the
16 concentration of our funds can be proportionate with
17 the needy in the counties. Pemiscot and Dunklin
18 Counties have always been our higher focus counties
19 because of the number of welfare recipients,
20 unemployed and drop outs. I'm sure you're also aware
21 that the Pemiscot County has the highest infant
22 mortality rate as well as teen parent rate in the
23 State of Missouri. And for that reason, we have

1 special programs such as the one that Sister Mary
2 Francis will tell you about very shortly.

3 Until then, though, I'd like to go on
4 with the general overview and that is giving you some
5 demographics of what our programs have done and what
6 we brought in. We are the -- unfortunately I didn't
7 bring an extra copy, but of the clients that were
8 served last year in Pemiscot and Dunklin counties, 39
9 percent of those clients were black, 71 percent of of
10 the clients served were female, 47 percent of the
11 clients served were youth, and we characterize youth
12 as 21 years of age and younger, which is spelled out
13 by our federal legislation; the Job Training
14 Partnership Act. Additionally, 60 percent of the
15 clients served were welfare recipients. 53 percent
16 of the clients served were food stamp recipients.
17 And those were only for Pemiscot and Dunklin
18 Counties. I didn't bring the balance of the counties
19 that we serve.

20 We have also branched into other areas.
21 As recent as our board meeting Tuesday night, our
22 board has asked us to commence public forums on
23 transportation because we realize in bringing service

1 into a rural area, you have to look at the
2 transportation needs of the clients. And we have
3 many, many needs. Our staff has done quite a bit of
4 research in the transportation system in this area
5 and I will tell you that from my perspective anyway,
6 transportation programs are available in the area,
7 but they look very much like a patch work quilt. It
8 looks like there are a lot of different services that
9 may sort of mirror a small focus point and to be able
10 to enter into those services, it's going to be able
11 to take some extra energy. We hope to be a catalyst
12 in those public forums because we feel a lot of
13 agencies like ours could benefit from coordinating
14 transportation systems and hopefully get enough
15 numbers to start impacting the contract allowances.
16 When you have 2 or 3 clients from a rural area, you
17 certainly can't negotiate a lower price for
18 transportation costs. I'm going to stop and unless
19 you have questions, turn it over to Sister Mary
20 Francis. Questions?

21 CHAIRPERSON THOMPSON: Committee? We have
22 questions for Sister Mary Francis.

23 SISTER MARY FRANCIS: Program Spirals is a

1 single parent program. Incidentally, you have all of
2 the information on this section here. I gave you
3 handout that we hand out to our clients and hand out
4 that we use for professional purposes, both Project
5 Spirals and Teen Spirals. Project Spirals is a
6 single parent program and it's designed to meet the
7 special needs of disadvantaged youth and adults for
8 particularly women who live in Pemiscot and Dunklin
9 Counties. Teen Spirals is an adjunct program.
10 Project Spirals is based upon the visiting nurse's
11 Association in collaboration in the adult education
12 system which until last month was called Learning
13 Center in Steel, Missouri. We have just moved to a
14 special school district site so that we will be more
15 centrally located and also we can work more closely
16 with voc tech school. It's JTPA through the
17 Southeast Missouri Private Industry Council service
18 delivery area 11. It also receives private donations
19 of individual and women groups around the country for
20 our non governmental supplies and things. For
21 instance, we don't get government money for
22 furniture, for food, for incentives. We do make
23 small loans, no interest loans not available to this

1 group, but to our women. And also we use energy
2 funds, emergency funds.

3 Project Spirals is basically has two
4 goals, and I've written out the longer goals on the
5 sheet of paper I've given you, but I'd like to just
6 be a little more comprehensive there. Our hope is to
7 empower individuals to gain a sense of self direction
8 as responsible persons as parents and as future
9 employees. And so our major thrust is really not
10 motivation because we feel that if we help motivate
11 people, they will then be more self-disciplined and
12 set some achievable goals. If they set achievable
13 goals, they're going to start to feel better about
14 themselves:

15 Our second goal is to assist in a
16 career assessment in training and job procurement and
17 post job securement for 3 months after acquiring a
18 job.

19 Teen Spirals incorporated the whole
20 basic goals of Spiral and apply it to a risk pregnant
21 teens and teen mothers with the purpose of assisting
22 them to remain in school or to return to school. We
23 piloted the last year with nine students. Eight of

1 the nine students remained in school or graduated or
2 returned to school. Both programs have a curriculum
3 of personal growth and live management classes,
4 parenting sessions, education and job training
5 readiness, our youth competency. If you would like,
6 I would like to share with you one case study or
7 story. It might give you a flavor of the kind of
8 people we are serving and their particular needs.
9 I'll tell you about Sally. This is not her real
10 name, of course. Sally is a product of four
11 generations of family sexual and physical abuse.
12 She's the mother of four children. On entering our
13 program, she showed good signs of wanting to seek a
14 better life for herself and her children. She had a
15 live in abusive boyfriend and a husband in another
16 state, but she could never afford the divorce costs.
17 Sally responded very well to our program, but because
18 she had dropped out of school in 4th grade, to get a
19 GED is obviously not going to be a quick fix program,
20 right, she's going to need more than 6 months to get
21 it. She had left home to get married at the age of
22 12 and so her preparation for GED would require
23 longer time period, particular signs of abuse were

1 evident. She would come sometimes taped up. This is
2 a common story I'm telling you not about not just one
3 person, they'd come taped up and we'd question and
4 we'd say what's wrong and she said I tripped, 20 year
5 old tripping and breaking 4 ribs? So, we really
6 tried to get her into certain kinds of counseling and
7 we provided counseling ourselves. But during her
8 training she was enrolled in a CNA course and she was
9 really excited about, so we thought she could
10 parallel certified nurse's aid and so she felt that,
11 we felt that, too. And if she could get a job, even
12 a part time job that would raise her self esteem and
13 then it would also continue to working with her with
14 the GED. So, she passed the CNA course and was given
15 a OJT position in the nursing home. And there she
16 received a tremendous amount of positive affirmation
17 because of her skills and her good attitude. So, in
18 OJT she was taken off of welfare. Her first paycheck
19 was taken by her boyfriend who used to it get drunk
20 and badly abused her, which is a similar story among
21 each of our women. Sally quit her job and she
22 remained at home. This is not the end of the story.
23 When there was no food for her four children, two

1 weeks from now, she took money from his pocket. He
2 came home, discovered the money was gone, made her
3 collect the food that she had purchased, put them in
4 a bag, return to the grocery store and beat her up.
5 Spirals continues to contact with Sally. She quit
6 everything. She just dropped out of life. We
7 continued to visit her, send letters to her. We've
8 arranged for counseling services, which she started
9 and abandoned, and we await for the time that she's
10 able to internally and with our help to let go of
11 this dependency, if she lives that long.

12 Sally represents a number of daily
13 crises that we deal with with our women everyday.
14 They have medical problems with substandard housing,
15 the housing is deplorable in which many of our women
16 come and these private housing, children illness,
17 demands, any kind of money that we give to them is
18 very frequently used by relatives. Our women are
19 constantly confronted with alcohol and drug-related
20 problems, domestic violence, including murder and
21 rape, child abuse. Transportation is a major problem
22 as Mary and we are trying to negotiate a network with
23 other agencies to try to get people to be able to

1 come to our courses, daily personal health problems,
2 care of elderly parents. And one of the chief
3 problems is no phone and no communication. We have
4 terminated eight people in our program, five of them
5 had jobs to our knowledge after 13 weeks. The one
6 person that was contacted by the federal government
7 was a women who did not have a job. So, in other
8 words, our rating there is, you know, negative:
9 Termination, which is most unfortunate. If I knew
10 where to protest, I would be there because it really
11 is not fair. If you don't have a telephone and they
12 do nothing by mail and it's an unjust system on
13 trying to find out, you know, whether people have
14 positions or not. That's a little bit of a case
15 study. Our logo symbolizes our belief that unless
16 people are helped internally to change their own
17 image and to change their own sense of direction: No
18 matter how many jobs are available, they're not going
19 to be able to stay with them because they don't
20 have -- they're not comfortable with themselves and
21 they don't have a sense of self direction. I
22 believe, however, that related to civil rights is not
23 only racism, but also classism and sexism and I'd

1 like to speak to that for a moment: I do think that
2 there's racism in the Bootheel, but I've also met and
3 befriended many outstanding black men and women who
4 are highly respected and working tirelessly too,
5 through subtle and overt ways: But, I think there's
6 other discrimination that is equally rampant and
7 that's classism where people are discriminated
8 against because they are poor, because who they are
9 and who their families are. Because what they wear
10 and where they live: Because of our history. And
11 these people are black and they are white and they
12 are Mexican American and they are Native American.
13 It doesn't matter who they are, who class and they
14 are labeled undesirable. I know many who are
15 struggling for better lives, better respect and a
16 better place for their children. But, if you have
17 succeeded, but there's still one more area of gross
18 discrimination here and these are with poor black and
19 white women and women who are not so poor. Women
20 have no voice: They accept abuse, even though they
21 report abuse without prosecution: There are women
22 who are used to life in fear of themselves and their
23 children and they are labeled: I know few who have

1 courage to leave the situations in which they live.
2 Many of these women are the women that we work with.
3 Many of these women are the women that we reach out
4 to with a feminine response of support, with personal
5 and job skills training and with a soft heart.

6 CHAIRPERSON THOMPSON: Sister Mary Francis,
7 I must interrupt you because we are limited with time
8 and the other lady, we'd like to allow her an
9 opportunity to speak so we can ask some questions of
10 all three of you: Thank you:

11 MS. DOBBINS: I'm sorry that I don't have
12 any hand outs for you: Our program that would
13 operate through the Southeast Missouri Regional
14 Planning Commission is the Title 3 programs sometimes
15 known as or I could say alias dislocation worker,
16 alias anyway, alias no worker, re-entry program.
17 This program is one of the few under JTPA that's not
18 a person's eligibility is not hinged on their
19 economic situation. They are eligible for this
20 program strictly because they are laid off, out of
21 work, through no fault of their own.

22 We have several ways that we work with
23 these individuals: We have vocational skills

1 training where we can pay for books, tuition and
2 supplies for them to learn a new trade or upgrade the
3 skills that they already have. We have, on the job
4 training where we can offer an employee up to 50.
5 percent of their wages while they're being trained on
6 the job. We also have an assessment center that we
7 can send these individuals to. Oftentimes we find,
8 especially with the dislocation worker, they have
9 worked at the same job for many, many years and want
10 to get out of that or forced out of it and don't know
11 what they want to do. Oftentimes they say I don't
12 know how to do anything except make shoes when in
13 reality they have a lot of other skills. Their
14 assessment center lists them, identify their skills
15 and abilities as well as their interest and desires.
16 All of this is fed into a computer and the computer,
17 for want of a better word, spits out jobs that they
18 are, people like them that have the same skills and
19 abilities they have have succeeded at. That gives
20 them an opportunity to take a look in another
21 direction. The dislocation worker have very good job
22 keeping skills, but not necessarily good job seeking
23 skills because they have been working, they haven't

1 . been out looking for jobs every other day because
2 they get tired of it or they get fired or they just
3 want to do something else. So we provide job search
4 workshops for these people to help them identify
5 their job, their transferable skills, help them be
6 prepared for a job interview, what kind of impression
7 questions the employer may ask, what kinds of
8 questions they should ask in return.

9 We also are very lucky, I believe, to
10 work with the University of Missouri extension who
11 provides these workshops. They're called career
12 options workshops, and they're very good workshops,
13 and give people an added boost and help them put
14 their best foot forward on a job interview. When we
15 run into someone that simple wants to go back to
16 work, I feel very fortunate that we work closely hand
17 in hand with employment security. They, if they find
18 people in their office that appear to fit our
19 program, they refer them to us and we work with them
20 to make them eligible for on the job training for
21 instance. If we have someone that says I don't want
22 to go to school, I've got to get back to work, we
23 refer them to employment security and tell the

1 employment security technician that they are eligible
2 for on the job training and work hand in hand that
3 way to get people back to work as quickly as
4 possible. We've worked -- this program has grown
5 over the past several years from oh, a very small
6 number to last year I think we probably served more
7 than 200 people in one of these aspects or another.
8 By the way, a person doesn't have to choose just one,
9 they can choose any of these programs or all of the
10 programs. We've worked with the Brown Shoe layoffs,
11 for instance. Many of those people have already made
12 a change in their lives. Some of them are going to
13 school to be licensed practical nurses. We have some
14 that are going to junior college to become
15 accountants and bookkeepers. I have one girl that's
16 a legal secretary now. So, we believe, and we
17 receive reinforcement from the people daily that we
18 are helping them, but what we're doing is showing
19 them the light at the end of the tunnel. They're
20 doing the work of getting there. And the people in
21 this area are good workers. They know the meaning of
22 hard work and what we try to do is show them the
23 meaning of their self-importance. They need to learn

1 that and that's one of the most important things that
2 I believe we do:

3 CHAIRPERSON THOMPSON: Committee?

4 MS. COLLINS: Mrs. McBride, how many blacks-
5 do you have on your Board? If there are
6 subcontracts, how many of those who have blacks who
7 have secured those contracts?

8 MS. MC BRIDE: We have one board member
9 that's black.

10 MS. COLLINS: And what area are they for?

11 MS. MC BRIDE: Hayti.

12 MS. BOTELLO: Out of how many board members?

13 MS. MC BRIDE: Potential of 34. Right now
14 we have 28, one resigned last week. As far as our
15 subcontractors, I cannot tell you I haven't done a
16 study in about a year and a half.

17 MS. COLLINS: What is your staff, the number
18 of your staff and the number of women and the number
19 of blacks who serve --

20 MS. MC BRIDE: We have 11 staff in our
21 central office, 8 of those staff are female, 3 are
22 male, one is black.

23 MR. SETIEN: Can you demonstrate or present

1 to us the breakdown of the state? Are there any
2 minority in any position of authority or influence
3 with regard to the programs?

4 MS. MC BRIDE: At which level? At our
5 level, at the subcontractor level?

6 MR. SETIEN: Either way. We'd like to know
7 how; what level of inclusion there is for minority
8 participation; both in administration and in
9 delivering the service that you have?

10 MS. MC BRIDE: And your definition of
11 minority is?

12 MR. SETIEN: Minority is black, hispanic,
13 and indian.

14 MS. MC BRIDE: A large majority of the
15 state; both at our level, our subcontractor level has
16 been the same statewide are caucasian females. We
17 have a very low percentage of males in the system and
18 we have, as I said, the one of our 11 staff that's
19 black. I don't remember any black managers within
20 our contract network of nine different agencies. You
21 have that list.

22 CHAIRPERSON THOMPSON: Mrs. McBride, earlier
23 today we talked with a group called InterTech who

1 recently was awarded a contract to generally do job
2 training, at least connect the people with job
3 training at the very least. We were concerned
4 because that is from their information, an all white
5 agency and we were very interested in how they could
6 receive a contract with federal funds and not have
7 any minority staff at all? What criteria did you use
8 outside of federal guidelines?

9 MS. MC BRIDE: We do not establish criteria
10 that mandates racial participation from our
11 subcontractors. That's not a criteria that we had
12 established.

13 MR. SETIEN: Is there a reason why you
14 haven't established any criteria? I mean, looking
15 over the make up of the county, the population and
16 considering the amount of black citizens that are in
17 the counties, is there a reason why there's not a
18 criteria to try to promote them into the system?

19 MR. MC BRIDE: I think there's
20 encouragement to promote them. We have not set a
21 stipulation for procurement vendors that have
22 minority managers. Our federal law requires us to
23 have special outreach to community-based

1 organizations and we have done that, and historically
2 have worked with some and some that have minority
3 management.

4 MS. COLLINS: Would you name those, please?

5 MS. MC BRIDE: Certainly. Tri-Counties
6 Human Development Corporation. I think they were to
7 testify right behind us, but have cancelled. Delta
8 Area Economic Opportunity Corporation. We are
9 currently contracting for summer programs with the
10 Bootheel Regional Planning Commissioners, and I
11 understand you heard from one of their managers this
12 morning, Mr. Alex Cooper.

13 MS. COLLINS: Thank you.

14 MS. MC BRIDE: I didn't give you summer
15 hand outs because it finishes in about ten days.

16 MR. SETIEN: Have you provided any effort
17 or any, demonstrated any efforts to identify
18 graduate, minority graduates out of the University of
19 the region? You know, I mean the reason we have
20 these questions, we continue to experience a
21 significant element of lack of opportunity for the
22 minority population of this county is to really
23 become involved in the overall fabric of the county.

1 A personal perspective, and it's simply that, is that
2 the professional minority staff in the area are
3 either otherwise employed or cannot be hired for the
4 wages that job training offers. I'm not very proud
5 of the fact that those wages aren't very appealing,
6 but it's true. I know Sister has a personal
7 experience with that, if you want to hear from her.

8 MR. HERNANDEZ: With reference to the
9 contractor, the criteria for selecting the contractor
10 for JTPA program, my understanding, and correct me,
11 but I think that when you look at the application
12 forms, I think that what is standard or we wouldn't
13 want it, but one of the agreements that you make with
14 the Department of Labor at the state level is that
15 there will be affirmative action, EEO compliance in
16 staff hiring and the contracting process, and is this
17 agreed upon by the contractors when they sign that
18 agreement with you?

19 MS. MC BRIDE: Yes. Unfortunately we refer
20 to it as boilerplate also, but it's part of our
21 contract with them.

22 MR. HERNANDEZ: The concern is there was a
23 significant amount of clients that were JPTA eligible

1 in the Hayti, Caruthersville area that were served
2 through a community-based project and that now it's
3 not there because of the competition within the
4 contracting; the procurement process. And I think
5 now it's located in either Dexter or Kennet and we're
6 wondering how those clients are going to be served,
7 and I think that's why we're asking this type of
8 question.

9 MS. MC BRIDE: I think that's a real
10 question because the former agency had a office in
11 Hayti and the current one does not. They do other
12 outreach through the different agencies. In fact, we
13 met them just recently and they have expressed
14 significant concerns because they haven't gotten
15 referrals from either officials in this community or
16 in Hayti. And so we have tried to brainstorm with
17 them other methods to outreach to minorities. We
18 feel very fortunate in having our one minority board
19 member from their area and they work with healthy
20 fairs, healthy babies program, department of health
21 programming. So, she's in the homes and working with
22 welfare is a very hard to receive clientele. I know
23 Sister does cross referrals with her program on that

1 one.

2 CHAIRPERSON THOMPSON: Ms. McBride, I'm
3 very concerned. Do you as the PIC Councilperson,
4 feel an obligation to, even on your Board, one of 29
5 when the percentage population of minorities in this
6 area is so significant, do you not see that as maybe
7 questionable there?

8 MS. MC BRIDE: I understand. I'm also
9 concerned that we don't have a significant number of
10 female nor handicap board members. Certainly we have
11 a vocational rehabilitation representative, but I
12 envy those--

13 CHAIRPERSON THOMPSON: Excuse me, Ms.
14 McBride, again we've kind of moved off of race and
15 race is an important issues here and we are concerned
16 about that 1 in 29 and how that looks
17 disproportionate.

18 MS. MC BRIDE: I understand. I think we
19 would all be much more alarmed if our statistics over
20 last year did not show that we have more than doubled
21 our service in proportion to the significance of the
22 population in those two counties. That doesn't make
23 it right, but I think that it does show the extra

1 effort that we made in these two counties.

2 MS. BOTELLO: Are your Board members
3 elected or appointed?

4 MS. MC BRIDE: They are appointed by each
5 county commissioner from the counties, except for the
6 public representative. We have eight of those and
7 they are appointed by different groups, maybe
8 education, economic development or community-based
9 organization.

10 CHAIRPERSON THOMPSON: Thank you very much
11 for being with us this afternoon ladies, we
12 appreciate your input on this very important issue.

13 MS. FREDDIE GRAHAM

14 Missouri Employment Security

15 My name is Freddie Graham and I'm a
16 Manager of the Missouri Employment Security, which
17 I'd like to introduce to the Board a colleague from
18 there, Al Carter who is the Human Relations Officer
19 for the Division of Employment Security. He brought
20 with him some other hand outs, some general
21 information which we thought might be significant to
22 the committee's deliberations. While he's passing
23 those out, I'll explain to you the staffing of our

1 office. We, as I said, the Kennet office serves the
2 lower Bootheel. The minority representation in the
3 applicants who register with us is 18.2 percent. My
4 staff is 20 percent minority. I have two female
5 blacks at the professional level, both of whom are
6 residents of Pemiscot County. One lives in
7 Caruthersville and one lives in Braggs City. The
8 Pemiscot County breakdown that we have will show you
9 that of the just under 12,000 people who registered
10 with our office for work last year, roughly well just
11 under a third, 33,041 were residents of the Pemiscot
12 County. Of these 34.4 percent were minorities. Of
13 the referrals that we made, 38.4 percent were
14 minority. And placement was about 38 percent also.
15 So, we're about referring and placing just a couple
16 of percentage points above the reflection of
17 minorities in the labor force of Pemiscot County
18 registered with Job Service:

19 I'd be glad to answer any questions
20 that you might have. It's a state employment office,
21 has many functions, and it's a complex subject and I
22 wasn't sure exactly what you'd want to know, so I'd
23 be glad to answer any questions that I can. I know

1 one of the questions probably in Mayor Humes' mind
2 and other area residents, it's been a great hardship
3 of the closure of the Pemiscot office in
4 Caruthersville 21 months ago: Also, the office in
5 Malden closed at the same time and they were combined
6 in Kennet: We, too, regreted that and feel that it's
7 very much an emotional issue with our office:

8 This was a decision made in Jefferson
9 City, we had no local input into it, and we've done
10 our best to serve residents of Pemiscot and North
11 Dunklin Counties as best we can: For example,
12 yesterday three of our outreach people took
13 applications for work in the Caruthersville City Hall
14 for a new industry there called R. T. Friction. Next
15 Thursday we will be taking applications here in Hayti
16 City in the afternoon and in the morning we will be
17 in Steel, Missouri taking applications. So, we're
18 trying to do all that we can do to serve these
19 residents of these areas.

20 CHAIRPERSON THOMPSON: Mayor Humes?

21 MAYOR HUMES: Yes: My concern is this, and
22 I talked to the state office, talked to several
23 people, talked to our state representatives and I

1 cannot understand, you know, I'm country, I'm a
2 country boy. I do things simple. If you retain all
3 the staff and built a new office to house those
4 staff. I cannot justify the move from Caruthersville
5 or Pemiscot County.

6 MS. GRAHAM: Let me first of all say we did
7 not retain all the staff.

8 MAYOR HUMES: Most of the staff, all except
9 the ones that retire.

10 MS. GRAHAM: No, that's not true.

11 MAYOR HUMES: In Caruthersville?

12 MS. GRAHAM: We had one who quit last week:
13 We did not need to replace him. We had one who
14 passed away. We did not get replaced. We had one
15 transfer to Popular Bluff and we had one retirement
16 and we had one transferred to Popular Bluff.

17 MAYOR HUMES: I'm talking about when the
18 office closed.

19 CHAIRPERSON THOMPSON: Is there a question
20 there?

21 MAYOR HUMES: My question is I don't see
22 why we could not retain an office in Pemiscot County
23 if the lowest employment in the state is in Pemiscot

1 County and you moved the office 18 miles away and
2 just have certain days that Pemiscot to either, you
3 know, the unemployment rate, you're not really
4 getting a true state in the State of Missouri because
5 of it.

6 MS. GRAHAM: First of all, when we
7 consolidated the office, there were 3 people laid
8 off. They were laid off. So we did not, from the
9 beginning, retain all of our staff. Your point about
10 the new office is well-taken, but what probably a
11 combination of coincidentally made it look as though
12 we meant that office to. That's not true. The
13 contract had already been let before they made the
14 decision to consolidate the three offices.

15 MR. CARTER: It certainly was not an
16 attempt to put any hardship on the clients in this
17 area. It was simply an economic situation that we
18 found ourselves in as a division of the state, and
19 based upon economics, we not only closed Malden and
20 Caruthersville, but there were several others,
21 offices throughout the state that we refer to a -- we
22 refer to as sub offices that we consolidated in an
23 attempt to offer better services to people. We

1 understand that we do not have the office in
2 Caruthersville anymore, but we also have Freddie to
3 send as often as necessary, staff over to those areas
4 to serve those people:

5 MS. GRAHAM: I think probably Mayor Humes,
6 they're like so many other things, we've been hard
7 hit by the economy and in Washington they have cut
8 our budget and cut our budget and cut our budget.
9 We're not nearly as large as we were ten years ago.

10 MR. HUMES: I followed this. Let me make a
11 statement here, Madam Chairman: I followed this when
12 it was closed and the statistics that I have that in
13 Pemiscot County is the lowest employment in the State
14 of Missouri. As a matter of fact, it was referred at
15 one time in the United States, that's where the
16 office ought to come closer to the people who need
17 the service.

18 MS. GRAHAM: Well, in actually Iron County
19 is the highest. They have 20 percent unemployment.

20 MAYOR HUMES: Yea because Pemiscot can't
21 come in and register everyday and you see all the
22 people over here, they can't get 18 miles. So that's
23 why you're not getting a true picture:

1 CHAIRPERSON THOMPSON: Okay. Are there any
2 other questions dealing with any other areas of
3 concern?

4 MR. SETIEN: Yes, Madam Chairman. I have a
5 question outside of the employment services that your
6 office and division provide with the private sector.
7 Some of the entities that have come through here
8 today, how is your office dealing with the issue of
9 identifying contract and employment opportunities for
10 minorities as we go through this adjustment of the
11 economy? I mean, we can continue to see a
12 displacement of the working American of all races
13 because of obviously the issue of economic and
14 industrial changes, so --

15 MS. GRAHAM: Well, I can just name you
16 several initiatives that we've taken. We've
17 networked with the Arkansas employment agency because
18 our people are within driving distance of several
19 cities in Arkansas where they can work and we've been
20 successful in referring some of them to Blytheville
21 where there's some economic growth. And on the other
22 side of the line, there's Piggot, Arkansas where
23 there's some growth and we have been successful in

1 placing some people there. We also have a program
2 called job corp for disadvantaged youth between 16
3 and 22 who are out of school and have no employment
4 prospects. It's a program that allows them a college
5 campus type setting to continue their education and
6 receive job skills. And our outreach worker travels
7 regularly. She'll take an application anywhere and
8 set up shop really at the City Hall here at Hayti and
9 at the family service office in Caruthersville. We
10 also we have a Veterans representative who travels
11 regularly to service veterans of all races and --

12 MR. SETIEN: How big is this in Hayti?

13 MS. GRAHAM: They come to Hayti, they may
14 not come to Hayti Heights. We'd like to -- we'd be
15 glad to -- we try to set up in a place so when we
16 give direction over the phone or in the paper --

17 MR. SETIEN: Would you consider coming to
18 Hayti Heights also?

19 MS. GRAHAM: Thank you.

20 CHAIRPERSON THOMPSON: Thank you very much
21 for being here. We appreciate the both of you being
22 with us and all day and your information will be
23 taken into consideration.

1 Mr. Don Lloyd?

2 CHAIRPERSON THOMPSON: Everyone who has
3 participated will be given a copy of the transcript
4 to review. Thank you.

5 Mr. Don Lloyd is Economic Developer for
6 the City of Caruthersville. Thank you very much for
7 being with us this afternoon.

8 MR. DON LLOYD
9 City of Caruthersville

10 I've been in this position since March
11 and I'm new to the Bootheel. I want to talk briefly
12 about what we're doing in the City of Caruthersville
13 and in an attempt to reach employment in that city.
14 Not really knowing what you want to know or how much
15 you know about economic development, I'll give you a
16 little bit of general economic development as well.
17 The first thing to realize I think is the economic
18 development is mostly like any other business in that
19 it's a matter of packaging, promotion presenting and
20 resetting; presenting and resetting. Packaging has
21 to do with products and it's the City of
22 Caruthersville has a site for new industry or
23 business. What we have to offer are basic needs

1 satisfaction such as you utilities, land sites,
2 buildings occasionally as well as other incentives
3 such as enterprise zones, benefits, location. Those
4 type things all have to be packaged as such and put
5 together and presented to prospective industrial
6 prospects: Again, just like any other business, we
7 have to promote and advertise, otherwise how do the
8 industries or business know what you have to offer or
9 that you're even interested of getting them to come
10 into your community. In Caruthersville, one process
11 of producing a fact book that will be sent out to any
12 industry or business that we come in contact with to
13 present in the most favorable fashion, assets that we
14 have to offer to get a company to contact us. We
15 will be advertising to site location professionals:
16 These may be people that are employed by large
17 private companies who have wherewithall to employ
18 staff to seek out any signs, to manage their real
19 estate holdings. The other professionals that we
20 look at are professional site consultants, people who
21 serve industries in that capacity. We also will be
22 promoting two selected companies or targets who we
23 feel we may have some particular advantage in saying

1 their particular needs. I think the major asset that
2 we have in southeast Missouri is our location and
3 central location. It's one thing, location, and
4 centrally located is one thing, a means to get to
5 that location is something entirely different. So,
6 we do have access to major forms of transportation as
7 well as many in our central location. Selling facets
8 of it, we have a factory in production. We --
9 advertising ads are being prepared, but the final
10 selling aspect comes when those tools had been used
11 and you get someone to actually visit your community
12 and show them the physical assets that we have and
13 also provide them a taste of the community, how well
14 kept it is, quality of life that can be offered:
15 They also get community leaders and people they'll be
16 doing business with. And final, not the final
17 certainly, but one other aspect of economic
18 development is reselling. After you get an industry
19 in your city, you have to continually work with that
20 industry because it's 98 percent of new jobs created
21 come from expansion of existing industry as opposed
22 to new plant construction. So that's a very
23 important aspect of it. Another tool that we employ

1 is the State of Missouri's Department of Economic
2 Development. Not only do they bring an occasional
3 prospects to town, but they also assist in the grant
4 of loan programs that are available to help the city
5 finance the infrastructural improvements or facility
6 that the industry may need and also to help the
7 industry with it's finance; well, working capital,
8 land, building, equipment purchases, those types
9 things.

10 But, I think it's important that the
11 state is simply a tool to be used by the local
12 community. Which, of course, cannot do the whole job
13 for you. The first emphasis has to come from the
14 local community. In this Bootheel area I think we
15 truly do have something to offer to industry. It's a
16 location for a plant, as I mentioned before location
17 is very important and statistically I think we are,
18 within the State of Missouri anyway, is within 500
19 miles of 40 percent of all the population's
20 households manufacture all of those type activities
21 of the international. So our central location is
22 very important. And, again, that location coupled
23 with our access to the major forms of transportation

1 makes it even more so. We have the I-55 north/south
2 corridor. We have accounted, by virtue of the I-55
3 to the east and west, we have the port facility, we
4 have rail lines, two rail companies coming through
5 this area. And our satellite, St. Louis can offer
6 the international airport. Of course it's just been
7 mentioned, we have an excess of labor here. 11.6
8 percent in Pemiscot County is unemployed, the latest
9 figures we have. The training facilities that are
10 needed to support people, and by virtue of our
11 voc/tech schools, and we have an abundance of land.
12 It's easily developed. All you have to do is smooth
13 it over and start construction. In most places we
14 have a very low wage rate. We have enterprise zones
15 that cover most of the county and it's a good place
16 to live, actually, and you have all the benefits of a
17 rural community. And if you want the cultural and
18 other amenities of major and museums and symphonies
19 and things like that it's a short trip to St. Louis
20 or Memphis to pick up those things up. So, we have
21 all of these things going for us. The question I
22 guess is the frustration, frustrating thing is we do
23 have all of these things that are various saleable

1 items and we just don't get enough new jobs being
2 created. And I personally think it's simply a matter
3 of marketing not there yet, or, unfortunately, a lack
4 of it.

5 I did think there must be realization
6 generally in this area that economic development is a
7 process investment in the future. It's the returns
8 that come, and they don't always come on one to one
9 return for investment, but the return comes to jobs
10 and then become larger tax base, better or more
11 departmental services, better schools, all of those
12 types things that make it more attractive to business
13 and industry is the location. And you can see the
14 upward growth cycle that spirals that can result: If
15 you don't have that happening in your community, you
16 have many of the downward spirals and we've had a lot
17 of experience with that.

18 Every city and community needs jobs.
19 The competition is very severe for new plants. You
20 can't sit and wait for an industry to come to you,
21 there's just too many people that get in the way.
22 These are people that are actually out there selling
23 their communities, and we must do the same thing or,

1 of course, face strangulation and no growth. In our
2 information, we were advised that there was a recent
3 industry that selected Caruthersville.

4 CHAIRPERSON THOMPSON: Could you tell us
5 very briefly about that so we can ask some questions?

6 MR. LLOYD: The new industry is R.T.
7 Friction. They're employers of brake pads. Their
8 headquarters is in Florida. They have a plant now in
9 Memphis. They're building another one in
10 Brownsville, Tennessee. My understanding is that
11 they will move the Memphis operation to Brownsville.
12 We will manufacture brake pads here and ship them
13 across the river to Brownsville and they will attach
14 the pad to the plate and that's the finished product
15 there. They're committed to 20 jobs by the end of
16 the second year by virtue of the assistance programs
17 that they took advantage of. They will probably have
18 40 by the end of the first year of operation. So,
19 they went into an industrial park with the City of
20 Caruthersville, invested in the land and fully
21 developed the industrial park. It's adjacent to
22 I-55, very well situated for transportation.

23 CHAIRPERSON THOMPSON: Well, we congratulate

1 you on that bit of achievement there. It's quite an
2 asset for your community. Are there any questions
3 from the committee?

4 MR. SETIEN: I'm going to ask a question.
5 What is the current level of black or minority
6 ownership of businesses in your community?

7 MR. LLOYD: I don't have any idea. I've
8 been here since March and I just don't have that
9 information.

10 MR. SETIEN: Is there a lot or is there
11 none?

12 MR. LLOYD: There's some, but not a lot. I
13 would think primarily be retail business.

14 MR. SETIEN: And what percent of the city
15 dollars that are spent in goods and services are
16 geared towards the black business community? Is
17 there any interest in that, the city administration
18 trying to promote business development among the
19 black community by the virtue of providing them
20 contracting opportunities?

21 MR. LLOYD: No, not at this time. There's
22 support on the black or white community as far as
23 retail. What we're trying to do is, and what we're

1 spending money for now is trying to attract new jobs
2 to the city; black or white, and the difficulty in
3 this whole area is that Caruthersville is the only
4 governmental entity in this whole county that's
5 making economic development efforts at all, and
6 although we have a budget of \$73,000, after you pay
7 somebody to do the job, hiring a secretary to pay for
8 the phone bills, that leaves very little left for
9 anything other than a minimum promotional job. And
10 it's very frustrating.

11 CHAIRPERSON THOMPSON: Ms. Collins?

12 MS. COLLINS: It was a point I was going to
13 make. I recognize that Caruthersville has been very
14 progressive in selecting you and recognizing and have
15 an investment in economic development, but we need to
16 recognize ourselves as a region and the Bootheel is a
17 very poor region. Have you attempted or do you plan
18 to coordinate with other governmental and larger
19 employers in the area, recognize when you bring new
20 jobs anyplace in the region, that it helps. And let
21 me rephrase that or inject that Mayor Humes does a
22 great deal of an economic development, but of course
23 from -- Mayor Humes wants to get to be in the

1 geographical area of Hayti Heights and I know you do
2 want yours to be in the geographical area of
3 Caruthersville and I'm finding that in the economic
4 development that that competition works against the
5 total region. So, sometimes you lose industry
6 because of that competition. So, I think there ought
7 to be a coordinated effort and you should visit with
8 the counties in the area as well as the bi state
9 region or tri state region. The question is, is he
10 planning on?

11 MR. LLOYD: Yes. Let me say that a couple
12 of months ago I think for the first time in my
13 knowledge, and I've worked in this area for a little
14 over 20 years, the group of the cities down here did
15 go together and we funded an ad in the area
16 development magazine, for the first time, to do
17 exactly what you're talking about. And I think in
18 reference to Mayor Humes, and economic developers in
19 general, their preference to see it in their own
20 geographical area. I recognize that certainly, and
21 certainly adhere to that, but it's, let me say it's
22 merely a preference. I would prefer if they come to
23 Caruthersville, but if they come to Hayti or Hayti

1 Heights, that's fine, too.

2 MS. COLLINS: So, there's some cooperation
3 going on?

4 MR. LLOYD: To give you another
5 illustration. Just yesterday I learned that a
6 prospective industry that we had been talking with
7 for several months had decided that they weren't
8 interested in Caruthersville and, but they weren't--

9 MS. COLLINS: You recommended for Hayti
10 Heights?

11 MR. LLOYD: I did make them aware of
12 contacting adjacent city that has an exceptionally
13 low utility rate in the hopes that they were going to
14 Kentucky, as a matter of fact, in the hopes that we
15 might be able to at least keep them on this side of
16 the river.

17 MS. BOTELLO: Mr. Lloyd, you mentioned 11.6
18 unemployment, right?

19 MR. LLOYD: Yes.

20 MS. BOTELLO: I should have asked the
21 previous speaker, but are you aware of what the
22 minority unemployment rate is?

23 MR. LLOYD: No. I have those figures, but

1 I don't know.

2 MS. CROSSLIN: Mr. Lloyd, one of the
3 things, this is a little bit outside of your area,
4 but it sort of relates eventually to economic
5 development for Caruthersville and also for the
6 region. We heard from several speakers last night
7 and today about the great difficulties of trying to
8 retain minority students in school. The drop out
9 rate being terribly high, and then we also heard
10 about how difficult it is to recruit minority
11 teachers and administrators to this area, recognizing
12 that the work force, an educated work force is very
13 important to economic development activities in an
14 area. Have there been or are there any plans for
15 cooperative activity that might involve private
16 businesses, for instance; in the area in beginning to
17 develop a pool of teachers and administrators who are
18 minority members by even developing scholarships, for
19 instance, that would help to train those people in.

20 MS. COLLINS: With an understanding that
21 they would come back to the region and teach or like
22 this so that over the long term your population it
23 would get the kind of education that they need to

1 then become the workers that you need to attract
2 economic development.

3 MR. LLOYD: It is the same catch-22
4 situation as far as the financing economic effort. I
5 think I'm certainly aware of the problem how to stop
6 it and force it the other way is probably, I'm not
7 aware, and I know that the major employers at least
8 are not taking a major role, if they are, I'm not
9 aware at this time.

10 CHAIRPERSON THOMPSON: Mr. Lloyd, we
11 appreciate your spending your time with us this
12 afternoon. Thank you very much. We will take a
13 short break for about 7 minutes and then we'll talk
14 with Mr. James Martin.

15 (A brief recess was taken.)

16 CHAIRPERSON THOMPSON: Good afternoon, we
17 will reconvene. We have Mr. James Martin, is he
18 present? How about Norman Howell. If you would
19 come forward, Mr. Howell is the Chief of Police for
20 Caruthersville and has talked about the concerns
21 about the black community in that city. Thank you
22 very much for coming this afternoon, Mr. Howell. We
23 appreciate your input.

1 MR. NORMAN HOWELL

2 Chief of Police, City of Caruthersville

3 I addressed to Mr. Hernandez, ladies
4 and gentlemen of the panel, I don't know whether he'd
5 be here or not, so naturally I haven't met anybody
6 else. It makes me nervous when I don't know anybody.
7 Since I met him one time, it's not -- I'm not so
8 nervous anymore, but I hope you've enjoyed your stay
9 in the Bootheel. I'm sure you've been told that
10 before I got here.

11 I'm the Chief of Police, Normal A.
12 Howell of Caruthersville. I've been the Chief since
13 1977 and a long serving chief of Caruthersville
14 history. I worked in the capacity of dispatcher,
15 deputy sheriff, patrolman, captain and chief. When
16 my term is up in April of 1994, I will at that time
17 have approximately 32 years in law enforcement.

18 I've seen many changes in over the
19 years from a large population to a small one. From a
20 9 man force to a 14, 15 man force. From no training
21 to 120 hours training. And I believe that may be
22 increased next week to 240 or 440, I'm not sure.
23 From not having a high school diploma to having a

1 high school diploma or a GED: We handle our own
2 cases in Caruthersville, felony and misdemeanors,
3 with the exception of car bombings which we've had
4 one over the years and but outside help includes the
5 DEA, FBI, highway patrol and sheriff's department and
6 ATF. We have a mayor and 8 council members, they are
7 elected and here we had placed or mandated by law on
8 the ordinance books which must be enforced and we
9 have lived by that: I don't mean to say we don't
10 have state laws that we don't enforce. We do, but we
11 try to enforce all the state laws along with the city
12 laws. We don't have enough manpower and city
13 manpower that is, to work both courts, so usually the
14 only time we go to big court is on felonies. That
15 doesn't mean to say we don't, can't run DWIs through
16 the state court, which we can, but we more or less
17 stay within our own jurisdictions and leave the state
18 court to the sheriff and highway patrol.

19 Our population is a little over 7,000.
20 We are a third class city. The population of
21 Pemiscot County I believe is 24,500: I think a lot
22 of, Hernandez when he was out here before I believe
23 you asked me how many square feet, I told you 113.

1 That's about as half as big as St. Louis. We do have
2 4.8ths a square mile. So I was wrong there. I can't
3 even remember where I got the 113 square miles. I
4 guess I dreamed it. We don't have no 113 square
5 miles. Our budget, we, our police department and our
6 salaries and others which total \$500,000. I'm not
7 sure of the exact, but it was cut some this year. I
8 don't know how much. Now our biggest problem is
9 like, you see bigger like in any other city, bigger
10 problems. We have the drugs such as shooting out the
11 street lights, shooting in the halls, cars, just
12 regular shooting period. Our next problem is trying
13 to enforce these same laws with the drugs, random
14 shooting, that type of thing. Now, the only thing I
15 can say for us to cope with this kind of thing is we
16 need more training in public relations. So, we can
17 communicate with some of these incorrigibles. So,
18 and some of the kids at risk, these at risk kids is
19 one we're trying to work with to keep them enjoined
20 in the older kids, the cycle without having too good
21 a problem. Because I think right now all over the
22 country the police departments are not trusted. I
23 understand that. I saw this thing in California

1 which is hurt everybody: I don't condone that kind
2 of thing at all. Our drop out rate in the county
3 which is the school drop out rate is around 34
4 percent, which is real bad. I think Caruthersville
5 itself is around 13 to 15 percent overall: There's a
6 big problem and you have youngsters who don't have
7 jobs, have dropped out of school. Some of these kids
8 are not kids anymore. They've got to be in their
9 late 20s and never had a job: But this county is
10 a -- I love the county, don't get any wrong: When I
11 say something that's detrimental toward my county,
12 I'd like for you to not take it I hate my county. If
13 I did, I'd move out of it. I do love my county: I
14 was born and raised in a little town south of
15 Caruthersville many years ago in Steel, Missouri: My
16 family have always been in law enforcement, except my
17 mother, and she died when I \$was!ways!wastef 5 years
18 old. My grandmother raised me. I will say this to
19 you, if we had marijuana and cocaine and all of that
20 stuff when I was a kid, I would tell you that I would
21 have tried it. I smoked cornsilk, cotton leaves,
22 grapevines, and that's what we had when I was a kid.
23 So, if we had had marijuana back then, I guess I'd

1 have tried it. I don't know, so I know what the kids
2 is going through, there's more peer pressure today
3 than it was when I was a kid because we had
4 responsibility back then. You had to work, I was -
5 born and raised in a cotton field, I chopped cotton,
6 picked cotton ply with mules. Of course I'm younger
7 than some of you people, I'm not older than some of
8 you people. I'm not sure I'm a lot older than David,
9 I'm 63. When my term is up, I'll be 65. I'm not
10 sure I'll ever run again, but I've enjoyed my work
11 and I love police work. I'd give Mr. Hernandez a
12 narrative of the history of Caruthersville for you to
13 take back with you. I don't know what else to say to
14 you except I'll entertain any questions you want to
15 ask me. If I can't answer it, I'll say I can't
16 answer it, if I have a problem, but I'll say I won't
17 answer it because it will be a reason behind it, so
18 I'm open for any questions.

19 CHAIRPERSON THOMPSON: Thank you Chief.

20 MS. COLLINS: When you met with Ascension,
21 you acknowledge him making you comfortable here
22 today, Mr. Herndandez, did he tell you that we would
23 like to know the number of blacks that have been

1 employed by your department, the number of complaints
2 that you've had from the black community and how you
3 have addressed that today? Mr. Herndandez, did he
4 tell you that we would like to know the number of
5 blacks that have been employed by your department,
6 the type of complaints that you've had from the black
7 community and how you have addressed that?

8 MR. HOWELL: We've had one complaint
9 recently and the mayor is handling that. That was I
10 did not get a letter on this last complaint, I don't
11 know really all the details, but the mayor has got a
12 letter from the black community along with the
13 Alderman: I did not get one. And for two ways I
14 didn't even know they had one, but I believe she's
15 working it out or trying to work it out. But I won't
16 know until after the council meeting Monday night
17 what was said, and I won't be at the council meeting
18 Monday night, so we may have to have a special
19 meeting for me to meet with the Mayor and the police
20 committee when that next week.

21 MS. COLLINS: That's the only complaint
22 you've had?

23 MR. HOWELL: Well, the other complaints, a

1 young man used to be -- take that back -- he left us,
2 he came back to get a job. He never did ask me for
3 no job. He never did come to me to get an
4 application. Well, we had gotten down to 12 men
5 police force and he went to the Missouri Civil Right
6 Commission in Sikeston and filed a complaint. I
7 don't know we have, but I don't know the outcome.
8 But what he had was he said I wouldn't hire him back
9 because he was living with a white women, and which
10 is not true because I hired a man just about that
11 same time was black and had a baby by a white women.
12 So that's their opinion.

13 MS. COLLINS: How many back police officers
14 do you have?

15 MR. HOWELL: I have 14, right now I have 3
16 blacks and one hispanic.

17 MS. COLLINS: Were you asking the council
18 for 3 more and you had 17?

19 MR. HOWELL: I wanted 17. At one time I
20 believe we had some town meeting and priority at
21 these little town meetings we had millions of them in
22 Caruthersville when the mayor was running for mayor,
23 we were going to try to get more manpower. We still

1 needed more manpower. We got down to 12 and stayed
2 there for quite awhile. And at this time we got back
3 to 14. That's where we stand? I'd like to have 17.

4 CHAIRPERSON THOMPSON: How many women
5 officers do you have?

6 MR. HOWELL: We have women -- I got one
7 dispatcher, but we have no women police officers on
8 the street.

9 CHAIRPERSON THOMPSON: Why do you think that
10 is?

11 MR. HOWELL: We have hardly ever had any
12 women apply to us for police officer. In fact, I
13 can't remember when I'm --

14 CHAIRPERSON THOMPSON: Go ahead, Ms.
15 Collins.

16 MS. COLLINS: Chief, why is it that we hear
17 complaints from the black community that they cannot
18 bring their complaints directly to you?

19 MR. HOWELL: They can. We got a new SOP.
20 Mr. Bill Whitcomb of Kansas City worked with us on
21 that the complaint can come to me.

22 MS. COLLINS: They do now?

23 MR. HOWELL: They do now.

1 MS. COLLINS: And you have logged them and--

2 MR. HOWELL: I haven't had any complaints
3 in the black community except this one and that's the
4 one the mayor is working on, too:

5 MS. CROSSLIN: Chief, when Mr. Whitcomb was
6 with us this morning, he said that they had
7 negotiated an understanding or something that there
8 would be an advisory committee that was implemented
9 to review the policies and practices and he said he
10 thought that was operational. But he didn't know
11 anything particular about it. Could you tell us what
12 the minority breakdown representation is within that
13 advisory committee?

14 MR. HOWELL: I have no idea.

15 MS. CROSSLIN: You're not a part of an
16 advisory committee?

17 MR. HOWELL: Yes, ma'am, I'm on that
18 committee, but I met with them one time. They met
19 once a month, but when they meet they don't send out
20 any materials and remind people that this is the
21 night that you're supposed to meet. So I don't know
22 even when they meet anymore, so that part should be
23 --we've got a chairman which is Mr. Wayne Bradley.

1 MS. CROSSLIN: Wayne Bradley?

2 MR. HOWELL: Wayne Bradley.

3 MS. CROSSLIN: And what is his position?

4 MR. HOWELL: He's the mayor pro tem and
5 he's the chairman of that committee.

6 MS. CROSSLIN: All right.

7 CHAIRPERSON THOMPSON: Chief Howell; can you
8 give me a good estimate of how many arrests you have
9 of black offenders?

10 MR. HOWELL: I don't know. I don't break
11 that down. I've got a record of arrests, but as far
12 as black and white, I don't know.

13 CHAIRPERSON THOMPSON: Are you not connected
14 to the national criminal enforcement?

15 MR. HOWELL: NCIC?

16 CHAIRPERSON THOMPSON: Yes.

17 MR. HOWELL: Yes, ma'am.

18 CHAIRPERSON THOMPSON: You're connected to
19 NCIC?

20 MR. HOWELL: Through the sheriff's office,
21 now. We don't have our own computer.

22 CHAIRPERSON THOMPSON: I see. Do you have
23 any information on results of crimes on black on

1 black crimes?

2 MR. HOWELL: No, ma'am.

3 CHAIRPERSON THOMPSON: Black on white crime?

4 MR. HOWELL: No.

5 CHAIRPERSON THOMPSON: White on black crime?

6 MR. HOWELL: No.

7 CHAIRPERSON THOMPSON: I see. Committee,
8 any questions?

9 MR. HOWELL: I've got overall totals gave
10 to Mr. Hernandez for the year 1991 on back. I don't
11 know about 1992 right now, but we have overall
12 picture, but not black on black and not black on
13 white.

14 CHAIRPERSON THOMPSON: I see.

15 MR. SETIEN: I have a question, if I may,
16 Chief Howell. Considering the feelings of the black
17 community in this region or this area, your city also
18 that sometime they have the opinion that there's two
19 sets of laws; the laws that go only for black
20 minority community and economically deprived, and the
21 laws that govern the white. And, you know, the
22 powers that be. My question is what are you doing to
23 change that sort of problem and how are you trying to

1 resolve the issue of race relations? You have been
2 in the public sector for how many years, you said 31
3 years?

4 MR. HOWELL: It will be 32 in 1994.

5 MR. SETIEN: 32 years. And you know, and
6 how long have the blacks been part of the community;
7 over a hundred, two hundred years?

8 MR. HOWELL: Oh, I mean, yes, always.

9 MR. SETIEN: Always. So why is it the
10 police department hasn't been an instrument of peace
11 making between blacks and whites? Why?

12 MR. HOWELL: I don't understand. We don't
13 have two sets of laws. We try to treat everybody
14 just alike.

15 MR. SETIEN: That's the way most people,
16 but the minority community doesn't feel that's the
17 way they're treated. So, my question, and I repeat
18 myself, is why have your department failed to conduct
19 a fair treatment and an equal treatment?

20 MR. HOWELL: I don't feel like we have,
21 sir.

22 MR. SETIEN: Okay.

23 MR. HOWELL: You have incorrigibles, but

1 you only have a few in white or black. This is
2 hearsay. The hearsay is the if you're black that we
3 have had complaints: It's always repeaters: We've
4 got some good black people, no problem, and we have
5 some old people that are being held hostage, you
6 might say, in their own home because they're afraid:
7 So, since complaints because you have the younger
8 generation without any discipline, and we can't,
9 apparently we can't communicate with them. They go
10 down and shoot out the street lights and just shoot
11 in the air. In fact, they're not all loaded: We had
12 one gun, a black man shot another black man: We
13 hear it was over drugs, that's what some of the black
14 kids tell me, but now they won't tell me and say
15 anything else: But I guess I'm responsible because
16 someone got killed. I don't know.

17 MS. BOTELLO: Chief, are you elected or
18 appointed?

19 MR. HOWELL: Yes, I'm elected.

20 MS. BOTELLO: What term of office do you
21 have again?

22 MR. HOWELL: It's always been two years
23 since this term: It's been 4: It was 4 years:

1 There was a change in the legislature.

2 MS. BOTELLO: So, your term ends in 1994?

3 MR. HOWELL: Yes.

4 MS. BOTELLO: And you've already decided not
5 to seek --

6 MR. HOWELL: I don't know if I'll ever run
7 anymore because I'll be 65 at at that time: I don't
8 have to quit at that time, I could run, but I don't
9 know whether I will run or not.

10 MS. BOTELLO: Just one more. How would you
11 describe your relationship with the black community?

12 MR. HOWELL: The older generation, if I run
13 today, I'll be able to be elected in the black
14 community, yes.

15 CHAIRPERSON THOMPSON: Chief, you said it
16 was changed in the legislature?

17 MR. HOWELL: Yes.

18 CHAIRPERSON THOMPSON: To a 4 year term.

19 MR. HOWELL: Yes.

20 CHAIRPERSON THOMPSON: Which legislature
21 changed that?

22 MR. HOWELL: The one in session, the one in
23 session now.

1 CHAIRPERSON THOMPSON: The State of
2 Missouri?

3 MR. HOWELL: Yes, and it goes back, I'd say
4 okay that it's 2, 3 years ago it will be in the House
5 of Representatives. The Senate voted on it and they
6 passed it.

7 CHAIRPERSON THOMPSON: Any other questions?
8 Again, Chief, we appreciate your coming and taking
9 time out of your busy schedule to be with us.

10 MR. HOWELL: Let me say this: I understand
11 what some of the problems are in Caruthersville. I
12 can't call name and I won't. Those muggers need to
13 be helped like I do. Those mothers, if I can't talk
14 to the mother, I can't talk to the kids either. And
15 that's the problem: If I were to go down and try to
16 talk to the mother, they think I harrassed the kid.
17 I just want you to know if I can get to talk to the
18 mother, which is not very many, have very few, but I
19 want you to realize we're not going to cause any
20 trouble because the more trouble we cause, the more
21 work we're going to do. So, if you tread on glass,
22 don't break it. If it ain't already broken, don't
23 break it: We're not going to go down and harrass

1 anybody. We won't because we have to work. I'd like
2 to ride around in the car. Other policemen do, too.
3 But now there's a mistake made. I've made mistakes
4 over my lifetime and I'll make some more. That's
5 about all I have to tell you. I don't know anything
6 else to say.

7 CHAIRPERSON THOMPSON: Thank you so much.
8 Has Mr. James Martin arrived? Okay, is Mr. John
9 Alford here?

10 Mr. Alford, if you will come forward,
11 please. Mr. Alford is the County Clerk and is very
12 knowledgeable about voting practices and procedures
13 in Pemiscot County. Thank you very much for being
14 with us.

15 MR. JOHN ALFORD

16 County Clerk, Pemiscot County

17 Thank you. As she said I'm John
18 Alford, I'm the elected County Clerk of Pemiscot
19 County. I was elected county clerk in November of
20 1970, took office January 1 of 1971. Pemiscot County
21 is a third class county in the State of Missouri and
22 a county clerk of a 3rd class county. The clerk,
23 it's duties are many and varied. First of all,

1 you're clerk to the county commission, keeping record
2 of the commission which is the administrative body of
3 the county. As the administrative office in the
4 county, the clerk's office prepares all of the
5 payroll for the county. We pay all of the bills that
6 the county accumulates. We prepare the budget for
7 the county for the approval of the county commission.
8 We maintain branch district records. We maintain
9 records of our road districts of our road program.
10 We are clerk to the Board of Equalization. We
11 certify tax rates for the county and we extend tax
12 books, which is actually figuring the taxes that the
13 individual citizens owe, both personal and real
14 estate. And one of the greatest responsibilities of
15 the county clerk's office in the 3rd class county is
16 that of the election authority for the county. As
17 the election authority I administer all elections in
18 the county, including the school districts, the city
19 elections, the primary elections, the general
20 elections and any other special election that, for
21 example, the water district or any other political
22 subdivision. Of course all elections in the State of
23 Missouri are covered by the statute and laws of the

1 state, including the opening date and the closing
2 date for filing for office, the certification date,
3 the public in the ease of the filings and the offices
4 that are to be elected at that particular election:

5 Now, all filing in Missouri is done with the
6 secretary or with the clerk of the various political
7 subdivisions holding the election at that time.

8 CHAIRPERSON THOMPSON: Excuse me, Mr.

9 Alford. Forgive me for interrupting you. Most of us
10 generally here are familiar with the functions of the
11 county clerk, the functions in that respect. We
12 really are much more concerned about your specific
13 and maybe unique responsibility here in Pemiscot
14 County. We are interested in the minority employment
15 that you have and we're interested in the
16 administrative employment of minority and recruitment
17 as such and how you get contracts with minority
18 contractors and you and subcontractors. Some of that
19 information would be unique to the Pemiscot County is
20 more of our concern here.

21 MR. ALFORD: I was informed that you wanted
22 to know about the election process in our county or
23 in the state, that's what I assumed I was going to

1 speak on here today. But, as far as the hiring
2 authority in the county, as you probably know each
3 county office is run by the elected official. This
4 official is elected by the people of our county and
5 they are in charge of hiring in our personnel and the
6 court house. Now we have several state offices,
7 their locally elected officials, but they're
8 employees or employees of the state and not the
9 county. For example, everyone who works in the court
10 system are now employees of the state and not the
11 county. But, every individual, elected official
12 would seek to hiring their own employees. We, most
13 cases, most of the employees have been there
14 sometimes longer than the officials themselves, but
15 each officers, each elected officials has the duty to
16 hire their own employees, although they are county
17 employees and they're paid by the county.

18 MS. COLLINS: Excuse me, Mr. Alford. Speak
19 to your department as a county clerk. You hire
20 employees over the years?

21 MR. ALFORD: I have two, employees only
22 two. I did have three at one time, but when we went
23 on computer, we didn't have need for a full time

1 employee, so I have two employees.

2 MS. COLLINS: Male, female, black, white
3 hispanic?

4 MR. ALFORD: They're two white females;
5 been there many years.

6 MS. COLLINS: And on election days, do you
7 hire and your percentage then, do you have a regular
8 list that you draw from?

9 MR. ALFORD: You're speaking now, I'm
10 assuming, of election workers and things for election
11 day. All right the way we select the election
12 workers, each precinct will have 4 election workers
13 in it. These workers are selected from lists
14 submitted to me by county elected committee people
15 from both parties, both the primary parties, the
16 democrat and the republican parties. They usually
17 submit me a list. They're elected for a two year
18 term. They usually submit me an list and this list
19 is used for the term for the two years term to select
20 election workers, judges of election, as we call
21 them. And I will, from time to time, especially in
22 the city election where I'm having city I have more
23 precincts in the city election, also school

1 elections, we do work with the mayor and various
2 political subdivisions. If I have problems getting
3 workers, qualified workers, people who can work,
4 that's the process we use, but they're basically
5 selected from a list submitted by the county
6 committee people.

7 MS. COLLINS: Why do residents of Hayti
8 Heights have to go to Hayti to vote in federal
9 elections?

10 MR. ALFORD: We've all -- in the primary
11 and general election we maintain 17 voting precincts,
12 our normal regular 17 precincts. Now, in April we
13 maintained additional precincts because of the wards,
14 city wards and we have several more smaller areas.
15 Basically it has to do primarily with the reduction
16 in cost. We try to reduce our precincts several
17 years ago. When I first became a clerk we had
18 probably 20, I think we had 27 or 28 precincts. Of
19 course our population has dropped some. We have
20 continued to reduce our precincts down primarily
21 because of a cost savings to the county, trying to
22 save some money.

23 MS. COLLINS: Is it cost or population that

1 you're saying it's economically not feasible? All
2 other elections can be held in Hayti Heights, but the
3 primary and general election. The federal cannot
4 be--

5 MR. ALFORD: The primary and general
6 election are paid for strictly by the county. The
7 city elections, the April elections, which is a
8 general election for the city and the school
9 districts, are paid for by the various political
10 subdivisions involved in the election. In other
11 words, if there's 3 we divide it up among the 3
12 people involved in the election. So the cost of the
13 election in April is not the direct cost of the
14 county. It's paid for --

15 MS. COLLINS: Does the population justify
16 the Haiti Heights have a present designated for
17 voting purposes.

18 MR. ALFORD: Well, I wouldn't, I don't
19 necessarily think so. I don't know exactly the
20 population, but I think the registered voters are,
21 I'd have to look at the exact registered voter, but
22 we have a lot of rural precincts which covers -- I
23 have people traveling probably 6, 7 or 8 miles from

1 two precincts in the rural area.

2 MS. COLLINS: As a former elected official,
3 we have heard charges of vote buying, vote stealing,
4 vote steering and drug runs and harrassment on
5 election day and you have no board of election. I
6 take it you don't have to have a board of election
7 because you're the county clerk and responsible for
8 elections. Can you address any of those charges?

9 MR. ALFORD: Any inflation of the election
10 law or laws or any that comes to my attention on
11 election day is referred to the prosecuting attorney,
12 or to the proper sheriff or the county. In my case
13 it would be the county sheriff because he's the
14 county --

15 MS. COLLINS: I'm sorry. As a third class
16 county, who do you make those charges to?

17 MR. ALFORD: If I have a complaint, I refer
18 all of my complaints to the prosecuting attorney's
19 office. If I have serious complaints immediately I
20 would naturally call the sheriff or if it was in a
21 city and if I needed some help quick, I would
22 probably use the city police. I really have had very
23 few serious complaints that come to my attention on

1 election day. You hear all kinds of rumors and
2 everything, but when someone comes, you know, to me
3 with problems they're always referred to the
4 prosecuting attorney's office.

5 MS. COLLINS: You hold orientations and
6 training?

7 MR. ALFORD: Yes, I do.

8 MS. COLLINS: For your judges and your poll
9 operators. Are they maintained to recognize that
10 they are not following the rules and regulations that
11 are set out in for both election day? Do you hold
12 regular orientations?

13 MR. ALFORD: Yes. We have -- I normally
14 before every election on Friday we will have an
15 orientation period for all of our judges. We pay
16 them for attending this session, extra if they attend
17 the session, plus work on election day, and we do we
18 hold it before every election, yes, we do.

19 CHAIRPERSON THOMPSON: Mr. Setien?

20 MR. SETIEN: Mr. Arnold, I'd like to ask a
21 number of questions. First of all, how many board in
22 the areas of public service and public administration
23 do exist in your county?

1 MR. ALFORD: How many boards?

2 MR. SETIEN: Yes, boards, directors?

3 MR. ALFORD: I'm sorry, I don't --

4 MR. SETIEN: Do the county have a board, I
5 mean sometimes county board, board of election, board
6 of commissioners and boards of commissioners?

7 CHAIRPERSON THOMPSON: Like parks and
8 recreation, maintenance?

9 MR. ALFORD: We don't have that in our
10 county.

11 MR. SETIEN: You don't have that?

12 MR. ALFORD: We have the county commission,
13 which is a 3 person board. That's the administrative
14 government of our county. The county commissioner,
15 one of them is elected countywide and two from
16 districts, but they all have the same voting rights,
17 but it's county commissioner and oversee the general
18 operation of the county.

19 MR. SETIEN: It's the three member board?

20 MR. ALFORD: Yes.

21 MR. SETIEN: Is there any black members on
22 the board?

23 MR. ALFORD: No, 3 males.

1 MR. SETIEN: Three men. And they're all
2 white men?

3 MR. ALFORD: Yes.

4 MR. SETIEN: Okay. What are you doing to
5 correct that?

6 MR. ALFORD: Well, we're, my office only
7 accepts -- anyone that wants to run for office can
8 appear in my office and file for office, and there
9 everyone has that opportunity.

10 MR. SETIEN: Have there been any minority
11 candidates in recent years, during the past year for
12 those three positions?

13 MR. ALFORD: Not for those three positions,
14 no.

15 MR. SETIEN: Do you seek black or minority
16 applicants?

17 MR. ALFORD: No, I don't get out and seek
18 anyone to run for office. That's strictly anyone is
19 welcome to file.

20 CHAIRPERSON THOMPSON: Mrs. Botello?

21 MS. BOTELLO: Mr. Alford, you're talking
22 about the precinct, 17 voting precincts?

23 MR. ALFORD: Yes.

1 MS. BOTELLO: Of those, how many are all
2 white?

3 MR. ALFORD: Well, I don't think I have one
4 all white precinct. As far as having one that was
5 strictly all white, I don't have.

6 MS. BOTELLO: How many are all black?

7 MR. ALFORD: None of them are all black.

8 MS. BOTELLO: So, you're saying that these
9 17 they're all integrated?

10 MR. ALFORD: Yes. They would cover
11 everyone.

12 MS. BOTELLO: And sub districts, how many
13 sub districts do you have within those precincts?

14 MR. ALFORD: I don't.

15 MS. BOTELLO: Wards.

16 MR. ALFORD: They're, wards and precincts
17 here are all the same.

18 MS. BOTELLO: They're all the same?

19 MR. ALFORD: We refer to wards and
20 precincts. The cities tend to call them wards and
21 then when they get on county level, we tend to call
22 them precincts.

23 CHAIRPERSON THOMPSON: Do you have anything?

1 MS. CROSSLIN: I would follow up to that
2 question and say of your 17 precincts, how many of
3 those precincts do you estimate to be at least 50
4 percent or more minority.

5 MR. ALFORD: Really don't know that I have
6 any, maybe one or two, I really don't know because I
7 don't have any idea of what the racial make up as
8 far as numbers are concerned of my voting precincts
9 because we do not register, we don't have any record
10 of that.

11 MS. COLLINS: Mr. Alford, you have the
12 census records in your office or does the county
13 commissioner keep the census records?

14 MR. ALFORD: I have some census figures that
15 I asked for in my office.

16 MS. COLLINS: Are you not aware of the
17 percentage of where individuals live in the 17
18 precincts?

19 MR. ALFORD: Well, I don't have -- I think
20 our county is what 25, 26 percent black? I really
21 don't, unless I would look at the figures, I don't
22 know, but I don't have the breakdown of exactly
23 the -- I just don't have it.

1 MS. COLLINS: Okay, thank you.

2 CHAIRPERSON THOMPSON: Mr. Alford, how many
3 of the precinct workers have you experienced to be
4 minority in the past couple of years?

5 MR. ALFORD: I would have to count, yes,
6 probably, of course, I have more in April because I
7 have more precincts in April. Percentage wise, I
8 would say probably 20 percent, and I don't know until
9 I count them.

10 CHAIRPERSON THOMPSON: And I, too, am very
11 interested that Hayti Heights does not have a voting
12 precinct designated. Can you give us, and very
13 quickly, we don't want to keep you all afternoon,
14 just give us a general idea as to how you're going to
15 help make that happen?

16 MR. ALFORD: Well, I haven't, really it's
17 basically as I explained to you before, it boils down
18 to a -- it comes down to the money situation. As you
19 probably know, I don't believe you know, but all of
20 our rural counties which were, we have great
21 financial problems. We try to cut expenses every way
22 we can and we have to try to justify the number of
23 voters in a precinct, area wise, and that way -- and

1 I don't see that it's an unusual -- it's not an
2 unusual hardship as far as distance wise to precinct
3 in downtown in which they've always maintained those
4 precincts:

5 CHAIRPERSON THOMPSON: So, you're saying
6 that you're not seeing where that can happen in the
7 near future?

8 MR. ALFORD: I won't say that it will never
9 happen, but until our money situation and budget wise
10 we get much better conditions --

11 MS. COLLINS: How much does it cost, money,
12 to operate an office; how much?

13 MR. ALFORD: To operate what?

14 MS. COLLINS: An office in a precinct; a
15 voting place?

16 MR. ALFORD: Well, it would depend, of
17 course, for example, this year I looked just before I
18 left, we're going to spend over \$70,000 this year in
19 election, and that's a lot of money. So, it's like
20 divide it's cost, 17 into 70. To have a precinct
21 designated in Hayti Heights for one day or day it
22 doesn't have, it would cost several hundred dollars:
23 I'd say that I don't know exactly because I'd have to

1 look at the breakdown of the election, but we're
2 spending over \$70, 000 this year.

3 CHAIRPERSON THOMPSON: Mayor Humes, last
4 question:

5 MAYOR HUMES: The question and it's being
6 tossed around, but the concern that I have and the
7 citizens in Hayti Heights, 75 percent of the people
8 who have to go to the poll to vote are senior
9 citizens and that means that they can't -- they don't
10 have the transportation to get to Hayti, and that's
11 why our voting is so low when it goes to voting for
12 things in the county. Another question you alluded
13 to, are you counting us as a precinct in April at our
14 election and not a precinct in November because you
15 said on local level they call it precincts and city
16 call them wards or precincts, so--

17 MR. ALFORD: I refer to them as precinct,
18 both city and both April and August or November.

19 MAYOR HUMES: My understanding is a precinct
20 where you have one precinct where you can vote on
21 every election. Now ward is where we vote in wards
22 on our city election.

23 MR. ALFORD: Well, we usually call them

1 wards in the city because the city terminology is
2 wards and I realize in some of the big cities they
3 have precincts and they have a ward designation
4 within that precinct, which we don't here, it's all
5 the same here. And I realize in some of the big
6 cities they have precincts and they have a ward
7 designation within that precinct, which we don't
8 here. It's all the same here and--

9 MS. COLLINS: As a former elected official,
10 it disturbs me that it's all the same, but we
11 recognize in Hayti Heights it's not all the same.
12 They get to vote for every other election except
13 primary and general in Hayti Heights, and they cannot
14 do it in those two elections, and that I'm very
15 concerned as a member.

16 MR. ALFORD: We have had this same
17 situation in other parts of the county, it's not just
18 here.

19 MS. COLLINS: Are those other parts of the
20 county majority minority?

21 MR. ALFORD: No. I have one spot that is
22 and I have one spot that's an all black town Holmes
23 town. Right north of them is North Wardell, it's the

1 same situation, and I think it's all white as far as
2 I know. So that's, you know, it's not strictly an
3 unusual situation to the black.

4 MAYOR HUMES: Yea, what I'm dealing with a
5 population of almost 2,000 folks in the city, I know
6 our voting population makes up all of those others
7 towns that you called:

8 CHAIRPERSON THOMPSON: We thank you very
9 much, Mr. Alford, for being here with us this
10 afternoon, and we look forward to helping resolve
11 some of these issues as time goes on, and we hope and
12 wish you much success.

13 Mr. Willilam Guise. Executive Director
14 of the Hayti Housing Authority.

15 Are you willing to talk about it this
16 afternoon?

17 MR. GUISE: I didn't really know what they
18 wanted. He didn't really know what he wanted either.

19 CHAIRPERSON THOMPSON: Excuse me?

20 MR. GUISE: The man that talked to me
21 didn't really know what he wanted and I didn't know
22 what he wanted, but he told me to tell you something
23 about the Hayti Housing Authority.

1 MR. WILLIAM GUISE

2 Executive Director, Hayti Housing Authority

3 The Hayti, the City of Hayti in 1964

4 built or started in the process of completed in 1967,

5 I believe, 104 low income houses on three sites. Out

6 of that 104, 66 of them were one bedroom apartments,

7 34 of them were 2 bedroom and 4 of them were 3

8 bedrooms. In 1982, 40 more units were built and a

9 community center. Of these, 15 of them were one

10 bedroom units. Most of these one bedroom units are

11 elderly. We do have about 6 one bedroom duplex units

12 in the family section for like, at that time, like

13 single mothers or and now for try to locate

14 handicapped young people there in them. But we had,

15 like I say, the 15 out of these last 40 were one

16 bedroom units. These were located just east of the

17 community center and called Center Apartments. We

18 have a street just further east of the community

19 center has 11 2 bedroom family units in those and

20 the balance of the 14 other homes, these are all

21 individual homes other than the 15 one bedroom units

22 are individual homes. They're on scattered sites in

23 the city. Five of those are three bedroom homes and

1 the other 9 out of those 14 are two bedroom family
2 homes. This makes 144 units that were built at the
3 completion of 1982. But, out of these units, only 9
4 were 3 bedroom homes out of the 144 units. So, in
5 1991, we put in for a grant to get some more houses.
6 We were granted 14 more, 3 bedroom houses and these
7 were all on scattered sites throughout the city. We
8 bought rundown property with old houses on them, some
9 were vacant lots, and built nice 3 bedroom brick
10 houses on them. We also have just received a million
11 dollars in SEAP money to be used in the next year to
12 upgrade the original 104 units such as all those
13 units were only built with 110 voltage in them. So,
14 therefore, like putting in air conditioning. You
15 have to have 110 air conditioner. So, we're going to
16 put upgrade the electrical system because more modern
17 usage of electricity, put in extra circuits, new
18 furnances, floor tile, upgrade with, presently they
19 have single windows with storm windows on them. You
20 have a lot of window breakage, so we're going to put
21 in energy efficient insulated windows with protective
22 security screens on them so they won't be having --
23 the people will feel more secure in their home and

1 also cut down on the glass breakage of those
2 expensive replacement of those windows. But the --
3 we're going to be redoing the bathrooms in the family
4 section. We have some 30 homes in it that we're
5 having a little sewer problems because of over the
6 years we've used sewer cleaners of different types
7 and have deteriorated the soil pipes and a lot of
8 times when they run the routers through them, they're
9 trying to clean them out, that they run into where
10 they found that they're hitting dirt. So, therefore,
11 we know that those are getting in bad shape, so we're
12 going to redo some sewer system.

13 The five of the unites will be fixed
14 where they will be handicapped accessible. We, in
15 the 14 units that were built in '82, we had one
16 handicapped one bedroom apartment, and in these 14
17 new houses, we have 3 bedrooms that is handicapped.
18 So, therefore, in the ones that were built earlier,
19 we're going to make those handicapped accessible as
20 well.

21 At the present time we have two ladies
22 that have the leg off, so they certainly don't have
23 any trouble getting into the bathroom, but those

1 doors are 30 inches, so we for handicap compliance
2 they have to be a 32 inch door. So, and due to be
3 changing on that. We have also in the past five
4 years, we've done a lot of home improvement from our
5 own reserves and not depending on the government for
6 a grant. We've added resilient siding to our units
7 to make our units paint free on the outside. We've
8 installed all new kitchens in the original 104 units,
9 and those 5 units have already been fixed for
10 handicapped kitchens already. We've been adding new
11 stove and refrigerators as we need them, some each
12 year. A large number of our residents are elderly.
13 As I said, they take a lot of pride in their home, so
14 they work in the flowers and help keep their unit
15 looking real nice. And we are having some problems
16 in our family unit with yard litter, and not only
17 from our residents within the complex, but from
18 neighbors that are across the street. You know,
19 debris that's become quite a problem sometime, and
20 that's trying to keep some of your litter picked up.
21 But, some of our residents asked about asking where
22 to live. They say I live in the projects. They
23 don't, you know, to get away from the word project,

1 you know, we named the sites like I mentioned the
2 ones that were fixed in '82 apartments was called
3 Center Apartments. The street that was designated
4 for the 11 goes up to in a loop and comes back out is
5 called Main Cove.

6 MR. SETIEN: Mr. Guise, excuse me for
7 interrupting you. I appreciate the information
8 you're trying to share, but I have some concerns as a
9 member of this commission. You were mentioning that
10 there are contracting and purchasing opportunities
11 that are available, you know, on a constant basis --
12 that are available, you know, on a constant basis.
13 Are you currently employing minority contractors and
14 suppliers?

15 MR. GUISE: We have a couple of jobs that
16 were done by minorities. We haven't had too much
17 activity by general contractors being minority, but
18 they do have minority personnel working on jobs.

19 MR. SETIEN: What is your average year
20 expenditure in maintenance and upgrade of the
21 physical facilities.

22 MR. GUISE: I don't know offhand.

23 CHAIRPERSON THOMPSON: Of this million

1 dollars that you're getting to rennovate the original
2 104 units, how many have you designated for minority
3 contractors? How much of that have you designated?

4 MR. GUISE: We have not designated any of
5 it. All we have done now is just the first step of
6 soliciting and putting out bids for securing a
7 program administrator to help us to work in the
8 program.

9 CHAIRPERSON THOMPSON: Of those two jobs of
10 that was done by minority contractors, how much do
11 you estimate those two jobs together was?

12 MR. GUISE: I don't know.

13 CHAIRPERSON THOMPSON: In the original 104
14 units, how many of the occupants are black?

15 MR. GUISE: About half and half.

16 MS. COLLINS: How many employees do you
17 have, and what's the minority and female mix?

18 MR. GUISE: We have four maintenance
19 personnel, two is black and two is white. I have two
20 part time secretaries, we have right now both of them
21 are white. We have had one and one. We've also
22 utilized in the summertime before we had two full
23 time, I'd say full time because both of them worked

1 full time and part time, we would have always in the
2 summer we'd have part time help. We used to tried to
3 use one of our black girls from our school to help
4 them.

5 MS. COLLINS: You only have the four
6 maintenance employees and two part time secretaries?

7 MR. GUISE: Yes.

8 MS. COLLINS: That's all. You don't have an
9 assistant for persons that takes applications? The
10 secretary does that?

11 MR. GUISE: No, they do that as well.

12 MS. BOTELLO: Mr. Guise, you mentioned that
13 there are a number of minorities on jobs that you've
14 let. Do you know anything with ensuring that those
15 companies that gets contracts with you have an
16 affirmative action program?

17 MR. GUISE: That those people that do
18 get --

19 MS. BOTELLO: To companies that you do
20 business with.

21 MR. GUISE: That have contracts?

22 MS. BOTELLO: Uh-huh.

23 MR. GUISE: They do have to have minorities

1 on the job.

2 MS. BOTELLO: They do have to?

3 MR. GUISE: Yes.

4 MS. BOTELLO: Do they have to supply

5 figures to you and how could you do that? Do you go
6 out to take a look to make sure there's minorities on
7 the job? How do they communicate that to you?

8 MR. GUISE: Well, they also, see they turn
9 in their time sheet registered to us, but also I go
10 around on the job to see that this job here, I find
11 out who Mr. Jones is. If I see the man working, I
12 ask him what his name is.

13 MS. BOTELLO: So, you do it by sight, by
14 going--

15 MR. GUISE: Right.

16 MS. BOTELLO: By making site visits, that's
17 how you ensure that there are minorities on the job?

18 MR. GUISE: Right.

19 MS. CROSSLIN: Mr. Guise, recognizing that
20 there's limitations on funding et cetera, that needs
21 in many parts of the country is greater than the
22 actual ability to provide. We still understand from
23 some of the people with whom we've spoken that

1 there's a rather large waiting list for potential
2 people who want to -- want to live in housing.

3 MR. GUISE: Right, there are.

4 MS. CROSSLIN: Can you share with us some
5 questimate in terms of how many people are on that
6 list and what percentage you think require the larger
7 unit that you say you don't have as many of versus
8 the smaller units?

9 MR. GUISE: We probably still have some 75
10 people on the waiting list for three bedroom houses;
11 that's local, and you know local and non local, even
12 from Caruthersville or for Portageville or where --

13 MS. CROSSLIN: Is there very much turnover
14 in those three bedroom houses? How many on an annual
15 basis might become available?

16 MR. GUISE: Not many. Out of the original 9
17 that we had, they didn't turnover very fast because
18 when people got a house, they make they -- they sure
19 didn't want to lose it. And so far these have been
20 these new here, 14 have been occupied since the 20th
21 of June and their has not been any, nobody has not
22 moved out of those 14 nor any of the other 9 of the 3
23 bedrooms.

1 MS. COLLINS: Mr. Guise, do you have a board
2 of authority? Do you have a board?

3 MR. GUISE: I have a Board of Directors,
4 yes.

5 MS. COLLINS: Could you tell us what the
6 constituency is?

7 MR. GUISE: We I'll turn over and read you
8 those people off.

9 MS. COLLINS: I don't need the names, but I
10 do need female, disabled, black.

11 MR. GUISE: We have no females on the
12 board. We have five commissioners, we have one
13 that's black, our Chairman, Richard Condon has been
14 on the Board since 1964, he's white, J. Vincent is
15 black. He's been on the Board since 1964, A. Cross
16 has been on the Board since 1973. Local merchant
17 right down the street here Randy Gardner, has been on
18 the Board since 1989. And our newer Board member
19 Tommy Potts, 1992.

20 MS. COLLINS: If you were to look at the
21 constituency on what would be the number of female
22 headed households be in public housing, is it larger
23 than male and married?

1 MR. GUISE: Oh yes, yes 50, 60 percent.

2 MS. COLLINS: And no women on your Housing
3 Authority Board?

4 MR. GUISE: Ma'am?

5 MS. COLLINS: No women on your Housing
6 Authority Board?

7 MR. GUISE: No, ma'am.

8 MS. CROSSLIN: Mr. Guise, who appoints the
9 housing officials.

10 MR. GUISE: The mayor appoints those.

11 CHAIRPERSON THOMPSON: Mr. Humes, you have a
12 question?

13 MAYOR HUMES: I was just going to say the
14 mayor appoints the Board, you know, and the Board
15 hires him. So, he does not -- he has nothing to do
16 with the Board.

17 MR. GUISE: I have no control over that.

18 MS. COLLINS: I know you know who they were
19 because they hired you and that's part of my
20 information now.

21 MR. GUISE: I've been Housing Authority
22 Director since 1985.

23 MR. SETIEN: You recalled two of the

1 members have been on the Board since 1964. That's
2 almost 30 years. I think that's responsibility.

3 MR. GUISE: They are the original --

4 MR. SETIEN: Have you expressed that to the
5 mayor or to the other--

6 MS. COLLINS: He's hired by those
7 individuals.

8 CHAIRPERSON THOMPSON: He wouldn't be in a
9 position to talk about that.

10 MR. SETIEN: I think for people to be 30
11 years on a Board--

12 MS. COLLINS: I think my Chairman of the
13 Board, Richard Conlon, 1964, is probably, I don't
14 know how old you are, but he looks as young as you
15 do. So, I put it that way.

16 MS. BOTELLO: Mr. Guise what is your term of
17 office?

18 MR. GUISE: Ma'am?

19 MS. BOTELLO: What is, appointment to the
20 Board, what is their term of office?

21 MR. GUISE: Three years.

22 MS. BOTELLO: You've been Executive
23 Director since '85 or when?

1 MR. GUISE: Since 1985: I've been
2 executive director since 1985.

3 CHAIRPERSON THOMPSON: Mr. Guise, we just
4 thank you very much for coming over and visiting with
5 us and we hope that it's important and we appreciate
6 your input and wish you the best of luck:

7 MR. GUISE: He said if I had anything you
8 wouldn't mind having a copy.

9 CHAIRPERSON THOMPSON: That will be fine.

10 For our general public, we thank you
11 very much for coming to be with us and we appreciate
12 your input, those of you who testified, and this
13 meeting is adjourned.

14 (The meeting was concluded at 3:35 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 state
that I reported in shorthand the testimony given at
the above entitled cause, and state that this is a
true and accurate transcription of my shorthand notes
so taken as aforesaid.

Notary Public, Cook County, Illinois

OFFICIAL SEAL
VERNITA HALSELL-POWELL
NOTARY PUBLIC STATE OF ILLINOIS
MY COMMISSION EXP. NOV. 28, 1993