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UNITED STATES OF AMERICA
COMMISSION ON CIVIL RIGHTS
WISCONSIN ADVISORY COMMITTEE

IN THE MATTER OF:
RACE RELATIONS IN THE
CITY OF RACINE, WISCONSIN

LIBRARY
U.S. COMMISSION ON CIVIL RIGHTS

REPORT OF PROCEEDINGS, taken in the

above-entitled cause, taken before MS. GERALDINE MC

FADDEN, Chairperson of the Wisconsin Advisory Committee to

the United States Commission on Civil Rights, taken at

the Radisson Harborwalk Hotel, 223 Gaslight Circle, Racine,

Wisconsin on the 21st day of September, A.D., 1999 at the

hour of 9:30 a.m.

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Meet.
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L S E L L & H A L S E L L R E P O R T E R S
P.O. BOX 43043 Chicago, IL 60643
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1 APPEARANCES:

2 CHAIRMAN: MS. GERALDINE MC FADDEN

3 COMMITTEE MEMBERS: MS. GEORGIA PRIDE-EULER
4 MS. EMIRADA KIRAM
5 MR. JESSE TORRES

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1 CHAIRMAN MC FADDEN: The Wisconsin Advisory
2 Committee to the U.S. Commission on Civil rights will come
3 to order.

4 My name is Geraldine McFadden,
5 Chairperson for the Wisconsin Advisory Committee. The
6 other members of the Wisconsin Advisory Committee here
7 today are, from my left?

8 MS. PRIDE-EULER: I'm Georgia Pride-Euler and
9 I'm a Wisconsin Department of Natural Resources employee.

10 MR. TORRES: My name is Manuel Jesse Torres
11 and I work for a non profit veterans national organization
12 in Milwaukee.

13 CHAIRMAN MC FADDEN: Georgia, can you tell us
14 what part of the state you are from?

15 MS. PRIDE-EULER: I'm from madison.

16 CHAIRMAN MC FADDEN: And I'm from McQuaen,
17 Wisconsin.

18 MS. KIRAM: I'm Emirada Kiram. I work with
19 the University of Wisconsin, Milwaukee.

20 CHAIRMAN MC FADDEN: We have two other members
21 who are in route here today and should be joining us
22 shortly.

23 We are here today to examine community
24 civil rights issues and race and ethnic relations in

1 Racine County. The proceedings of this meeting are being
2 recorded by a court reporter and is available to the
3 public.

4 Information received at this meeting
5 and as background research will be formally submitted in
6 the form of a report through the U. S. Commission on Civil
7 Rights, to the President of the United States, the United
8 States Congress and to the Library of Congress as well as
9 being made public in Racine County,

10 During this hearing no person or
11 organization is to be defamed or degraded by any members
12 of the Advisory Committee or any participant. Any
13 individual or organization that feels defamed or degraded
14 by statements in these proceedings will be given an
15 opportunity to respond.

16 We are going to maintain our schedule
17 this morning and throughout the day. It is very important
18 for us to do so as a courtesy to the participants who are
19 making time for us in their busy schedules.

20 The general proceeding for this meeting
21 is for the invited guests on the agenda to make an opening
22 five to ten minute statement. At the conclusion of this
23 opening statement, the balance of the time for that panel
24 will be afforded to committee members for questions. If

1 there is additional information our invited guests would
2 like to offer, the record of this meeting will remain open
3 for 30 days during which time such information may be
4 submitted to the committee through the Midwest Regional
5 Office of the U.S. Commission on Civil Rights.

6 To accommodate those not invited, a
7 public session has been scheduled for later today from
8 6:30 p.m. to 8:30 p.m. at the John Byron Community Center,
9 601 21st Street. Speaking time at that session will also
10 be determined by the Chair.

11 The Wisconsin Advisory Committee
12 appreciates the willingness of the participants to share
13 their views and experience with the committee at this
14 time. I would like for the staff people from the regional
15 office to stand up and to introduce themselves.

16 MR. MINARIK: Peter Minarik with the U.S.
17 Commission on Civil Rights.

18 MS. WHITFIELD: Carolyn Whitfield, U. S.
19 Commission on Civil Rights.

20 At this time you will be hearing from
21 our first speaker, Mayor James H. Smith. Would you come
22 forward.

23

24

1 MAYOR JAMES H. SMITH

2 MAYOR, CITY OF RACINE

3 Thank you. Madam Chairman, members of
4 the Committee. First of all, I'd like to welcome you here
5 to Racine. I think when you look out towards the water,
6 you can see and aI think this evening session you will see
7 quite a contrast in the City of Racine, as most cities.
8 But, we've made, I believe we've made great strides in our
9 civil rights efforts here in the City of Racine. I wanted
10 to just speak very briefly about what we have done in the
11 City of Racine itself as far as employment.

12 In 1970 the City contained 53 percent
13 of the county's white population and 92 percent of its non
14 white population. In 1990, the city contained 42 percent
15 of the county's white population and 86.8 percent of it's
16 non white population. Excluding the city's population,
17 the balance of the county is 96.7 percent white, 1.6
18 percent black, and 1.7 percent of other races. The city's
19 minority population is increased from 18 percent in 1989
20 to 23.6 percent in 1990. The city's population based on
21 the 1990 census is 76.4 percent white, 18.4 percent black
22 and 5.2 percent other races. In 1990 the city contained
23 75.9 percent of the county's population of Spanish origin
24 and as far as the City of Racine employment in 1972 in

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1 Racine had a population of approximately 95,000 and a
2 minority population of 15 to 20 percent. The city's work
3 force contained only 2.6 percent black and a half a percent
4 hispanic. In 1976 the percentage of blacks in the work
5 force increased to 25.9, and hispanic to 1.9 percent. As
6 of November, 1997 which is the last time a diversity count
7 was conducted. The city workforce was 11.2 percent black,
8 6.4 percent hispanic. For the total city population was
9 approximately 85,000 which was made up of 18.4 percent
10 black and 5 percent hispanic. I think as you can see the
11 city has made great strides in it's commitment to
12 diversity, but in actuality, we also put that practice --
13 that commitment into practice. And as Mayor, I want to
14 emphasize that I will continue my commitment to diversity
15 despite the de-emphasis on affirmative action posted on
16 some quarters and I feel strongly about this and I think
17 if you had the time, I know you do not, but to go among
18 our neighborhood here in the City of Racine. We've made
19 great strides among our minority population to bring this
20 community together. When I ran for office in 1995, that
21 was a commitment that I made to myself and to my campaign
22 and that was to bring this community together. I believe
23 we are working towards that and I certainly cannot take
24 credit for all of it because we have a wonderful,

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1 wonderful, caring people in this community. That's what
2 makes any community is the people that reside in it. And
3 I'm proud to call many minority folks in this community my
4 friends. People who I met with on a regular basis to talk
5 about issues in this community and I will continue to do
6 so. When I ran for office in 1995, I worked hard in the
7 central city. Generally central city is in any community
8 perhaps low voter turnout and I remember distinctly after
9 coming home after campaigning and I told my wife, I said
10 whether I'm elected or not, I'll never forget this
11 experience because many of our residents in the central
12 city feel like they're forgotten, no one cares about the
13 kind of homes they live in, conditions of those homes.
14 We've turned that around in many of our areas. We've made
15 a commitment. West 6th Street area is a good example
16 where we've targeted the neighborhood with millions of
17 dollars in order to make home ownership a reality of those
18 who thought that was just a dream in the past and we have
19 strong neighborhood coalitions. We are working with our
20 police department, with our housing department, with our
21 sanitation department to make the conditions much better
22 than they were in the past. And we will continue to do
23 so.

24 Do we have racism in Racine, we have

1 racism in Racine. I get calls on occasion from people who
2 I think I hang up from that call and just am appalled at
3 the conversation, but also I've invited a number of
4 people, they never take me up on that, said why don't you
5 take a walk with me through the neighborhoods of this city
6 and meet the folks who live there, who have the same hopes
7 and dreams of you and I have for our city of a good job,
8 their children can grow up in a community where there's no
9 gunshots, kids can get a good education. And I've never
10 had anyone with that kind of an attitude take me up on
11 that unfortunately. But I believe that overall we have ,
12 made a lot of strides in our community and I've made a
13 commitment to continue to do so. And I, as others have
14 thought of the City of Racine with it's diversity as a
15 strength and I truly believe that because it's a strength
16 because the minority population is growing much quicker
17 and faster than the white population and it's all of our
18 commitment to make sure those kids grow up to be the
19 leaders of tomorrow. And there's a lot of effort going
20 on in this community to make that happen in spite of some
21 of the things that are going on with the -- at the
22 federal and state level as far as fundings which has been
23 cut pretty dramatically in some areas.

24 With that, I'll answer any questions

1 Commission members might have.

2 CHAIRMAN MC FADDEN: Okay. Committee members,
3 are there any questions of Mayor Smith?

4 MS. PRIDE-EULER: When you say cut in funding,
5 funding for what? What type of funding and for what
6 programs?

7 MAYOR SMITH: Senator Feingold had a listening
8 session today at City Hall. He talked to the City Hall
9 about some of the areas that we really are impacted on. I
10 think that when community development block grant dollars
11 we're told by the federal government to work with 15
12 percent less than we had the year before. We have \$6
13 million worth of requests and we had \$1.8 million dollars
14 to allocate. Tough decisions. Decisions when you have to
15 talk about homeless shelters perhaps being closed for lack
16 of funding yet seems like we always find plenty of dollars
17 to building prisons. Something's wrong with a society
18 such as that.

19 MS. PRIDE-EULER: Does that funding include
20 housing?

21 MAYOR SMITH: Well, some of the counties,
22 that's another thing that I mentioned this morning that
23 some of the dollars that flow through the county are
24 disappearing also. So many of our residents and we have a

1 lot of the people with needs in our city are calling the
2 Mayor's office which I didn't receive that many calls
3 previous to a year or two ago. Now I'm getting many
4 calls, people are going out on the street asking what can
5 I do to help them to find a place to live? We have people
6 with special needs asking about gee, I need a wheelchair,
7 I need accessibility to my house. How do I get that?
8 That funding is gone from the county. So, there are a lot
9 of awful lot of people that are falling through the cracks
10 today.

11 MR. TORRES: Mayor Smith, you mentioned the
12 homeless population in Racine. Is there a racial
13 breakdown of that or is it just like across the board? You
14 mentioned homeless shelters, I'm sorry.

15 MAYOR SMITH: Well, we have our CDBG meeting
16 on Wednesday, but those recommendations will be going to
17 the council the week after that. We're trying to restore
18 some of that funding. I think the last meeting we had, we
19 had very little choice, but to cut funding now we're going
20 to go back I guess you're going to hear this before the
21 City Council or the committee tomorrow night, but I'm
22 going to recommend that some of the dollars that the city
23 has used out of our CDBG funds for street improvements in
24 our census tracks 1 through 5 and other areas are going to

1 go to some of those needed programs. But on the other
2 hand, when we do that, when we shift funds from one area
3 to another, then it impacts the local property tax. So,
4 it's really a catch 22. It's unfortunate.

5 CHAIRMAN MC FADDEN: Mayor Smith, you
6 mentioned that there's racism in Racine. What are some of
7 the efforts being implemented to address some of the
8 racial concerns because racism is just like anything else,
9 it's like cancer, if you leave it unattended, it's going
10 to spread and the destruction is going to take place.

11 MAYOR SMITH: Well, I agree with that
12 statement, Madam Chairman. I think some of the areas that
13 we're working this hard on is I think the school system is
14 working hard, the community is working hard, the City of
15 Racine and I think you're going to be hearing from the
16 Chief of Police today also, but we have changed our
17 recruitment policy in both police and fire. Those are two
18 areas that we were weak in as far as diversity of our city
19 being in those two areas. The chief has done a tremendous
20 job in changing the way he recruits, have citizen members
21 as part of a panel. We have not lowered our standards and
22 I have emphasized this continually. We still are getting
23 the very best people we can get, but we are showing a
24 better diversity within our police and our fire

1 department.

2 Our fire department has just recently
3 started a recruitment process and there again we're
4 getting some very good candidates from the minority
5 population in this city which is very important because we
6 need role models. We need people who grew up in the
7 neighborhood, who our kids can relate to and say I can be
8 a police officer, I can be the chief of police or the fire
9 chief some day or the mayor or anything else. We need
10 role models and I have -- I'm a very optimistic person,
11 but there are a small number of people that I believe are
12 never going to change their minds. Just from the calls I
13 get to talk about. accuse me of having too many African
14 American bus drivers or something else, and I almost have
15 to write some of those individuals off in their view.
16 But, I think we have to concentrate on making sure our
17 young people do not grow up with those same prejudices.
18 It's a job that all of us have to work hard on and I think
19 you start to make sure that it does not occur right in
20 your own home around the dinner table or anyplace else.

21 CHAIRMAN MC FADDEN: Mayor, what are the
22 opportunities for leaders of civil rights groups in this
23 community in getting public jobs? Are there
24 opportunities?

1 MAYOR SMITH: Well, I can just mention some of
2 the people who are working in the City of Racine who are
3 very active. Wally Delario (phonetic), who is our
4 assistant city attorney, is very active in the hispanic
5 community, has been for many years. Morris Reece, who is
6 in charge of our fair housing program is also the
7 President of the NAACP. Chuck tyler, who was our Park and
8 Recreation Director, who is retired now, is very active in
9 the community, continues to be active as a retiree.
10 Donnie Snow, an African American who took his place as the
11 Director also serves on the County Board, but also is very
12 active with our youth in this community and on civil
13 rights problems. So, there is ample opportunity and I
14 think that anyone who is very active in the civil rights
15 also us in this community certainly would look to me,
16 would look as a positive rather than a negative. Maybe
17 perhaps in some communities it would be looked at as a
18 negative, but not so in Racine as a whole.

19 CHAIRMAN MC FADDEN: Mayor, can you provide us
20 with a copy of your EEO-4 data?

21 MAYOR SMITH: Yes.

22 CHAIRMAN MC FADDEN: Thank you.

23 MS. KIRAM: Are there pockets of minority
24 communities in Racine? I mean, do the minorities live

1 together in certain areas as compared to--

2 MAYOR SMITH: Yes. There certainly is, and I
3 think that the City of Racine is no different than many
4 cities and that's many individuals, especially when they
5 get into an empty nest situation, they're looking at their
6 dream home out in the county on a half acre or acre or
7 more which is unfortunate because the city has a lot to
8 offer. Our central city areas have a high minority
9 population. The hispanic population -- I think the north
10 side of Racine has a high hispanic population, but even
11 that being said, there's a lot of whites who have stayed
12 in those areas generation after generation. And so I
13 think that we would not have many concentrated -- if we
14 had not made a concentrated effort to improve our
15 neighborhood, that situation would have been even worse
16 than it is today. And we're working hard to make sure
17 that that changes. I think that what we're hoping for is
18 in the West 6th Street area is a good example is that as
19 we improve our neighborhood first home buyers, whether
20 they're white, black or hispanic, young people can look at
21 those areas as a good place to raise their kids. We've
22 got to make them safe, which we're working on, and the
23 kind of improvements where first home buyers say well gee,
24 this is a good place for my family to start out with,

1 perhaps stay with, but to start off with. And I think
2 there again, if you're living and growing up and
3 interacting with neighbors, a diverse neighborhood, that
4 gets rid of racism in a hurry.

5 I had the privilege of growing up on
6 the north side as a child and my boulevard was an area
7 where some of the first African Americans that I remember
8 moved into the area and I, you know, we visited back and
9 forth and I had the privilege of having in my house or
10 over at their house. We played ball together and find out
11 that people are people regardless of the color of their
12 skin.

13 MS. KIRAM: I realize from your statement
14 earlier that there's a large majority of the population
15 here seems to be white, but are there any minority members
16 of the council as it is today?

17 MAYOR SMITH: On the city council?

18 MS. KIRAM: Yes.

19 MAYOR SMITH: We have Alderman Bob Turner who,
20 he is -- there's no question about it. He has 20 years on
21 the city council, so he is the senior member there. He
22 also served in the state legislature. We have Michael
23 Shields who is the Chairman of Public Works and Services
24 and he works for the county, but he's also been on the

1 city council for some time. We have the hispanic
2 population is an area that we are working hard on because
3 it's the fastest growing population in the city. And we
4 just recently had some sessions where we were trying to
5 sit down and talk to them, not only myself as mayor, but
6 staff members on what the city does, what the departments
7 do, where to go to, how to serve on committees and
8 commissions. And we're hoping through that that we will
9 have more hispanics get involved in running for public
10 office because that's important.

11 MS. KIRAM: Does your office keep rack of
12 race issues or problems in the city or the county?

13 MAYOR SMITH: No, my office does not keep
14 track of that, no.

15 MS. KIRAM Do you have gang problems in the
16 minority community? I'd like to find out if it's more
17 than--

18 MAYOR SMITH: We do. I think the chief could
19 speak to that issue better than I, but we're not without
20 gang problems. But our violent crime has gone down pretty
21 significantly in the last number of years and I attribute
22 a lot of that to our community policing efforts. Under
23 the leadership of Chief Polzin has really brought the
24 community together, especially the central city areas

1 where we do some great programming, some after school
2 homework help kinds of situations. We have a number of
3 community centers where we have after school programs.
4 Safe havens and so forth, and I think that's important to
5 bring this community together. And we're working hard at
6 it.

7 MS. KIRAM: Do you know -- I'm sure you must
8 also be affected by the W-2 reforms. Do you know if you
9 have problems with that here more than we do in other
10 areas in Wisconsin? You know, the people who are supposed
11 to go back to work as a result of W-2 and yet are not
12 being served?

13 MAYOR SMITH: I think the county could
14 probably address that better than I. Like I mentioned
15 earlier to the Chairman, one thing I have noticed that some
16 of the people I guess W-2, as of October we're supposed to
17 be on W-2 and I think this late fall and winter we're
18 going to have some fall out. They're just going to say
19 everybody is going to be on W-2 and welfare will be gone
20 without providing the training and the child care and some
21 of the things that are necessary in order to make this
22 work, I think, is a pipe dream.

23 MS. KIRAM: Are there anything that your
24 office is preparing to--

1 MAYOR SMITH: I tell our federal legislatures
2 about this and also our state legislators and I, you know,
3 I have talked to the governor himself about my views.
4 I think everyone wants to work, there's no question about
5 that. I don't think anyone wants to stay on welfare all
6 their lives, but I think we have to make sure that they get
7 the proper training and the safety net that's required for
8 programs such as that and I'm not so sure that that's
9 happening today.

10 CHAIRMAN MC FADDEN: We need to move along,
11 Mayor Smith. Thanks for participating in our forum today
12 and once the report is available, you will be receiving a
13 copy.

14 MAYOR SMITH: Thank you so much.

15 CHAIRMAN MC FADDEN: Chief Polzin.

16 Chief Polzin, can you introduce the two
17 individuals who are with you today?

18 CHIEF POLZIN: Yes, I can. To my right is
19 Assistant Chief Allen Baker and to my left is Lieutenant
20 Steve Hurley in charge of our training department.

21 CHAIRMAN MC FADDEN; Thank you for coming
22 today.

23 CHIEF POLZIN: Thank you.

24 CHAIRMAN MC FADDEN: So, you can begin.

1 CHIEF POLZIN

2 CHIEF OF POLICE, CITY OF RACINE

3 I'd like to start out basically with
4 what we've done in the last seven years, a little over
5 seven years in our community. I was appointed chief in
6 march of 1992 and at that time some of the problems I
7 looked at in our community, we had the high violent crime
8 rate. Part 1 crimes were very high and our police
9 department was, I felt somewhat isolated rom the rest of
10 the community.

11 In law enforcement we felt that we knew
12 what was best with the community and not working with the
13 community. Therefore, I had done some research in
14 community policing and felt that we had to get back to the
15 community. That we had to work together and form
16 partnerships to actually make us a better community. So,
17 what I did in 1992 was start meeting with community groups
18 and listening to their concerns, which started out with
19 such simple things as your officers drive down the street,
20 chief, and hey have their windows rolled up. They don't
21 look at us. They don't make eye contact. So, what we did
22 that first year in 1992 was start out with simple things
23 like requesting our officers when we have block parties
24 that the officer get out of the car and stop and talk to

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1 people in the neighborhoods. This was quite a difference
2 in our operation because we were pretty well 911 call
3 driven. So we asked the officers to get out of the car
4 and start talking to the community they served. That was
5 our initial start. And then working with the same groups
6 and particularly the inner city we started developing the
7 concept of community policing and where do we go with our
8 partnerships. And that included outreach offices in the
9 neighborhoods. And we identified some of the areas that
10 we wanted to work in which included 18th and Meade Street
11 area, the West 6th Street area, and the Hamilton and
12 Geneva area. Identifying these areas and working with the
13 neighborhood groups, we got a tremendous response from the
14 community. And that's where we started with our community
15 policing, that we moved into the neighborhood with
16 officers and we opened our first office at 1755 Grand
17 Avenue and our second office at 244 Frank Avenue. These
18 properties were donated to us and all we had to do was
19 come up with some furnishings and provide the officers to
20 work in that neighborhood. Which we did, and we started
21 having --actually 1755 Grand Avenue, we started meeting
22 with the Second District Action Coalition and over on West
23 6th Street they formed a coalition that was called the
24 West 6th Street Association and we started working with

1 those associations in our community policing philosophy
2 and developing that into a departmentalized philosophy
3 of getting back and working with the neighborhood in
4 trying to lower the crime rate and establish a partnership
5 with the community to make us a better community.

6 How do we go about that? We had beat
7 patrols, bicycle patrols and staff beats where we had
8 staff officers get out and work in the inner city so they
9 get to know the community that they were serving,
10 including everybody from the chief on down that if you
11 work Monday through Friday schedule in the summertime, you
12 had to get out and walk a beat in the summertime in the
13 evening at least twice a month so that you can meet the
14 residents and work with them and understand what their
15 problems were and also understand what the problems the
16 officers were having.

17 Some of the other things, at that time
18 we had local groups join us, leaders in church,
19 neighborhood watch. Weed and Seed initiatives and The
20 Crime Stoppers Program all working together to form
21 partnerships to make this a better community. And from
22 there my firm belief is you can't just put police officers
23 in a neighborhood and expect to do a better job. You have
24 to work together and make it a different environment to

1 clean up the neighborhood, and this was our major goal was
2 to change the environment in the neighborhood. And we did
3 that by working with the environmental health, the
4 probation and parole, Department of Public Works, Parks
5 Department and building inspectors and that was quite a
6 chore getting everybody to work together and eventually we
7 had to start to change the environment in the
8 neighborhood. And I heard what the mayor talked about
9 basically on West 6th Street and that was our goal to
10 change the neighborhood and if you go down today compared
11 to what was seven years ago, you see a tremendous
12 difference. Homes are being rehabbed, the area is much
13 nicer here. The crime rate is down. People have pride in
14 their neighborhood. We still have a ways to go, but we
15 have made significant changes in that area. Some of the
16 other things we've done is unconventional. Under our
17 community police we mentioned we move over to 18th and
18 Meade and built a new house. We have a gang crime
19 division task force which we started. And actually we
20 start using some ex-gang members who help us work with
21 some of the young people in the community and explaining
22 what could happen to you if you join a gang. Being police
23 officers we could tell them, but we didn't have the real
24 experience of what it was like to be a real gang member.

1 But, if you had ex-gang members to tell them what it was
2 like and tell them what the outcome was and that's the
3 well-established program we have now. It's called the
4 Gang Crime Diversion Task Force at our 18th and Meade
5 office and we are going to be moving to our newest office
6 at 10th and Davis. Also we have the Racine Police
7 Athletic Association and Lieutenant Hurley can talk about
8 that.

9 Some of the things we do with inner
10 city children in the summer time. we take a fishing trip
11 where we have from fifty to a hundred children go with us
12 out on a fishing trip and then take them to a farm and
13 that's done through the Racine Police Athletic
14 Association. We have the Dare Program.

15 We also have a lot of things that we
16 feel have changed our community. We have 205 sworn
17 officers in our department, In 1992 we had 22 officers of
18 color. In 1999 we had the same number of total officers,
19 205, and we have 32 officers of color; a 45 percent
20 increase. And the last two years we've been able to
21 change that significantly by changing the way we've done
22 our promotional -- excuse me, our hiring process. We have
23 about two years ago we completely revamped our hiring
24 process and this has helped us to achieve a greater

1 diversity in our work force and that's something that
2 we're quite excited about. We are probably one of the
3 first cities in the State of Wisconsin to try to do
4 something like this and we now have other cities and
5 Racine Fire Department looking to see how we achieved
6 getting greater diversity in our work force. We have also
7 in the last few since 1992, we have included diversity
8 training several times in our training curriculum for the
9 officers and recently we've also on our chapter Weed and
10 Seed Program, we have two new chaplains; one is from the
11 inner city. So, basically we've done a lot of things in
12 our community to reach the inner city and to change our
13 work force. We're quite proud of some of the things. We
14 received national recognition for our community policing
15 initiatives in working in the inner city. Some of the
16 things we've done, basically we've built new homes in the
17 inner city for our community police offices with the goal
18 some day we don't have to be in their neighborhood, to
19 turn around and sell that home to the low and moderate
20 income area. We leave the area better than it was. So,
21 someone would have a nice home to live in.

22 We have done many things and we've done
23 some things internally as far as complaints against
24 officers and he can talk about that.

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1 MR. BAKER: The other things I'd like to
2 point out under Chief Polzin we have very, very clear
3 lines of communication with the community. I think every
4 pastor in Racine knows the chief and knows they can come
5 into his office any time they want. Another thing we are
6 proud of, we have a very strong internal affairs program
7 where we vigorously investigate any type of complaints
8 against the police officers and we certainly -- we get
9 back to the people that complain to let them know the
10 results of those complaints. And the other element of
11 that is we have a rather strong public oversight board
12 that is the Police and Fire Commission which is a state
13 statute allows for creation. Right now we have three
14 females and two males on that oversight board. There is
15 also a hispanic, there's also a black. So, the oversight
16 board represents or reflects the community and they've
17 kept a close eye on us. Not that we needed it, but
18 because of that oversight, I think there's more confidence
19 in the police department because of our strong internal
20 affairs program and because of this public oversight and
21 the public oversight that reflects the community.

22 So, besides all the community policing
23 initiatives which we think have gone a long way to help
24 improve race relations in Racine. We think that we have

1 taken some management initiatives to also accomplish that
2 and that has increased the public confidence, and like I
3 say, caused open lines of communication which didn't exist
4 ten years ago in Racine.

5 CHAIRMAN MC FADDEN: Questions from the
6 Committee?

7 Chief Polzin, you indicated that you
8 revamped your hiring process. Can you share with us how
9 that revamp; what it entails?

10 MR. POLZIN: Yes. Actually this came out of a
11 training session which I attended with members of the
12 command staff up in Madison and part of that was the
13 training session was to come up with some type of problem
14 that you had in your community and see if you could come
15 together with your command staff and come up with a
16 solution. While we were there, we talked about the
17 diversity in our hiring process and what we could do to
18 improve it. Basically our old process consisted of
19 everybody fill out an application and they take a written
20 test which was a state written test. The trouble with
21 that state written test was we were finding is that it
22 gave an advantage to people that probably went on to
23 school for law enforcement or police science degrees
24 because the test consisted of a lot of questions dealing

1 with police work. So, if you knew a lot about police
2 work, that gave you a big advantage in taking that exam
3 and people that were say went to college and just took
4 whatever maybe business courses or something like that
5 probably didn't fare as well as people taking police
6 science classes. So, we looked at that test and one of
7 the things that we hadn't always looked at is that we were
8 looking for people to come and work with us that had
9 people skills, to be problem solvers. We could give them
10 the tools to be a police officer and we could tell them to
11 be a police officer to send them to our recruit school,
12 but we need people to be in the community to listen to
13 people, to hear what they had to say and talk back to them
14 in a way that you wanted your officers to talk to people;
15 with respect. And that was the kind of individual we were
16 looking for and so we looked at this process and said,
17 well, do we really need this written test because one of
18 our requirements that was state mandated applicants have
19 to have 60 college credits. So, we required that each of
20 our applicants have 60 credits. So, based on that, we
21 felt that they had a higher level of education. So, did
22 we really need a written test? Based on that, we sat down
23 and looked at different ways of doing our hiring. So, we
24 did away with the written test and we went -- stayed with

1 our agility course and then we moved into a new testing
2 area that we had never done before and it's called a
3 multiple interview assessment. And part of our efforts in
4 that area was bringing people in from the outside to sit
5 in on that interview board, somebody from the outside
6 which was something new that we never had before, bringing
7 people from the community in one year. We had Julian
8 Thomas from the NAACP so that he could sit in on the
9 interview process and then Tony Martinez from the hispanic
10 chamber of commerce. So, we tried to bring in people from
11 the outside to get involved in our hiring process to help
12 us and to show that we were interested in diversity and,
13 you know, bring them into the process. And it worked
14 quite well. And then we also went in to psychological
15 exam which included, you know, a general knowledge test.
16 so, we worked on that and changed the whole process. And
17 based on that, we have hired more minorities in the last
18 two recruiting processes and this year we just went
19 through our agility course last week and we had more than
20 we ever had before as far as minorities. And based on
21 that, the Racine Fire Department also came over and asked
22 us how we did it. So they changed the way they were doing
23 their recruiting process and making the change. And one
24 of the big things that we did was perviously we had a two

1 year list, once you passed everything and you were put on
2 a two year list. Now we don't do that. When we go
3 through a recruiting process after we go through a
4 recruiting process, we'll hire the number of people we
5 need and then we'll start the process over again. So,
6 it's a continuing process so that we can keep updated and
7 bring more people into the process instead of them having
8 a two year waiting list. So, this has worked quite well
9 for us.

10 CHAIRMAN MC FADDEN: What is your retention
11 data in the ones that you are hiring? How many do you
12 retain?

13 MR. POLZIN: Actually excellent. Well, as I
14 mentioned, I was appointed chief in 1992. I've hired
15 approximately 68 officers. I'd say probably three or four
16 out of that entire process have left and actually we do
17 more hiring from other departments than we do have leave
18 our department. We have an excellent pay scale for our
19 officers, fringe benefits and the last two recruiting
20 processes was the things we heard from the applicants that
21 were applying to our department. They wanted to come to
22 Racine because of community policing, but they wanted to
23 get involved in that. They liked that concept.

24 CHAIRMAN MC FADDEN: I think you also talk

1 about your diversity training. What are some of the
2 contents of your diversity training for your officers?

3 MR. POLZIN: I'll let our training lieutenant
4 answer that question. Steve?

5 MR. HURLEY: Good morning. We've seen a need
6 for diversity training as Chief Polzin mentioned. We
7 have had regular sessions over the years. This past year
8 we realized that it was time to do diversity training and
9 we sought input in the community as to who might be a
10 qualified instructor. The individual that we ended up
11 using as an instructor was Professor Chris Christy from
12 the University of Wisconsin Parkside. Professor Christy
13 came highly recommended to us by one of the individuals
14 named Melvin Hargrove who is now one of our chaplain. He
15 knows Professor Christy through being a student of hers
16 several years ago and he also I believe developed a
17 friendship relationship with her on a professional basis
18 also.

19 We brought her in and it was very
20 interesting. I think the younger officers in the
21 department related very well to the training because it
22 was more of an academic setting. It was more like a
23 college course. There was a lot of interaction during the
24 session. Of course we had some of the older guys that

1 it's real hard to change. It's hard to sell them on a
2 break from traditional training and some of the topics
3 that we discussed were just general differences in
4 cultures. We had role playing. Reverend Hargrove
5 actually came in and assisted with that. We would ask for
6 volunteer officers, white officers, to come forward and
7 Reverend Hargrove would be an individual on the street.
8 the officers would approach and ask a question. For the
9 sake of the course and for learning, Reverend
10 Hargrove would respond somewhat inappropriately or maybe
11 loudly or abruptly to get the officer's response.

12 We talked about many different cultural
13 differences as far as a person invading personal space.
14 Maybe what would be threatening to one group of
15 individuals maybe threatening to one group of individuals
16 is not threatening to another group of individuals.

17 One thing that really sticks out in my
18 mind was not from the last training session, but the
19 previous training session where a hispanic lady came in
20 from Milwaukee and I believe she was with one of the
21 hispanic agencies from Milwaukee and she had related a
22 story to us where a teacher actually became very upset and
23 wanted to discipline a young hispanic boy because whenever
24 she talked to him, he would look down and away from her.

1 she stated that this was very disrespectful. She says you
2 will look me in the face and you will look me in the eye
3 when I address you. Through a little research she found
4 that was considered disrespectful to look her in the eye
5 and it was respectful and appropriate action for him to
6 look away. Now, this is something I had never heard of
7 before. It shows how different cultures can misinterpret
8 each other's actions and action like this. These are the
9 action that we try to bring forward. It was -- we went
10 through stereotypes for Polish, for Italians, for African
11 Americans, for Hispanics, for the Irish and we all know
12 what those old stereotypes are. We had a little quiz in
13 the beginning just to try to match the stereotypes to the
14 different ethnic groups and that spurred, of course, a lot
15 of discussion, a lot of debate and that's really what we
16 were there for is to, you know, have debate, have
17 discussion. Different officers of color would be able to
18 relate to different situations and they would share their
19 experiences with the rest of the class. So, our goal was
20 really to just have a very interactive session. We spent
21 two full days on diversity training. All 205 officers on
22 the department did come through the training. Again, I
23 think I heard the mayor say before, you have 205 people
24 and I would say a majority of the officers are very open

1 minded, well educated officers. There's always going to
2 be a few that is hard to change and I don't think any of
3 us appreciate anything like that. But, it's a fact of
4 life I guess and as the chief said, I've been involved
5 with the chief also as far as recruitment efforts and so
6 forth. But, that's our major goal is just to -- we feel
7 like we've leveled the playing group so that everybody has
8 an opportunity to be a police officer if they want to
9 re-recognize the fact that social workers or teachers with
10 four year degrees were not passing our course because it
11 was too law enforcement specific; the initial exam. We've
12 really had great success and we've had a very diverse
13 group of candidates and I'm very excited about it. I
14 think we're headed in the right direction and i think we
15 have some real quality people and I guess I get a little
16 more excited because I work with the people from the day
17 they turn that application in to the day they're hired and
18 I have a lot of personal time and commitment invested in
19 the individual. So, I'm very proud of the direction that
20 the chief has taken with our hiring and our training.
21 We're trying to be as proactive as we can and I think
22 we're making some good strides.

23 CHAIRMAN MC FADDEN: I think you indicated
24 that there are a few that it's hard to change.

1 MR. HURLEY: Yes.

2 CHAIRMAN MC FADDEN: What type of further
3 training do you provide to those few that you recognize
4 that there's a problem?

5 MR. HURLEY: Well, I'll regress. I used to
6 work in the internal affairs for about three years some
7 years ago and as we would identify training needs where
8 one individual officer may actually receive several
9 complaints of civility. You know, everybody can have a
10 complaint that the officer didn't speak very nicely to me,
11 but if it occurs more than once or more than twice, you
12 actually have had officers come in. We've talked to them,
13 we've actually sent them to counseling and we've sent them
14 to additional training in the past.

15 CHAIRMAN MC FADDEN: What is the frequency of
16 your diversity training program?

17 MR. HURLEY: Well, I'm going to say adversity
18 training program. This was probably the first time we ran
19 it this last year about four or five years. I've only
20 personally been in training about two years, so I really
21 don't know personally because I've attended different
22 courses. There's been several over the last twenty years.
23 Through the chief and assistant chief and myself, we
24 discussed this last year. Once we started this diversity

1 training, we wanted to continue it on an annual basis and
2 we weren't necessarily going to limit ourselves to
3 different ethnic background and so forth. We discussed
4 bringing an individual in who has epilepsy who have brought
5 some concerns to the department that when he has the need
6 to talk to police officers. He sometimes is, I guess
7 misunderstood and sometimes classified as maybe being
8 mentally retarded and he would like to address these
9 officers and tell them though his speech may be slurred
10 and he's physically handicapped, that he's as intelligent
11 as everybody else and he can hear what's going on and he
12 can see what's going on. So, he has offered his service
13 to us and I think those are the different types of things
14 that we've looked at.

15 CHAIRMAN MC FADDEN: Okay. Other committee
16 members?

17 MS. PRIDE-EULER: What is your recruitment
18 process? Where do you recruit? How do you recruit, where?

19 MR. HURLEY: Sure. When we started working
20 towards revamping our process say about six years ago, we
21 had concern from different groups within the city, the
22 Urban League, the NAACP, the Hispanic Chamber of Commerce.
23 The chief at that point said let's try something
24 different. We have a recruitment team. The team is made

1 up of sworn officers. There's two sergeants that are in
2 charge of the recruitment team. We decided to open up our
3 recruitment process. We decided to invite any individual
4 that had concerns about our recruitment process to attend
5 our recruitment meetings. We had members from the NAACP,
6 we had members from the Urban League, we had members from
7 the Racine Hispanic Chamber of Commerce, different, just
8 different concerned citizens attend a meeting. The
9 Reverend attended the meeting. And I believe what they
10 learned and they've actually told me is that from that
11 meeting they learned that the process was a different
12 process because some -- there are people in the community
13 that police work is not something they would look at for a
14 career necessarily. There was some cultural barriers
15 that we needed to get through. They stayed with us
16 through the first recruitment process and eventually they
17 left us and felt that they were very comfortable that we
18 were doing everything we could to recruit and to be
19 diverse. The other things that we did is we listened to
20 the applicants. We said what do you see as a problem with
21 our process. And the first problem they identified was a
22 very large application which is necessary. It's about 40
23 to 50 pages long. They felt that that was the first thing
24 they had to do and it was a lot of work, a lot of

1 documentation to them. Just take a written exam and if
2 they didn't pass the written exam, they were out of the
3 process. So, it hindered a lot of people from even
4 completing the initial application. So, we in response to
5 that we moved that application process behind the written
6 exam and we have a six page very simple City of Racine
7 application to get your foot in the door and then as Chief
8 Polzin mentioned, we started to realize that the law
9 enforcement specific state exam was eliminating a lot of
10 very qualified individuals and I don't mean just minority
11 or females. I mean people from across the Board that had
12 different educational backgrounds, different life
13 experiences with the 60 college credit mandate. We felt
14 that that would be a sufficient educational requirement to
15 get your foot in the door. So, we shortened the
16 application itself. We went straight into our agility
17 course which would be after the application. They take an
18 agility course to show that they are physically able to do
19 the job of police officer. When they passed that about
20 three weeks, we will do the multiple interview assessment
21 and that's made up of three officers; a line officer, a
22 supervisor, and an administrator. It's made up of a
23 representative from the personnel department and as Chief
24 Polzin mentioned, a citizen at large, a community

1 activist. We try to make the panel very diverse. I don't
2 know if you're interested, but the two sergeants that are
3 in charge of our recruitment team. One is hispanic, one
4 is black. We alternate Mr. Julian Thomas who is an
5 African American, was on the Board as a citizen. We used
6 a hispanic sergeant. We used one of our female
7 recruitment officers and so on. We tried to put the
8 candidate at ease. We try to have a diverse board in
9 front of them and so that everyone feels they're fairly
10 evaluated. After the multiple interview assessment, we
11 take the top percentage which may be 30 candidates, based
12 on the number of projected openings. We do an extensive
13 background investigation which takes approximately two
14 months. The candidates that are recommended from the
15 background will then go in front of the Police and Fire
16 Commission, along with Chief Polzin for final interview.
17 And from that interview the Commission and the chief meet,
18 they select who they feel are their best candidates. The
19 chief will then bring those candidates back for a follow
20 up interview with himself, the assistant chief, the
21 inspector and that's more of an informal interview here.
22 They just -- they sit down and just try to get to know the
23 person a little bit and get a personal feel for them; make
24 sure they realize what the philosophy of our department

1 is; the direction we're headed, and make sure they fit our
2 philosophy. Once they go through that, they're given a
3 conditional offer of employment. Conditional upon passing
4 a psychological evaluation and then a medical evaluation.
5 And then at that point they would start their position.

6 MS. PRIDE-EULER: I think my question was your
7 recruitment process. How do you go about recruiting,
8 where? And I know that you said you need 60 college
9 credits. Does that mean tech college or LESP or the like?
10 I know I work for DNR and our wardens have to have 60
11 credits, not necessarily college credits, but you get it at
12 the tech colleges also.

13 MR. POLZIN: Right. These are 60 college
14 credits that are accredited and the state will accept like
15 from, if some individual choose to go on their own to say
16 like a recruit school, they get credit for that; life
17 experiences. So, those are all counted, but we as a
18 department, the Commission has set up that they have to
19 have those before we're finished with our recruiting
20 period. So, they have to have them up front. The state
21 mandated that they have them within five years from date
22 of hire; however, that put a hardship on that department
23 to make sure the person gets the 60 college credits. So,
24 our commission has decided they have to have the 60

1 college credits up front. As far as where we go to
2 recruit, basically we try to go all over. We sent a lot
3 of packages out to different African American colleges
4 throughout the country, throughout -- we make appearances
5 throughout the State of Wisconsin, but to be quite honest
6 with you, we probably do most of our recruiting right here
7 in Racine and that's because of the experience of our
8 recruitment team made up of a diverse section of our
9 police department. And we kind of feel that that's where
10 we get the best applicants, right here.

11 MS. PRIDE-EULER: Do you have to be a city
12 resident?

13 MR. POLZIN: No, you don't and that's
14 something very favorable to people coming to our
15 department. But we've got two of our officers, the wives
16 work out at Parkside and deal with minorities out at
17 Parkside and that's excellent for us to use and we've
18 gotten some good applicants in that area from the
19 University of Wisconsin Parkside. Here again it is -- we
20 find most of the people that we hire, eventually hire come
21 right from our city, even though we extend ourselves all
22 over. Basically, when it comes down to the final hiring
23 process, the majority of them have test to the City of
24 Racine.

1 MS. PRIDE-EULER: So, you're looking for
2 degrees in criminal justice or police science or what?

3 MR. POLZIN: I prefer if they have their 60
4 college credits that it be in anything. It doesn't have
5 to go in law enforcement because I feel that as I
6 mentioned earlier, that they'll get ten weeks of recruit
7 training. I'd rather have somebody that has some
8 different views and we'll think how to be a police
9 officer, but we're looking for people that have people
10 skills and how to deal with people.

11 CHAIRMAN MC FADDEN: Jesse?

12 MR. TORRES: Do you get many veteran
13 applicants, military veteran?

14 MR. POLZIN: Actually not that many. We had
15 about two years ago actually we hired a gentleman that had
16 retired after twenty years of service and he was 43, one
17 of the oldest people we've ever hired, and turned out to
18 be an excellent officer, but actually we don't. The
19 majority of our applicants are younger people, although
20 we've seen since we've changed our process, we're finding
21 a little more as far as people that work in our businesses
22 and experience downsizing or whatever the correct term is,
23 they are experiencing fear of loss of job or they're
24 looking for something else. So, we have had more people

1 from that area come in and look at law enforcement.

2 MR. TORRES: What's the size of your detective
3 bureau?

4 MR. POLZIN: We have 35 investigators, not
5 including supervisors.

6 MR. TORRES: Not including supervisors?

7 MR. POLZIN: Right.

8 MR. TORRES: Is there a racial breakdown of
9 those?

10 MR. POLZIN: Actually at that particular time
11 they're all white males except for a couple of white
12 females. The only black investigator we had was promoted
13 to sergeant and with that we're controlled by contract to
14 investigative position. We don't have any control over
15 that as far as management. That part is controlled
16 strictly by the contract and it's based on test scores and
17 seniority. But, that's the beauty of the last few years
18 of our hiring. We're going to see more people of color
19 taking the test and that will open up our opportunities.
20 The best chance I have as administrator of the department
21 is promotions above the range of investigator and during
22 my tenure the opportunity I've had, I have two African
23 American -- excuse me, two hispanic males to sergeant and
24 one African American and the first female into a sergeant

1 position.

2 MR. TORRES: That was my next question about
3 the police union. Is it a good working
4 relationship? Coming from Milwaukee, we've had our share
5 of problems.

6 MR. POLZIN: Right. It's off and on
7 situation. It all depends. A good example would be back
8 in 1992 under a different leadership in the Racine Police
9 Association, when I was appointed chief, I was able to sit
10 down with the Racine Police Association and knowing the
11 needs that we needed more officers working from 7:00 at
12 night until 3:00 in the morning, we were able to negotiate
13 that outside the contract until they could eventually get
14 it in the contract. Knowing where the resources had to be
15 to put more officers on the street. We did that before we
16 even went to the bargaining table, and got that shift in
17 the contract. It is, you know, different situations,
18 different -- it's a good relationship and sometimes other,
19 but basically as I mentioned, we see the future in the
20 hiring we're doing now that we'll be able to take the
21 written exam for promotion and --

22 CHAIRMAN MC FADDEN: How do you provide the
23 minority community with equal police protection?

24 MR. POLZIN: Equal police protection.

1 Actually I think our inner city we have more resources as
2 far as police protection in the inner city than we do in
3 any other area of the city and that's based on where we
4 know the problems are and where we put our resources and
5 that's the purpose of having community police houses.
6 When we first opened our community police houses in 1993
7 and expanded, we had one officer operating out of that
8 house on varied hours and then we expanded in 1998 to
9 putting gang enforcement officers operating out of the
10 houses. So, we've put more police resources in there. We
11 have what we call target enforcement officers that work
12 with the neighborhood watch and the different associations
13 and hearing what their problems are and what the specific
14 problems and by doing this, we've been able to drastically
15 reduce our crime rate from 1991. I use 1991 as a
16 benchmark from what our crime rate was in the City of
17 Racine that year with the 8,123 Part 1 crimes. Last year
18 we had 5,820. So, we have reduced that dramatically and
19 that's been our goal to reduce Part 1 crime, but
20 especially violent crimes and we've done that
21 successfully. And it is not because of just the Racine
22 Police Department, but it's because of the partnerships
23 that we've built with the community. It's everybody
24 working together.

1 MS. KIRAM: I'd like to respond to your
2 earlier comment about the eye contact of your hispanic
3 student. That's also typical of Asians.

4 MR. HURLEY: Okay.

5 MS. KIRAM: Many Asians have lost jobs
6 because they will not have eye contact with the people
7 interviewing them. With some cross cultural training of
8 this conference will be done to help address that issue.
9 My question is, of your 32 minority officers, how many are
10 female?

11 MR. POLZIN: Actually we have in that 32, I'm
12 not counting the white females, but of color we have five
13 black females.

14 MS. KIRAM: Do you tend to assign your
15 minority officers in the minority areas?

16 MR. POLZIN: No, we do not. They have chances
17 to put in for different positions within the community.
18 Every year the officers that are in general patrol have an
19 opportunity to sign up for patrol areas and we like them
20 to work in an area for a year at least a year and we have
21 our community police officers that post for those
22 positions and that's like a three year position that they
23 put in for. And all the patrol officers are also able to
24 put in for say the Dare Officer position, Officer Friendly

1 or Target Enforcement Officers. And those are all
2 governed by the contract.

3 MS. KIRAM: Is it more difficult to get people
4 to volunteer for the target areas where the minorities
5 live?

6 MR. POLZIN: No, actually what we're finding
7 right now with our younger officers that a lot of officers
8 like to do that. They like the concept of community
9 policing. It's a difficult job, it's not, you don't come
10 in and work an eight hour shift because the neighborhood
11 residents have your pager number. They have your home
12 phone number and the officers get to be part of that
13 community. And I know I speak from experience because I
14 have two sons that are on the police department, serving
15 in community policing and that tied in their families to
16 that neighborhood police office. For instance, when we
17 had national night out, one of my sons working in the
18 community police, they'd ring their family out for
19 national night out. So, it's like a family thing. It's
20 difficult and but it's a rewarding experience and as I've
21 said, we have received national recognition for the
22 innovative ways that we've done community policing and
23 that's all. Because our officers take pride in the work
24 and so actually we've had a pretty good response to it.

1 MS. KIRAM: Does the minority community tend
2 to request minority officers or they don't have a say or--

3 MR. POLZIN: Sometimes they do, but they begin
4 going back to the other thing. We're covered by contract
5 that I just can't assign officers even though sometimes
6 maybe I'd like to, but we have to be fair and we have to
7 post for those positions so it's open for every officer in
8 our department.

9 MS. KIRAM: Have your department ever been
10 accused of racism?

11 MR. POLZIN: Accused of what?

12 MS. KIRAM: Of being racist.

13 MR. POLZIN: No. I shouldn't say that. I
14 think, yes, a number of years ago there have been some
15 accusations. Recently our department is pretty well open.
16 We have citizen police academies where we try to get all
17 different community members to come in and understand what
18 our department is about. And like I say, as I said our
19 complaints are down again. So we see complaints against
20 the police department -- in the last seven years we've
21 changed a lot of things. I remember when I first took
22 over as chief, I used to meet with George Stinson, the
23 NAACP they'd bring their concerns and we've grown to have
24 a lot of respect for each other in different organizations

1 in the community.

2 MS. KIRAM: When you start hiring a lot more
3 minorities, was it difficult for the white officers to
4 deal with the change in the configuration of the
5 department or it wasn't that difficult because they're
6 dealing with a more professional level.

7 MR. POLZIN: I don't think it was very
8 difficult at all. I think the officers were hired if you
9 had a chance and that's what I like about the way we're
10 hiring now as far as the personalities. I'm hiring people
11 that know how to get along with people, know how to talk
12 to people, listen to people because that's something that
13 they have to do and we're getting some excellent people now
14 and they're blending quite well into our organization.

15 MS. KIRAM: How do you determine your hiring
16 of minorities? Do you determine if there's an opening to
17 hire minorities or do you have a goal to hire certain
18 percentage? The reason I ask the race issue is because
19 you are highly white, you know, there's a large majority
20 of white police officers, not so that they would be a
21 perception that you would have favorable relations with
22 the white community, which is, of course, the majority
23 community in this county. But, do you have a goal?

24 MR. POLZIN: Actually what I'm looking for is

1 the best person that I feel is needed to suit our
2 community. Do I set goals? No, I know what we'd like to
3 achieve, but when I go through a hiring process, we hire
4 the best people for the job. And I think if you look back
5 at our two last hiring processes where we hired actually
6 each time eight people, the majority of those people were
7 people of color, but they don't leave question to their
8 ability to do the job. They were the people, qualified
9 person and I felt they were the best person to be hired
10 for our department and for our community.

11 MS. KIRAM: If you hired me and I have 60
12 college credits and I wanted to finish the college degree,
13 are there any incidents in your department to help me
14 finish?

15 MR. POLZIN: Unfortunately no. Our contract
16 for the Racine Police Association, what they have at the
17 present time and because you have 60 college credits when
18 you come through our new process, you would not receive
19 anything for that. Officers before would receive up to 50
20 percent credit, up to \$33 a month, but because our
21 requirement now is 60 college credits. You wouldn't
22 receive anything. However, we are, as far as management,
23 we're looking at for our staff officers, the sergeants,
24 lieutenants, looking to increase that incentive to help

1 them with their education because we're looking for our
2 officers to have a higher degree as far as management.
3 So, we're trying to do that as far as management, but as
4 far as the Racine Police Association, that's covered by
5 contract and actually our new people are the ones
6 suffering from that.

7 CHAIRMAN MC FADDEN: Chief Polzin, thank you
8 and the officers for participating in our discussion
9 today.

10 MR. POLZIN: Thank you.

11 CHAIRMAN MC FADDEN: Ms. Booker, would you
12 state your full name and what organization you're
13 representing for the court reporter?

14 MATTIE BOOKER
15 CULTURAL DIVERSITY COORDINATOR,
16 CITY OF RACINE SCHOOL DISTRICT

17 My name is Mattie Booker and I'm the
18 Cultural Diversity Coordinator for the City of Racine
19 School District, and the superintendent was sorry he could
20 not be here today, but he had a previous engagement that
21 he could not get out of.

22 CHAIRMAN MC FADDEN: Thank you for coming.

23 MS. BOOKER: The Racine Unified School
24 District uses as one of it's mission statements that we

1 are a community rich in cultural diversity and to that
2 end, it is our commitment to educate every child in this
3 district. Now, we have been mandated by OCR that there
4 are some problems that we have and at this time we are
5 working on those problems.

6 One of those problems was that we did
7 not have enough minority students in the Gifted and
8 Talented Program. Now, one way we've always put our kids
9 in the Gifted and Talented Program was by test scores.
10 And any child who had a 7 or 8 or above stanine on the
11 standardized tests got into the program, and it would be
12 by teacher recommendation and it would be by parents.
13 Now, a lot of times minority kids don't get those test
14 scores and if a teacher recommends that they go there,
15 they are told, sometimes they are told that it is so much
16 work and they don't get in. So -- and a lot of times
17 parents don't want their kids in those programs. They
18 don't recommend it. So, one of the things that we have
19 done to try to rectify the fact that we don't have enough
20 kids in the Gifted and Talented Program, we've hired a
21 Gifted and Talented Coordinator and one of the things that
22 she is doing is she has found a different way of testing
23 kids that's not academically based. She's looking at
24 other intelligence. The school district has trained

1 teachers to evaluate students in methods other than having
2 them read. The district realizes that there are eight
3 intelligences and most of us have a little of each, but we
4 are only strong in some components. So now teachers are
5 trying to look for intelligences in linguistic, logical,
6 mathematical, musical, spacial, bodily and kinetics,
7 emotional and personal intelligence. The Gifted and
8 Talented Coordinator is visiting the PTA meeting to talk
9 about the program and try to influence their parents to
10 bring this children into the Gifted and Talented Program
11 and she has published a book in both English and Spanish
12 talking about the Gifted and Talented Program.

13 Parents are being written to and asked
14 to become more involved into their children's higher track
15 classes.

16 Another area that we had concern about
17 in this district was special education. There were a high
18 percentage of minority children being placed into special
19 education classes. And one of the things that has
20 happened since that happened is that the school district
21 has organized a school support team and the support team
22 is district wide and what -- before a child is placed into
23 special education, there are some steps that has to be
24 taken by each school before we would place a child. So,

1 that should cut down on some of the minority kids going
2 into special education classes who aren't necessarily
3 special education.

4 Another thing that we were mandated to
5 work on was language with the bilingual programs, and at
6 this time we have a bilingual program in three different
7 schools. The one is at Janes and Janes has a transitional
8 program where english is taught with spanish support.
9 Another one is at Dr. Jones and Dr. Jones is a two way
10 bilingual class. It has two way bilingual classes that
11 are taught in spanish and english. Fratt has a program
12 called late exit program. Students have spanish books in
13 grades K through 3, but english is incorporated into the
14 curriculum and at grades 4 and 5 the students are taught
15 in english with spanish support.

16 In addition to our bilingual program,
17 we have english as a second language for all schools in
18 the district for students who need them. Along with that,
19 we have my office, the cultural diversity office and my
20 office handles something that we call CAARE, Cultural
21 Diversity Assessment Agenda, it's class, it's ability,
22 it's age, and it's race and ethnic group. And we go in
23 and we look at how people are being taught and whether or
24 not they are being taught to respect people who are

1 different. I run sensitivity training with the staff and
2 I bring in outside speakers to run sensitivity training
3 with the staff.

4 At this time we probably need to do a
5 school wide sensitivity, a school wide sensitivity
6 training and we are working toward that end at this time.
7 Hopefully we know we won't get that done this year, but we
8 get it done hopefully next year.

9 The district knows that there is a gap
10 between minority students and majority students, and at
11 this time all our efforts are being placed towards closing
12 that gap between those students in those testing areas.
13 And one thing that we think we can do because one thing
14 that we think is happening is a lot of times kids who are
15 not in these upper track courses are not exposed to a lot
16 of information, so we hope that they will get this.
17 Another thing that they are doing, they have a three and
18 four year old program and hopefully that will give a lot
19 of the minority kids the vocabulary and the tools that
20 they need to get into school and to be more successful in
21 school.

22 Another thing that we do is we work
23 closely with the University of Wisconsin Parkside in their
24 pre college program which is focused towards minority

1 students in getting them into college. And what has
2 happened, they identify the skills and they offer some
3 support in some classes to help these kids get their grade
4 point averages to where they are supposed to be.

5 We don't -- we are a district, we talk
6 about the percentage of minorities. Well, our school
7 district has about 40 percent minority student ratio and
8 we really don't have 40 percent of our teachers as
9 minority. So, we perceive that as a problem that we are
10 working on at this time. We would like to see our
11 minority students have the role models that we think they
12 need.

13 Are there any questions?

14 CHAIRMAN MC FADDEN: You indicated that your
15 minority students are 40 percent. What is the percentage
16 of your non minority faculty?

17 MS. BOOKER: We have less than a hundred
18 teachers that are minority out of 1,600 teachers in the
19 district.

20 CHAIRMAN MC FADDEN: Panel members,
21 questions?

22 MS. KIRAM: Do you have after school programs
23 to support minority children who you know?

24 MS. BOOKER: We do have after school program

1 at Jane School, but we have the monies now to open up
2 after school programs at five other schools which we
3 consider the lighted schoolhouse. I don't know whether
4 that's the question you're talking about. We do have
5 after school programs in sports and things like that, but
6 we do have the monies now and we are developing programs
7 for five other schools, but Janes School has an ongoing
8 after school program and it has a big spanish, mexican
9 population in a school. So, this program is supporting
10 that population.

11 MS. KIRAM: You know, you were here earlier
12 when the mayor and police department people were speaking
13 and it's my understanding from this that many of the
14 minority population live in particular areas of the city.
15 Do these kids from these communities go to a school near
16 them?

17 MS. BOOKER: No. Since 1975 the Racine School
18 District has been committed to integrating it's schools, so
19 it's written that there will be no greater percentage of
20 minority students in a school than a minority population.
21 So, each time we get what we consider too many minorities
22 in one school, they redistrict the school and so that the
23 population goes down.

24 MS. KIRAM: There's been problems with that in

1 some cities, as you already know, where the minority
2 population is complaining that these kids spend four hours
3 just on the bus going to the schools. They don't like or
4 the community that they don't want to be in. Do you have
5 this problem in your community or wherein you would really
6 like the community kids to have better education, but in
7 communities where they reside.

8 MS. BOOKER: Well, I suppose there are some
9 small percentage of people who grumble about that because
10 I think for the most part because the schools are not that
11 far out and people like the fact that the kid -- we don't
12 have inner city schools here, Janes and Winslow are inner
13 city schools. Most of our inner city schools were
14 made into specialty schools so then they have a greater
15 percentage of white people in our inner city schools than
16 we have a minority people in our inner city schools
17 because the white people are being bused in because our
18 inner city schools became lighthouses and I mean for the
19 gifted and talented and then they became for people who
20 had creative abilities and scientific schools and things
21 like that. So, for awhile we had people standing in line
22 to try to get into the so called inner city schools and
23 the perceived bad neighborhood.

24 MS. KIRAM: Do your minority kids feel that

1 they are isolated, even when they go to integrated
2 schools?

3 CHAIRMAN MC FADDEN: Do they feel that they
4 are isolated? I don't think so because there are groups
5 -- most of the time when we integrate our schools, we
6 integrate them from communities. So, they are there with
7 their friends and things like that and so I don't believe
8 that they do think they are isolated and at the elementary
9 level, the level that I am familiar with, the kids, all
10 kids usually play together.

11 MS. KIRAM: I'm asking that because my kids
12 went to a white school and were minorities, obviously, but
13 my kids complained and I was very active in the parent
14 teacher's group complained that the African American kids,
15 for example, in this school, just talked to each other.
16 They did not mix with the white kids. So, my kids were
17 saying like bring this up mother during parent teacher
18 meeting in this that if they're trying to integrate,
19 they're not succeeding and that's my question.

20 MS. BOOKER: By the time they get to high
21 school I think that happens, African American kids talk to
22 -- they be with themselves and the white kids with
23 themselves and well there are some incidents where it is
24 different, but most of the time they are with themselves

1 by the time they reach high school. But, in elementary
2 schools they do alk to each other and they do play with
3 each other.

4 MS. KIRAM: They don't know colors.

5 MS. BOOKER: But, by the time they get to high
6 school, but my daughter went through Racine schools and I
7 don't know whether she considered that a problem.

8 MS. KIRAM: Because mine noted that they were
9 a color that's in between that, so I think my kids felt
10 this a lot more and I wondered if it was an issue in other
11 school districts.

12 MS. BOOKER: Yes, it's an issue. We'd like to
13 see a true integration instead of just people going to
14 school together. We'd like to see a true integration.

15 MS. KIRAM: Do the school districts when you
16 have problems try to resolve it among yourself or does the
17 police get involved?

18 MS. BOOKER: We do have police in all our
19 schools, so it's possibly at whichever area you're in, in
20 elementary school of course our problems are solved there
21 and it's the extent that the altercation is whether or not
22 police get involved or not in the high schools.

23 MS. KIRAM: What's the general relationship
24 between minority teachers and the majority teachers? Are

1 the --

2 MS. BOOKER: Since there are so few minority
3 teachers here, the general relationship is probably better
4 than it would be in a place where there were a large
5 pocket of minority teachers.

6 CHAIRMAN MC FADDEN: Can you share with us
7 some information regarding your ESL programs?

8 MS. BOOKE: Okay. What do you want to know
9 about our ESL, english as a second language? We have
10 heard four teachers to go into different schools and they
11 pull out children who are having some problem with the
12 language. These are kids who speak limited english and
13 they are in these different schools and so they pulled out
14 these kids and they work with them on the english language
15 in the ESL programs.

16 CHAIRMAN MC FADDEN: What's the percentage of
17 kids that are in that program?

18 MS. BOOKER: Probably about four or five to a
19 school and you probably have about twenty elementary,
20 twenty two elementary schools, so it would probably be
21 about a hundred.

22 CHAIRMAN MC FADDEN: Mrs. Booker, you also
23 identified some problems with your special education
24 program and you indicated that you have taken some steps

1 and prior to placing the students in that program. What
2 are some of those steps that you have taken?

3 MS. BOOKER: Okay. Some of the things that
4 we have to do before we place kids in special education
5 are systematic screening is available to any student and
6 the availability of adequate regular education
7 intervention options. And before a child can go into a
8 special education class, there are 11 steps that -- I mean
9 special education classes, there are 11 steps that the
10 regular education teacher has to prove that she has done
11 before she can put that child into that program. She has
12 to go through a school support team and the school support
13 team helps her with that child to make sure that we don't
14 put kids into special education programs that need to be
15 -- just need some support from their regular education. Is
16 it foolproof? No.

17 CHAIRMAN MC FADDEN: What is the racial make
18 up of that support team?

19 MS. BOOKER: Well, it's not so much as a
20 racial make up, but it's made up of people, different
21 recommendations. It has to have a regular education. It
22 has to have an LD or special education support person.
23 The principal has to be on that team and sometimes parents
24 have called in and parents can be on the team, too. We

1 cannot go into racial make up teams because we don't have
2 that much racial difference in our schools.

3 CHAIRMAN MC FADDEN: But if you really wanted
4 to address the problem of special education --- in
5 Milwaukee, I'm aware that many times it's the person who
6 is making the referral's perception of the students and if
7 you have white teachers who are evaluating African
8 American students, many times those students are going to
9 be placed in special education programs. So, you need
10 more minority teachers to teach with the evaluation of
11 students.

12 MS. BOOKER: We need more minority teachers in
13 the district. We aer aware of that problem, but if the
14 minority teacher is not in that school, they can't
15 necessarily go in and make those evaluations. We do have
16 schools that don't have any minority teachers whatsoever
17 in them.

18 MS. PRIDE-EULER: That was going to be my next
19 question. Ms. Booker, about the recruitment of teachers.
20 Who does the recruitment of teachers here? Is that this
21 school board or is that--

22 MS. BOOKER: We do have a human resources
23 person who is a minority and she does the recruitment of
24 teachers for this school district and she has gone to

1 black colleges and she goes in to Parkside and she goes to
2 different places and she tried to recruit these teachers.
3 Now, what I've been told is since minorities have more
4 opportunity than ever before and since Racine is cold,
5 that it's really hard to bring minorities into this
6 situation. She has gone to Texas to try to get hispanics
7 and different places like that. Now, this year we were
8 able to recruit four minorities. Out of probably fifty
9 teachers that came in, we had four minority teachers. In
10 the '70s there were a high percentage of minorities, but of
11 course we are aging now, so --

12 MS. PRIDE-EULER: Are you replacing the ones
13 who have retired then?

14 MS. BOOKER: No.

15 MS. PRIDE-EULER: So, there's no effort to
16 replace?

17 MS. BOOKER: It's an effort. The effort, now
18 the effort is going on, it's just not happening as fast as
19 we'd like for it to happen.

20 MS. PRIDE-EULER: I think that happens in
21 every city here in Wisconsin. I'm from Madison, we have
22 the same problem of having minority teachers in high
23 school or in all levels and if we have them in the
24 elementary level, you don't have them in the middle

1 school, and then you may skip to high school. But I have
2 another question, too. Sports. Racine used to be great
3 for track stars and basketball. I don't know about
4 football because my sons were in track. What has happened
5 to all of the athletes from Racine?

6 MS. BOOKER: The athletes are still here.

7 MS. PRIDE-EULER: Are they competing statewide
8 now like in--

9 MS. BOOKER: The teams might not be as great
10 as they were, but we still have a big percentage of
11 minority people on the team. The monies are not -- we
12 don't have the monies for our programs that we had at one
13 time. We are still laboring under that cap and Racine was
14 not, is not able to. In fact we had to cut some of our
15 sports programs this year.

16 MS. PRIDE-EULER: Okay. But that's a cop out
17 when they say they have to cut these programs because we
18 know that if youth are involved in sports and other
19 extracurricular activities, they're not going to be out on
20 the street.

21 MS. BOOKER: Well, our football team has made,
22 it's probably half a racial minority than it should have
23 in it. Our basketball teams have the ratios of minorities
24 that they should have in it. Now, why they aren't winning

1 games, I don't know. I cannot testify to that.

2 MS. PRIDE-EULER: Even competing like as I
3 said with track, Racine used to be just outstanding, you
4 know, and you don't hear much about Racine.

5 MS. BOOKER: Well, we competed this year with
6 track. We had Park I think to go to state.

7 MS. PRIDE-EULER: Okay.

8 MS. BOOKER: Yes, you just probably didn't
9 hear about it.

10 MS. PRIDE-EULER: Well, we watch everybody, so
11 when we see a body that's non white, we're going to know
12 they're there.

13 MS. BOOKER: We had Park to go to track--

14 MS. PRIDE-EULER: In Case or Temple or
15 something.

16 MS. BOOKER: But I don't think our track team
17 -- Temple is not here. We have Case and Park and Horless.

18 MS. PRIDE-EULER: Okay. I just know more
19 about the track because my sons were in track. But, it
20 was always exciting to see the young people from Racine.
21 Milwaukee I think the same thing is happening in Milwaukee
22 is that they're not competing as much as they used to and
23 that's a concern of mine that we do know that those
24 extracurricular activities really build character.

1 MS. BOOKER: And then we do have one F. It's
2 not a grade point, We have one F and you're off the team.
3 You have to bring your grade back up, so maybe that has
4 caused some people not to be on the team.

5 MS. PRIDE-EULER: In Madison if you have a
6 dog, that's a D, you're off the team. So, you're saying
7 an F?

8 MS. BOOKER: Yeah, one F and you're off. It
9 doesn't mean you can have a C grade point average, but if
10 you have one F and you're off the team.

11 MS. PRIDE-EULER: I have one question and I'll
12 stop about that. I don't want to say drop out rate versus
13 graduation rate, I want to be more positive, so are the
14 students graduating?

15 MS. BOOKER: Are the students -- not as much
16 as we want them to.

17 MS. PRIDE-EULER: How many graduates are you
18 having? I don't know how large the classes are. So if
19 you have four hundred students graduating, how many
20 minorities?

21 MS. BOOKER: I can't say how many minorities;
22 about half of the minorities who started 9th grade. A lot
23 of them; about half of those minorities won't graduate
24 from their class or through the class.

1 MS. PRIDE-EULER: And of the graduating class,
2 how much are going to college?

3 MS. BOOKER: More than before, but not the
4 percentage we would like to go to college.

5 MS. PRIDE-EULER: Are they getting
6 scholarships?

7 MS. BOOKER: They do get scholarships if they
8 participate in the pre college program. They don't get
9 the scholarships -- and then there are some companies who
10 have scholarships who are set up for their employees and
11 so forth, so they get some scholarships, but if you
12 participate in the pre college program, you are almost
13 guaranteed a scholarship.

14 MS. PRIDE-EULER: So, you do have a lot of pre
15 college programs for students?

16 MS. BOOKER: We work with the University
17 Parkside and yes, we do have those programs for the
18 students.

19 MS. PRIDE-EULER: Okay, but there are other
20 colleges around here, too. What is the other college--

21 MS. BOOKER: Cartage?

22 MS. PRIDE-EULER: Yeah, that one, and what
23 else? Are they helping out also is what I'm saying?

24 MS. BOOKER: Gateway does run a program with

1 the kids and Cartage, but Parkside works more with the
2 kids than Gateway and Cartage.

3 MS. PRIDE-EULER: Do we still have minority
4 professors in Parkside?

5 MS. BOOKDER: Yes.

6 MS. PRIDE-EULER: Do we have a dean or she's
7 no longer there?

8 MS. BOOKDER: No.

9 MS. PRIDE-EULER: Sad. Do we have a native
10 american population here in Racine?

11 MS. BOOKER: We have something like 0.3
12 percent here.

13 MS. PRIDE-EULER: How about Mong, Southeast
14 Asian?

15 MS. BOOKER: It's about the same percentage.
16 We have about an 8 percent hispanic population, and about
17 an 18 percent African American population in Racine. Now,
18 that's in Racine, but the school district has about a 40
19 percent minority population.

20 MS. PRIDE-EULER: One more thing. You said
21 there's a big gap between minority students and the other
22 students grade wise.

23 MS. BOOKER: Test scores.

24 MS. PRIDE-EULER: So, when the students are

1 taking that SAT and the CA in elementary and in college,
2 SAT and ACT are the minority students doing well in those?

3 MS. BOOKER: No, I mean that's -- they are
4 improving, but they aren't reaching to where the majority
5 students are at this time.

6 MS. PRIDE-EULER: What is the school district
7 doing to help improve those scores?

8 MS. BOOKER: Well, right now we have at risk,
9 that is one of our focus for this year to close the gap
10 between the students test scores. And so we are going to
11 be looking at ways to improve those test scores.

12 MS. PRIDE-EULER: So, working with individual
13 students as a group or as a school and having training for
14 --

15 MS. BOOKER: One of the things that we think
16 would help is if we got those kids who are going to go
17 onto college into the upper track courses because a lot of
18 that probably comes to the fact that they haven't been
19 taught a lot of those materials because they haven't been
20 in that upper track. So we are trying to get those kids
21 into that upper track. If they were to get in the upper
22 track courses because most all those we have most of our
23 minority students; a lot of them they wait until, you
24 know, they don't take upper track courses and then they

1 take this test and, of course a lot of things they should
2 have been taught they haven't been taught if they were
3 going to college.

4 MS. PRIDE-EULER: Do you have a lot of
5 counselors here, minority counselors in this school?

6 MS. BOOKE: We have minority counselors. I
7 won't say we have a lot, but we do have --

8 MS. PRIDE-EULER: Are they knowledgeable of
9 what they can do to help the students succeed in high
10 school?

11 MS. BOOKER: See minority counselors don't
12 necessarily work with just minority kids.

13 MS. PRIDE-EULER: Yes, I know, but--

14 MS. BOOKER: And so I would say they are
15 knowledgeable of what they can do, but if you say to a
16 child, why don't you take this course and he says it's too
17 hard. I don't know how they work with those kids who they
18 say a course is too hard to take. They have too much work
19 to do and so that's one of the things that we do have to
20 contend with here. A lot of times minorities have been
21 told that these courses are so hard and they think they
22 would flunk. If they took this course, it would be too
23 much work.

24 MS. PRIDE-EULER: Those are the perceptions

1 that these teachers have and counselors have of minority
2 students which you have to overcome the parental
3 involvement. You mentioned that, too, parental
4 involvement. You've got to get the parents involved in
5 here. You don't allow people to tell you you can't do
6 something.

7 MS. BOOKER: I agree with you, but we have to
8 get that information out to the parents and let the
9 parents know that these kids can do and will do.

10 MS. PRIDE-EULER: Do the parents get involved
11 in teacher conferences and go to schools like when they
12 have those conferences, what is the representation of the
13 parents in these schools?

14 MS. BOOKER: Well, now teachers really will go
15 to the parents in a lot of cases. So we do have a higher
16 percentage of minority parents coming to conferences than
17 a lot of times. Parents can't use the excuse they
18 can't get there because the teachers go into the community
19 centers and hold conferences in the community centers.

20 MS. PRIDE-EULER: Thank you. I'll stop now.

21 CHAIRMAN MC FADDEN: It also seems to me I
22 think many times we want the school to be everything to
23 all of our kids, so what type of efforts are they reaching
24 out to the community to get the community more involved

1 with your student population? Do you have mentoring
2 programs?

3 MS. BOOKER: In some schools we do have
4 mentoring programs, not in every school and not to the
5 extent we would like to have them, but yes, in some
6 schools we have mentoring programs. We have companies who
7 have taken on schools as part of their adopt a school. We
8 do have -- they send their employees in to mentor and help
9 with school work. We have a wings program here where
10 retired people go into schools and they work with students
11 who need the help.

12 CHAIRMAN MC FADDEN: What about the churches,
13 are the churches involved?

14 MS. BOOKER: The churches have homework
15 programs and different after school programs in the
16 churches at a lot of our churches, yes, we do have those.

17 MR. TORRES: Has the district studied or have
18 data on discipline by race, ethnicity, suspension,
19 expulsions?

20 MS. BOOKER: Well, we do have that data.

21 MR. TORRES: Do you have those numbers?

22 MS. BOOKER: I don't have those numbers here,
23 but I can just tell you that the numbers for minority
24 students for being expelled are greater than those for

1 majority students.

2 CHAIRMAN MC FADDEN: Is it possible for you to
3 get us a copy of that data?

4 MS. BOOKER: Yes. I can get you a copy of
5 that data.

6 MS. PRIDE-EULER: Is it higher for females or
7 males?

8 MS. BOOKER: It's higher for males.

9 MS. PRIDE-EULER: And in Madison we did a
10 study and the females were higher.

11 MS. BOOKER: It's higher for males here.

12 MS. KIRAM: Do the gang problems in the
13 community extend to the school students?

14 MS. BOOKER: Yes, they do, but not at the rate
15 that it once did. Now I think with the police presence in
16 the school and they know who their trouble makers are and
17 go like that, it's not as great as it once was.

18 CHAIRMAN MC FADDEN: Of the one hundred
19 percent, are there many of them or a percentage of them in
20 administrative positions?

21 MS. BOOKER: I'm sorry?

22 CHAIRMAN MC FADDEN: You said the one hundred
23 minority teachers aer there any or is there a large
24 percentage in administrative positions?

1 MS. BOOKER: See, that's probably what has
2 happened. Our teachers, they have gone into
3 administrative positions. Of our two high schools, two of
4 them are minorities and we have quite a few minorities of
5 our three high schools. Two of the people are minorities
6 that head those high schools and we have quite a few
7 people in the elementary schools now who are heading to
8 high school and plus we have minorities down at central
9 office.

10 MS. KIRAM: Is it easier here to be an
11 administrator here than it is to be a teacher if you are a
12 minority person?

13 MS. BOOKER: I don't know if it's easier.
14 What has happened here, the teachers have been here so
15 long they decide to go into administration. I don't know
16 if it's easier, I know a lot of teachers worked really
17 hard to get to administrative positions to get hired for
18 administrative positions. I think it's easier now to be
19 hired for administrative positions than it was ten years
20 ago.

21 CHAIRMAN MC FADDEN: Of your one hundred
22 minority teachers, what is the gender breakdown of that?

23 MS. BOOKER: Most of them are women.

24 CHAIRMAN MC FADDEN: When you say most, about

1 75?

2 MS. BOOKER: Yes.

3 MR. TORRES: Does the district also employ
4 para professionals?

5 MS. BOOKER: We do and we do have quite a few
6 minorities that are in the para professional ranks.

7 MR. TORRES: Do you have any numbers?

8 MS. BOOKER: I can get them for you.

9 MR. TORRES: Thank you.

10 CHAIRMAN MC FADDEN: Mrs. Booker, thank you
11 for your participation and at this time we'll take a break
12 for lunch and resume at 1:30 p.m.

13 (A luncheon recess was taken.)

14 AFTER LUNCHEON RECESS

15 CHAIRMAN MC FADDEN: We are ready to resume
16 with your evening session. We have with us Dr. David L.
17 Mauer and Mary Day. Welcome.

18 Why don't the Committee members take a
19 few minutes to re-introduce yourselves since this is the
20 afternoon session.

21 I'm Gerry McFadden, Chairperson.

22 MR. TORRES: Jesse Torres. I work for a non
23 profit veterans agency in Milwaukee.

24 MS. PRIDE-EULER: I work for the Department of

1 Natural Resources, Madison.

2 MS. KIRAM: Emraida Kiram. I work for the
3 University of Wisconsin, Milwaukee.

4 CHAIRMAN MC FADDEN: Mr. Mauer, you can begin.

5 MS. DAY: We're just saying, what are we
6 supposed to do?

7 MR. MAUER: I was told I was supposed to come
8 and answer questions.

9 CHAIRMAN MC FADDEN: I guess we would like to
10 hear from you and Ms. Day your perception on race
11 relations in Racine.

12 MR. MAUER

13 EXECUTIVE DIRECTOR, RACINE UNITED WAY

14 Okay. Let me make a few comments.
15 First of all, I've been here about ten years as Executive
16 Director for Racine United Way and my perspective on race
17 relations come largely from a professional perspective,
18 although I don't think a professional perspective alters
19 much from my personal observations on race relations here
20 or in any of my home town of Peoria, Illinois or in
21 Rockford, Illinois where I was for four years to some
22 degree than Houston or Chicago, two larger cities where I
23 resided within the last thirty years of my career in
24 education and social service.

1 I think race relations in Racine County
2 or the area of the City of Racine, i that's what we're
3 limiting it to, I'm not sure where your study areas are,
4 are not unlike race relations in any urban area of our size
5 in the midwest; at times strained, at times very hopeful.
6 Certainly there are a number of people in our particular
7 human services center were engaged in those jobs to
8 champion diversity, including our own organization; such as
9 the Urban League or the YWCA. Some of our neighborhood
10 centers, along with the principal of our own organization
11 and inclusion and so forth.

12 I do have a, I guess an ongoing
13 argument with a friend of mine who is very concerned about
14 what he sees the uneven opportunities for folks of color
15 and folks who are poor relative to folks who are not. And
16 it may or may not be important, but we had an ongoing
17 argument is the problem with those opportunities, racism
18 or classism. I happen to think tha there's more mistrust
19 and misunderstanding between people of economic classes
20 than there are of people of races. I don't think people
21 who have things and have always had them and who have had
22 no exposure to doing without are particularly trusting or
23 understanding of people who are poor and people who have
24 done without. And in our country and our community and so

1 forth, a disproportionate number of those people who are
2 without economic status in our country are people of
3 color. And I think that exacerbates racist tendencies
4 that we may have actually have been with us since Europe
5 took over the native americans. And it's a very
6 Eurocentric type of institutionalism that we have grown
7 with in this country. And some of it had profited us and
8 some of it had divided us.

9 So, I'm not sure that the current
10 status of Racine's race relations is that much different
11 than -- that means that were that much different, if at
12 all, than any other similar community in the country.

13 Now, different incidents and different
14 kinds of circumstances in a particular kind of community
15 may be pointed to as examples of mistrust or
16 misunderstanding or of seminal moments in the community
17 where they make great strides in overcoming some of those
18 barriers. So that there was more understanding among each
19 other.

20 I think the most important thing we can
21 do as a community or as a neighborhood, even beginning
22 with the neighborhood, is get people, people who don't
23 have to work together n a common interest because I don't
24 think we are that divided in our value system on what we

1 want for our families and our neighborhood and I think
2 part of my job and the reason that I'm in the business I'm
3 in is because I'm optimistic about the human condition and
4 I'm paid to try to help make things better. So we do that
5 mostly in an institutional perspective and an individual
6 perspective, and the only way we can do that is through I
7 think people getting to know each other without making
8 really broad philosophical comments on the redistribution
9 of wealth and so forth. I do think that doing with is
10 more important than doing for. You can say that a person
11 -- part of my profession is trying to get from those who
12 can afford it so we can give money to those that maybe
13 can't. That's part of what we do. But also just as
14 important, perhaps even more so is the kind of systems,
15 projects, programs that bring people together of different
16 cultures, different economic strata toward common visions.
17 And I do think we do a lot of it here in Racine. I don't
18 think that a lot of people like to look at what most
19 people frame is institutional racism because it implies
20 that somebody to those people to look at that term as
21 basically it's a negative term, something we want. But
22 they look at this as oh, you did that on purpose and I'm
23 not sure that's true. Sometimes we can have institutional
24 racism and it wasn't done on purpose. It's just, it's the

1 status of keeping as you always had without looking at the
2 effect it has on people; be it our educational
3 institutions, our own human care systems, or businesses or
4 government. That's all.

5 CHAIRMAN MC FADDEN: Ms. Day?

6 MARY DAY

7 RACINE EDUCATIONAL COUNCIL

8 Thank you. It's very ironic how I was
9 invited to be on this committee today and so I brought my
10 Board of Directors call me on Friday afternoon and said
11 Mary, are you going to the commissioner's civil rights
12 presentation on Tuesday and I said I don't know what
13 you're talking about. He said, because in the information
14 I received, it stated that our agency is closed. The
15 agency being the Racine Education Council which started
16 actually it did start as a race relation project. Back in
17 the 1960's there was a great civil rights movement going
18 on here in Racine, even though I'm not from Racine, I'm
19 originally from Mississippi and my understanding that a
20 committee was formed to talk about the race relations that
21 were going on in the City of Racine and that if Racine
22 business people didn't do anything about what is happening
23 with the people of color, the black or the hispanics, et
24 cetera, we were going to go down -- this is what I was

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1 told -- we were going to go down and blow up the Johnson
2 Wax tanks. And as a result of that, programs were started
3 in the Racine Environment Committee which some of you may
4 have seen the release that says this was a program that
5 was to address the race relations and to help the minority
6 people or people of color to get on with their lives.

7 Part of that, as the Racine Environment
8 Committee and I may say Racine Educational Council, I'll
9 get to that. But, the Racine Environment Committee
10 started out with a non profit business where -- actually
11 profit business where people can go in and get money, get
12 loans to start their own businesses. It also had a summer
13 employment program and other employment programs which
14 young people can go to the cities to the businesses, get
15 jobs and then they had a housing program. Mind you that's
16 three programs right there. The housing programs was, you
17 get a house, your house is dilapidated, come to us, we'll
18 help you fix this house up. Then finally, Julian Thomas
19 and others came up with the idea, let's start an
20 educational fund. What they found out that back in the
21 1960s, fifteen percent of the students of color,
22 especially the black students were going on to college
23 after graduating from high school. Fifty five percent of
24 the students going on to college were white students.

1 Okay, businesses, let's do something about that and as a
2 result, the Racine Environment Committee, REC, Educational
3 Fund was established. The companies gave monies to this
4 fund so that the funds could, in turn, give out grant
5 monies, not loan money, grant money so that the young
6 people can go to school. As a result of that, over 6,000
7 students have been assisted to go on to college and we
8 applaud the companies for doing that, but what we're
9 finding today that the companies are not giving us the
10 kind of money that's needed to keep program operations
11 going. Yes, the Racine Environment Committee business
12 aspect of it was closed fifteen years ago, the employment
13 program was closed, the housing program was closed, but
14 the educational fund still exists as of today, and we have
15 some of the REC alumnis here who are here that probably
16 didn't know I was going to mention that, but they are here
17 today, and if you want to know really what has happened,
18 take a look into the school system, take a look at the
19 people who are working with our young people. Most of
20 these people have gone through the educational fund or
21 they have been recruited from outside sources and again,
22 I'm talking African American, black or I'm talking
23 hispanics.

24 Just yesterday I was reading the

1 article, Most Wanted -- America's Most Wanted. I don't
2 know if you guys saw that, but the students who played
3 that part and it was an acting position, but if didn't
4 anybody know that just from reading the headline here is
5 another black guy who has committed a crime. He has not
6 technically committed a crime. He is a national actor
7 now. He went through this program, graduated from one of
8 the Racine high schools, gone and attended I think it was
9 Grambling State, from Grambling HBO and other people
10 recognized him. He moved on to Howard University, now
11 graduated from Howard University, 1999 and is an actor.
12 The Racine Educational Council has now changed it's name
13 because people from the community were calling us about
14 waste management. The environment committee, they were
15 calling us saying my neighbor has her garbage in my back
16 yard, what can I do? I said call the city because we are
17 mind managers not waste management. And over the years
18 from 1968 up until today again we changed our name in 1992
19 to become the Racine Educational Council, which actually
20 addresses what we do. We help students to find money to
21 go to college. We assist students in finding the colleges
22 that they want to attend. We assist college survival and
23 what I find when you talk college, especially to young
24 people going on to college, I find once they get on the

1 college campus, are they faced with racism? Yes. Why do
2 I have to call the financial aid office and say, okay, I
3 just reviewed the student's financial aid packet, why
4 didn't the student get this type of money? And they
5 always tell me, well, we ran out of money or we didn't do
6 this. And I stay on them until I get some more money. I
7 didn't think this is fair what can happen and I guess I
8 yell at them and I really don't mean to yell at them; tell
9 them, make me angry and most people know I have a big heart
10 and it's hard to make me angry, but when I see you're
11 giving our students fo color more loans than grants or
12 scholarships, something is very wrong. And until I step
13 in, they don't do anything about it. They don't tell our
14 students that institutional money exists. And I've
15 established rapport with the especially the UW system.
16 they know, let us get a financial package very good
17 because Mary Day will be calling them and we work with
18 students not only in the City of Racine, but nation ide.
19 So, yes I have to call even some of the black colleges and
20 do the same thing with them. But, I find that the black
21 colleges are more receptive because what happens is that
22 they want our students to come and we see a lot of Racine
23 students going to black colleges, but then the black
24 colleges are saying you've got some system schools that

1 you need to go to because we don't have that much money
2 and actually they are telling the truth because I'm a
3 product of a black college and when I see what is
4 happening to them, it gets very discouraging when I see
5 they're giving Delta State more than Jackson State,
6 something is wrong and that's why I go down to the
7 Mississippi legislature and talk to them as well.

8 But, back to the Racine Education
9 Council. We teach students about college strategies; how
10 to survive on a college campus and one of the things that
11 we address is racism. What do you do if you're finding
12 that you are not being treated right or you're being
13 overlooked in your class? There are affirmative action
14 officers on campus, go to them, sometimes they don't
15 address the issue that I don't know, we have Julian at
16 Gateway and that's good. We now have at the University of
17 Wisconsin Parkside Herb Pitt and Parkside has a lot of
18 work to do and they are working on that and I'm saying
19 that because I was recently hired as a part time pre
20 college director and I had to go through a new employee
21 orientation and I was amazed just at that one orientation
22 there were about five African Americans that I can put my
23 finger on. That says a lot about Parkside is finally
24 trying to address the issue, even though they still have a

1 long ways to go. Now, the students that I met with on
2 Sunday night and we met from 4:00 to 7:00. We were
3 supposed to be discussing portfolios on financial aid for
4 college, but I don't know how we got into the race
5 relations issue, but they told me to tell you, this
6 committee today, they told me to tell the audience, make no
7 mistake, racism is alive and well. They told me to tell
8 you, make no mistake, it's alive and well. These are high
9 school students that I'm referring to now.

10 Now, I had one student to tell me to
11 tell you just recently she was at one of the stores up
12 north, something like a department store. She was looking
13 at the CDs and trying to make some selection. What I'm
14 going to buy and a seven year old white child walked up to
15 her and said, mind you this child is my student is
16 biracial, 15, biracial, mom is white, dad is black. The
17 white student, 7 years old and said, you're black aren't
18 you, and she said yes. She said, so what are you going to
19 steal today because black folks steal. And I said,
20 Sharine, what did you say? She said, you know what I just
21 stood right there and I prayed for her and I prayed, Lord,
22 help her because I don't fault her. I fault her mother.
23 I fault the father. I don't fault this little seven year
24 old. And Sharine said she just went on about her

1 business, she didn't say anything to her. And she said
2 the girl kept following her and she picked up a CD that
3 says Tyrese and she says, oh, I like Tyrese -- this 7 year
4 old says, oh, I like tyrese. Sharine looked around and
5 said do you know Tyrese is a black man, an african
6 american and she said, yeah, she said well, think about
7 it, I wonder how many CDs has he stole? What else has he
8 stolen? And i said what was the young person's reaction?
9 She said the first thing she said, I'm going to tell my
10 mom and I said, you're right, that's where it should have
11 started at, at the beginning, talk to mom. But, one of my
12 other students she said Sharine, you know what I would
13 have done, I would have found mom that same day and I
14 would have told mom for the safety of your child, for the
15 safety, if not for you, it's best that you talk in terms
16 of positiveness about other races because in an incident
17 like that, that child could have physically gotten hurt.
18 And we're talking 15 years old and 16 years old, Sunday
19 night.

20 Another student told me to tell you
21 that yes, racism is alive and well because just last week
22 while she was in school, she was sitting and she's a
23 hispanic student, she was sitting in the class -- I'm
24 sorry, not in the class, in the cafeteria with white

1 students and said a group of students came up to them and
2 said to the white kids, okay, we want you guys to join the
3 hockey team. And the one hispanic guy said, I want to
4 join. And the remark was from one of the students, you,
5 a Mexican, it's hockey. I don't think so. And the guy
6 said to her, you can't stop me, I have a right to
7 participate in any program in this school. And because of
8 that, I take your challenge, I'm going to be on your
9 hockey team -- correction, I'm going to be on the hockey
10 team. And that's what they told me to tell you. It's
11 real, it's life.

12 Now, they also added because of
13 programs such as the Racine Educational Council, because
14 of programs such as the Pre College Program at Parkside,
15 we are working with these young people to help them combat
16 racism in a common way. The young people told me to tell
17 you they're using their hearts to pray for people who have
18 gone through really bad situations such as the one that
19 they experience pretty much on a monthly, daily basis.
20 They're using their hearts to pray for people to reach out
21 to them. They're using their heads to get knowledge.
22 Knowledge is power and the more knowledge that they are
23 getting not only academic wise, but it's joining racial
24 discrimination committees to combat racism in the City of

1 Racine, or whenever they are affronted with a situation.
2 They are opening their hearts to go into the community and
3 this is where they're giving back with their hands to
4 embrace other young people, to embrace adults, to let them
5 know racism has to stop. And these are the things that
6 they're doing in order to make sure that they have a
7 better life and that eventually they can reach someone
8 else who can deal with racism if it ever occurs and which
9 it will. And then that reminded me they said Ms. Day,
10 remember what -- I'm like, oh, Lord, what did I tell them?
11 They said, remember the times that you told us the Klan
12 men shot in your house? I said, yes. They said, that's
13 racism. I know that, but it was racism back then and when
14 you first told us that, we thought you were kidding when
15 you first told us that they shot your mom in the knee,
16 then it started happening to us in maybe different
17 situations. It's real. I said, I know. And I was like
18 thank God it's hitting home to the young people, but
19 they're not using violence as a way to overcome it.
20 They're using head, hands, heart, knowledge. Thank you.

21 CHAIRMAN MC FADDEN: Panel members? Georgia?
22 Jesse?

23 MR. TORRES: You said you deal with students
24 nationwide?

1 MS. DAY: These are students from Racine who
2 attend students nationwide. These are high school
3 students, middle school students.

4 CHAIRMAN MC FADDEN: Ms. Day, you indicated
5 that about 6,000 students you have given assistance to
6 Today? Who supports you financially; what corporation?

7 MS. DAY: The corporations that currently
8 support us, Homoden Manufacturing, Twin Disc, they are
9 major ones, Amtech, That's the same thing, Johnson Wax no
10 longer supports us. They said after 30 years we should be
11 viable and well which is really not the case. I don't
12 want to overlook any major corporation or like some of the
13 banks. We receive money from the Bank of Elmwood, ut not
14 only provide us with money, but in kind services such as
15 board members. We have a very big quite a very long list,
16 but those are some of our major ones. But, I was going to
17 say it's the companies like the Johnson Wax, the Twin Disc
18 that started this program, heads of those corporations
19 that started the program.

20 CHAIRMAN MC FADDEN: My next question is to
21 Mr. Mauer. How does the United Way ensure that funding
22 is equitably distributed equally within the minority
23 community?

24 MR. MAUER: The United Way, most United Ways

1 has the citizen review process where we try to include
2 folks of all perception in terms of though who review the
3 applications for funding. Our United Way has quite a bit
4 of success in the amount of money. It raises for a
5 community this size, we certainly have occasionally made
6 news by de-funding organizations that were minority-based
7 and re-funding them, a company, years later when they
8 perhaps meet some standards of accountability that they
9 weren't meeting for awhile. And that's made news. But, I
10 think all of those organizations have come out stronger
11 because o that. One of the things that I think the United
12 Way believes in is that whereas diversity, promoting
13 diversity inclusions that we live by, we will not
14 compromise standards for organizations just because they
15 happen to be minority-based, and we have not done that.
16 And because of that, we have a strong minority-based
17 organization that; particularly the ones that we are
18 funding, in terms of I don't know what is equitable and
19 what isn't and how you measure that. I know that in terms
20 of percentage of people who our agency serves, there's a
21 disproportionate number of, by design, disproportionate
22 number of people with low income who are served by our
23 agency than there is the population and; therefore, a
24 disproportionate number of minorities or larger number of

1 minorities served by our organization than the population
2 percentage. But, that's not to say we pat ourselves on
3 the back for being as diverse as we could be in terms of
4 funding of minority-based organizations at any time that
5 they come to us. However, we've done I think a great deal
6 of effort in making sure that we have our doors open to
7 any group that wishes to have support from United Way.
8 and then working with them in order to either get them
9 funding or maintain, sustain or grow their funding.

10 One of the organizations, and I think
11 just does a wonderful job in their neighborhood and has
12 for several years is the Gray Community Center over on
13 Center Street which is, had a long history in Racine of
14 serving their community. When I first arrived some ten
15 years ago that organization had a couple of years being
16 kind of sanctioned and not in good standing with our
17 United Way volunteers. It came to a point where they
18 pulled funds from the organization. When we had the Urban
19 League help with, if you will, a rescue mission of that
20 group. Today that organization is stronger than ever.
21 Certainly a great benefit to the children and families in
22 the neighborhood they serve. So, other than the process I
23 think is open. I think the process is equitable. I think
24 that we can do more and we continue to try to do more in

1 getting different folks involved in the process. So, that
2 people who might want funding who are more grassroots
3 types of efforts can find ways to get that because we,
4 other than some venture, grant funding and so forth. We
5 fund fairly stable agencies. So, if you haven't got a
6 history of success coming in, you probably find it
7 difficult to jump through all the hoops that we have for
8 organizations. Those standards, where fairly strict,
9 serve us well when we're out trying to raise money because
10 we are in the top five percent of the United Way across
11 the country in total dollars that we raise. So, we are
12 getting more money out to the organizations that we fund
13 and they do that largely because they know we are
14 accountable. They know we help literally thousands of
15 people. I think they know we help people who are
16 disenfranchised, but I would not be the first person to
17 say oh, yeah, we've got a perfect system, we are entirely
18 equitable. We continue to try to improve.

19 CHAIRMAN MC FADDEN: What is the size of your
20 citizen review panel and what is the percentage of minority
21 representation on that panel?

22 MR. MAUER: I can tell you, you have about 150
23 to 180 people involved in several different panels and
24 then there's some panels -- I cannot tell you right now

1 the number of minority representation. My guess would be
2 ten to fifteen percent.

3 MS. PRIDE-EULER: I've got some questions of
4 being the parents of college age students, we know about
5 that financial aid that my children is also told that
6 there were loans available instead of the Pell Grants or
7 the other grants that were available. For some reason we
8 never got any of those either. One thing is they say you
9 make too much money. We had three students in college at
10 the same time and they said extenuating circumstances.
11 Well, if that's not extenuating, I don't know what it is.
12 And we were discouraged, they were discouraged from
13 applying for the financial aid. Consequently, I don't
14 even do it any more. Our last one is in college now, they
15 got scholarships, fortunately they got scholarships, but
16 we were not allowed to get those grants either. But, some
17 of my co workers who were white, their children got them
18 and I said, how do you get it, your parents make as much
19 money as we did? They got those Pell Grants and the other
20 grants, but we never did. So, that's one question that we
21 need to pose. Those are federal grants. Are they not?

22 MS. DAY: Exactly, they are.

23 MS. PRIDE-EULER: Why is it that when we apply
24 for them we don't get them? You never get a good reason

1 why we didn't get --

2 MS. DAY: The reason that -- and I know the
3 reason you're right, federal laws, there are some federal
4 regulations regarding those grants, but because the
5 financial aid tends to get to no certain people and they
6 tend to get the money to those people and even if your
7 child didn't qualify for financial aid, there's what is
8 called institutional money. People like Mary Day who
9 gives back to the alumni and people who have made it big
10 and now giving back, that should not have been an excuse
11 that they could not have found some money for your child,
12 but they don't tell you, that's the bottom line.

13 MS. PRIDE-EULER: This is U. W. Madison. They
14 tell most minority students that.

15 MS. DAY: They don't have any money, that's
16 what they tell them, and I said, I beg to differ with you.
17 And I just don't leave it with that one phone call. I
18 worry them.

19 MS. PRIDE-EULER: I'm glad to see that you're
20 doing it. Most people are not doing that for students of
21 color.

22 MS. DAY: And the thing about it is what I do
23 is train the students that if you can't catch up with Mary
24 Day, who loves her home town in Mississippi and out of

1 town all the time; this is what you need to ask and you
2 ask it very firmly, why didn't I get this? Why didn't I
3 get this type of money or why did certain people get
4 certain things? And they're wondering how do they know?
5 Kids talk among themselves and they share that information.
6 But I tend not to share because of confidentiality. But
7 I do say thee are the things I feel that you should get
8 and if I'm not around to ask these questions for you, then
9 go ahead and when I get back from Mississippi, I will call
10 the school.

11 What I also do is try to train the
12 parents to ask certain questions because the parents don't
13 know and the parents depend upon me a lot and again when
14 I'm not around I said this is what you should do. This is
15 what you should ask and I tell the parents, especially
16 freshmen, if you can go to that institution with your
17 child that first year, sign them up and sit down with
18 financial aid and just tell them I don't have this kind of
19 money. And guess what, they come up with some money.
20 They do come up with money.

21 CHAIRMAN MC FADDEN: Ms. Day and Mr. Mauer,
22 thank you for your participation. We are running behind
23 schedule and we need to stay on schedule. Thank you.

24 (Pause)

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1 CHAIRMAN MC FADDEN: Nice seeing you again,
2 Morris. Morris has also done some volunteer work for my
3 organization.

4 MORRIS REECE

5 PRESIDENT, RACINE NAACP

6 Morris Reece, President of the local
7 branch of the NAACP as well as the Fair Housing Director
8 for the City of Racine.

9 First of all, I'd like to preface or
10 kind of open up with a statement. I think it was kind of
11 ironic that we're sitting here today with the kind of
12 court trial that just went on down in Jasper, Texas where
13 an African American man was dragged and eventually died
14 because of some racial racist who believed that that was
15 the way to conduct business has taken place. And I just
16 think that it reminds me that we're not in 1999/but 1959.
17 I would like to say that Racine is yet a growing city, but
18 yet it does have a lot of growing pains, especially when
19 it comes to the area of minorities and their access and
20 their opportunities and their options in this city. I
21 believe that we are lacking in a number of kinds of things
22 that ought to be and should have been taken care of many,
23 many years ago. When we have good intentions and they
24 fall short, we should be able to measure those and indeed

1 recognize that we need to do better.

2 I believe the NAACP as well as the
3 Urban League and others, and the Hispanic Business and
4 Professional Association and other organizations such as
5 those are a mirror, if you will, for this community that
6 we do hold up that mirror so that they can reflect and see
7 the kind of shortcomings that we do have in our community.
8 And it gives us greater opportunity to do something about
9 it when we know to do that. When we know it's better for
10 our community.

11 The conditions I have come to observe
12 are no mirage in this community. True, some conditions
13 which are observable could be argued who is fully
14 responsible for those conditions. But, one thing is
15 reasonably true, conditions and circumstances can change
16 and they must change. Because, as we know it, we are
17 incubating somebody right now in this community or other
18 communities like this around America to do the kind of
19 horrendous thing that took place in Jasper. And we know
20 that things lead up to that in small ways and it manifests
21 itself in big ways, big ways that hurt people.

22 When the right kind of resources will
23 be brought to bear, we can see change, we will see change.
24 It needs to take place. And again I think this kind of

1 forum is again an opportunity for this community to sort
2 of look in the mirror and see where we're at because
3 perception in most cases is reality, is reality. And that
4 we have an obligation as a community, all the leadership
5 to do something about it. Take heed and make the kind of
6 changes necessary. We all realize that America is in a
7 economic boom, in a high positive upswing, if you will.
8 However, everyone is not enjoying in this positive
9 upswing. We need to take some trips, some visits in the
10 areas where we know those kind of economic upswings are
11 not taking place, and we need to pay attention because
12 they are a barometer to where our community is headed
13 eventually if we don't pay attention and take some
14 remedies and do something about it.

15 For instance, in Wisconsin, it appears
16 the W-2 Program was to be the answer to all our welfare
17 problems and concerns. Not so. Not so. We have people
18 who are just suffering beyond your imagination, beyond
19 anyone's imagination that this was going to happen with
20 such a "good" program. We need to realize that this
21 program has not lived up to its snuff. We need to look
22 at it. We need to address it from a legislative position
23 and focus. We need to look at it from a local position
24 where we can engage in resources that are available in

1 this community and do something about it. We have to do
2 that because kids are suffering and when they come to the
3 table damaged as adults, we know why, we know why.
4 There's no excuse why we don't know what's happening.
5 We have history that we already can point to when people
6 are damaged as children and they come to the table as
7 adults, they carry that same baggage with them because
8 it's been untreated. We have a great opportunity in this
9 country and in this state and in this city to address the
10 kind of ills that we know that are taking place and it's
11 important that we pay attention to that. People of colors
12 are not engaged in decent family wage paying jobs. We
13 know this. We can drive around and look at our
14 construction sites. We can drive around and look at other
15 kinds of buildings and things that are going on in our
16 community and we don't see the kind of minority people of
17 color participation that we believe that ought to be
18 happening. It's extremely important that those doors be
19 open wider because we know that when an individual has
20 opportunity to engage in good family wage paying jobs, the
21 quality of their lives change. They can assess the kind
22 of proper care, kind of homes and rental properties that
23 they need to because they have what it really takes, the
24 dollar power. Nothing else should be considered when

1 folks are out here looking for those kinds of attributes.
2 It's about the dollar power. It's not about the color of
3 your skin. And we know that, but somehow it isn't the
4 truth factor that usually takes place in a community. We
5 have documentation to prove that.

6 The W-2 Program is lacking in the area
7 of meeting basic needs of those who are economic victims
8 from the positive upswing economic condition that we are
9 realizing lack of information dissemination to the users.
10 Those folks who are at the brunt end of the W-2 program
11 are not getting enough of the information that's available
12 to them. The resources, the kind of things that they
13 should be having access to. For instance, training at a
14 higher level, it's deplorable that we have dollars in our
15 community, in this county that had just come down from the
16 state level because there has been a savings from the
17 welfare program and individuals are not able to engage in
18 the kind of training that will certainly upgrade their
19 skills or just give them skills period that they need to
20 be able to access the kind of jobs and careers that ought
21 to happen. Because we realize that people who have been
22 incubated in a system that has created dependency you
23 cannot let them out of that system and expect them, expect
24 them to be able to fend for themselves. As you and I

1 know, it takes all resources, all our faculties, every
2 ounce of our talent that we've been blessed with and then
3 some to be able to survive out here in this kind of
4 community that we live in, and the kind of state that is
5 certainly not served people of low income and minority
6 status very well. We need to realize that we need to do
7 something about that and I do believe it's a step in this
8 direction, but it will fall short if we don't continue to
9 engage what is going to be the bottom line in terms of
10 results and I want to underline results. Our county jails
11 are very overcrowded and there continues to be the human
12 cry concerning alleged ill treatment of inmates in the
13 area of lack of medical care. Some allegations of
14 physical abuse overall fair treatment of inmates, et
15 cetera. That's important because we know that when a
16 person goes to jail, certainly for something he or she
17 probably has done, there ought to be some kind of
18 engagement of treatment, real treatment, training that
19 should be available. I'm not saying they need to get a
20 four year college degree or taxpayers, I'm not alluding to
21 that, but what I am saying is that an individual who does
22 go to an institution should come out reparably recordably
23 far better than they were when they came in there in terms
24 of the type of treatment that should be engaged or

1 available to them. I think it's important because if they
2 don't have those kind of characteristics available to
3 them. They will certainly come out facts to haunt us
4 again, welcome their victims. I don't care what color you
5 are, but treatment is important and we need to do
6 something about that. I believe it's important to our
7 well-being as well as to theirs. There's a high
8 expulsion rate among African American students in our
9 unified school districts, coupled with the fact a high
10 percentage of African Americans drop out of high school
11 altogether. There are some efforts underway to address
12 this fact; however, the deplorable situation continues to
13 concern and alarm the African American community and other
14 people of good will and I know this, whether they're black
15 or white, they're concerned, but it just doesn't seem
16 there's enough of us that are concerned because if it was,
17 it wouldn't be continuing to happen and that's where the
18 rubber meets the road, where we start talking about what
19 conditions are and what resources that we will bring to
20 bear so that those things can change and that's the
21 important issue. And we know that talk is cheap. We know
22 that it's cheap because we have to engage ourselves. We
23 have to expend our energy for our children. Everyone else
24 is expendable, but our children. We have to understand

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1 that because if we don't get in that kind of frame of
2 mind, then we will never ever put the resources that should
3 be brought to those concerns in our school system.
4 Nothing will ever take place in a positive way and we will
5 see no more than what we see right now. And that's the
6 deplorable conditions with our children in our education
7 system around this country and we must do something about
8 it.

9 CHAIRMAN MC FADDEN: Mr. Reece, we have about
10 a minute left.

11 MR. REECE: That's all I have.

12 CHAIRMAN MC FADDEN: Okay.

13 MR. REECE: The housing market in Racine is
14 inadequate for renters and first time low to moderate home
15 buyers. There has been by some sellers and realtors,
16 questionable pattern of unfair treatment of this group
17 which African Americans, hispanic and low income whites
18 have suffered and we need to address that issue because we
19 know that there are some situations that exist in our home
20 stock, in America and in this city that I wouldn't want my
21 animal, my dog to live in. But because people are
22 strapped because of their low income wages, they have no
23 other choices. We need to address that issue. We are
24 attempting to do that with the Fair Housing Department,

1 but it takes people of good will to make that happen as
2 well.

3 We, Racine County, must do better with
4 including persons of color in all areas of growth and
5 economic development. We can and we must. We will pay if
6 we don't in a negative way. Thank you.

7 CHAIRMAN MC FADDEN: Mr. Thomas?

8 JULIAN THOMAS

9 DIRECTOR OF AFFIRMATIVE ACTION, TITLE VI, VII, VIII, IX
10 GATEWAY TECHNICAL COLLEGE

11 I'm painfully aware of how far behind
12 of schedule you are, so I'll attempt to be brief.

13 My name is Julian Thomas, I'm currently
14 the Director of Affirmative Action, Title VI, VII, VIII
15 and IX for Gateway Technical College. I also have the
16 privilege of serving as the Chairman of the Board for the
17 Urban League of Racine and Kenosha, Inc.. I served as
18 president of the local NAACP for 22 years. I've been part
19 of the Racine Environment Committee, et cetera, et cetera,
20 et cetera. The reason I take this is that we learn from
21 history that we don't learn from history and when we fail
22 to learn from history, we're doomed to the same failures.

23 I was privileged to hear Mary Day give
24 her account of the Racine Environment Committee which I

1 was a part of. There was a unique happening in this
2 community. First of all, let me say the question that I
3 was told we were to respond to was race relations in
4 Racine. So, I'm going to localize it.

5 CHAIRMAN MC FADDEN: That's correct.

6 MR. THOMAS: Okay. When we did these by
7 national standards, they were models in Racine.. No one
8 was killed thank God, but we had some very obvious
9 differences between ethnic groups in Racine and out of
10 that grew the Racine Environment Committee were
11 industrialist. I'm talking about Board chairs and
12 presidents meet with those of us who had been identified
13 as community activists and leaders we met with, Racine
14 being the common denominator. What could we do to make
15 Racine a better place for all of it's citizens? Industry,
16 while it wasn't all benevolence, they understood quite
17 clearly that if they could not produce a good living
18 environment, that it would negate their opportunity to
19 attract the type of work force that they wanted. And, of
20 course, those of us who were considered to be community
21 activists knew that we had not been able to access the
22 better life. Racine at that time was what we called a
23 smokestack community. You could get laid off from
24 Lakeside and go to Iroquois or go out to Case or Bell City

1 and get a job. We were a smokestack industry. And this
2 community is paying the price for not preparing for it's
3 citizens of color.

4 In the late 40's when man catchers,
5 that's what they were called, were sent to the southern
6 state to bring people up here to work because during the
7 war there was like a glut of males to work. So, when
8 these young men were coming back from serving their
9 country, the song, how you going to keep them down on the
10 farm after they've seen Paris. And when a young man would
11 come back from overseas service and would be confronted
12 with the possibility of either making a hundred dollars a
13 season as a sharecropper or coming up to Racine, Wisconsin
14 and making a hundred dollars a week. It was projected as
15 if all you needed was a wheel barrow, just go down the
16 street and shovel the money in. Because you know what
17 happens, you come up, they put you in a room with a
18 family, you get that first check, what do you do? You go
19 back home and you're surely not going to go back home
20 raggedy, you going back home with good clothes on. You
21 going back home in a nice car and you tell everybody come
22 on, go with me to the promise land.

23 Racine lacked vision and as opposed to
24 making housing available for these new citizens, they had

1 trailer camps on the north end and the south side and the
2 trailer camps would be the 40s version of some of these
3 tenement housing that we have now. Very stressful because
4 people were on top of people. And then what Racine didn't
5 do is that when the new citizens of color were prepared to
6 become homeowners, there wasn't anything they could buy.
7 But then they opened up their heart and they began to open
8 up the city section by section. And there were these
9 underwritten laws as to where a person could or could not
10 buy a home in this Racine, and by the way, this is my home
11 town, I was born in Racine. So, it pains me because some
12 of my friends they talk about retiring and going on home,
13 I'm home already.

14 So, in any event, because of the lack
15 of provisions for the citizens of color, it just begins to
16 escalate over the years and now we're sort of reaping the
17 harvest. The school situation. We made a tragic mistake
18 in Racine when we did not integrate our schools. We
19 desegregated and it was by the numbers and it was because
20 the broader community wasn't then willing to do the right
21 thing. And I submit, it is my humble opinion, that the
22 broader community in Racine is still not prepared to do
23 the right thing. And that includes everyone as part of
24 this society.

1 All you had to do is look at the
2 statistics. Any time you have a population that's less
3 than 25 to 30 percent and yet there's 60 to 80 percent of
4 the occupants of your penal system. Any time you have a
5 school population that's disproportionate, if you take a
6 look at your students of color who are in special needs.
7 I often challenge the school district to talk about not
8 culturally disadvantaged children, but culturally
9 disadvantaged teachers. Because the system, you take the
10 newest teachers and you put them perhaps in the most
11 stressful situations and I'm sure that every district does
12 this. And so the teachers who are coming in they're
13 biding their time until they can get out of what they --
14 of a situation that they're not too particularly fond of.
15 And this just repeats it over and over and over again.

16 When it comes to employment, the recent
17 attacks on affirmative action, which I just -- it defies
18 logic. I'm a product of affirmative action and I think
19 that I'm a testament that, you know, you give me an
20 opportunity and I'll produce. There's nothing in
21 Executive Order 11246 that talks about quotas. That's an
22 aberration, but the opponents of affirmative action and
23 those persons who call that reverse discrimination I would
24 certainly like to sit down and chat with them about it.

1 Today's laws that I'm familiar with and I've been doing
2 this for some 20 plus years, I haven't seen quotas
3 anywhere. But you take a look at any facet in our
4 society, notwithstanding, has there been progress? Yes,
5 sir. I guess the fact that I'm in here today means
6 progress. There was a time here in Racine that we could
7 not access the finer hotels. There was a time in Racine
8 when like motels and even just the most modest public
9 accommodations were not available for people of color.
10 And every now and then we still hear of little instances
11 where people are denied access because of their color. I
12 would be naive and I would think you were awfully naive
13 if I were to say that there hasn't been some progress.
14 Yes, there has been some progress, but because there has
15 been some progress, it lets us know how much further we
16 have to go.

17 CHAIRMAN MC FADDEN: Thank you, panel members.
18 Are there any questions?

19 MR. TORRES: Mr. Thomas, you mentioned the
20 obvious differences between the ethnic community back in I
21 guess the 60s, 70s. What were some of those differences.

22 MR. THOMAS: What were the differences?

23 MR. TORRES: Yes. You said there were
24 differences between the different racial groups.

1 MR. THOMAS: What you had, there always had to
2 be the group on the bottom. I give you an example, I
3 worked at the Case Company and for years a certain ethnic
4 group were relegated to the foundry. But then as that
5 evolved, then we as African Americans, we inherited the
6 foundry and I know some of the Case people wish I would
7 forget this, but I can't. As an employee of Case, when
8 you walked in to the left there was the foundry, to the
9 right was a machine shop. And I talked in terms of that
10 gangway as a Mason and Dixon line and it was clear because
11 at that time they had what they called department
12 seniority. So, you could have a hundred years, but it
13 wouldn't help you move to another department until finally
14 the UAW through the contract we were able to get shop wide
15 seniority. And there's so many games that I've seen
16 played over the years. This head and shoulder business.
17 Well, I won't get off into that. But in any event, that's
18 what I mean, there's always a group on the bottom. You
19 take a look at the housing patterns. First one group
20 would be relegated to this neighborhood, and then as that
21 group began to emerge, then the other group would come
22 along. And, of course, people would talk about oh, that
23 was such a beautiful house, but you're talking about 40,
24 50 years ago and self fulfilling prophecies, that's what I

1 call them. And yet people who are not of color continue
2 to benefit from what I called unearned privileges,
3 unearned privileges. I still see sweet little old
4 white ladies when they see me coming clutching their
5 purses, whether I have a suit on or whatever. I'm
6 perceived as less than, but I know better. I know to the
7 contrary.

8 MS. PRIDE-EULER: Mr. Morris -- Mr. Lynch, I'm
9 sorry, you talked about the W-2 Program that the
10 participants are not being prepared or were not meeting
11 their basic needs in the State of Wisconsin. The way the
12 governor is talking, that the program is outstanding, it's
13 done what he wanted it to do, which is true, get rid of
14 the AFDC. Supposedly the W-2 participants are getting
15 training. So, where are they falling down on the
16 training?

17 MR. LYNCH: If you come to Racine County and
18 I've had this conversation with the gentleman who runs
19 Children Up Front and he has indicated that by way of
20 referring individuals over there to the Workforce
21 Development Center here on Taylor Avenue in Racine, that
22 person can walk in there who have been subject to the W-2
23 Program and ask for training and no one seems to know how
24 to process an individual from that question to where you

1 engage in the process of actually getting into a training
2 process. No one seems to know. But, we have followed
3 through the newspapers the kind of dollars that have been
4 coming to Racine for that specific kind of engagement.

5 Just about three weeks ago I made a
6 presentation to the county board because the director, Mr.
7 Bill Adams, had indicated that they weren't sure what they
8 were going to do with the residual dollars that they had
9 gotten back from the state as a benefit of savings from
10 the welfare program. So, that kind of triggered some
11 thought in my mind that I would like to give you some
12 suggestions how to do that, which I thought were so needed
13 because apparently they weren't going to do much with those
14 dollars and I understand that they're still sitting on
15 those dollars because they haven't gotten back to me and
16 this community in the ways that they're going to expend
17 those dollars. They had questions about the kind of
18 approach they wanted to use with those dollars that they
19 hadn't used and I suggested, well why don't we look at
20 individuals, first of all, assessing what their real needs
21 are in terms of their abilities to get a decent wage paying
22 job instead of just getting a job. You can send anybody
23 out here just about and get a job somewhere, but what we
24 have found in the statistics, I think have proven it out

1 that individuals who just get a job are turning over in
2 those jobs constantly looking for another job to try and
3 upgrade, but the real upgrading is not within that kind of
4 structure because you can't expect the employer -- and he
5 won't upgrade an individual's skills out of his resources
6 when you have dollars that are earmarked for that. So, we
7 are wondering as a community what Mr. Adams and the county
8 board and those folks who make those decision what they're
9 going to do with those dollars outside of doing what
10 they've been doing and they will get the same results; not
11 very much. So, we're saying train some folks adequately.
12 Provide some transportation to the jobs that are out by
13 I 94 that pay much better than the jobs within the I 94
14 area or east of I 94. So, those are the kinds of things I
15 think we seriously need to look at and seriously need to
16 engage the public.

17 We ask specifically in conclusion here
18 that they engage the public in a kind of forum like this
19 to ascertain what they ought to do with some of those
20 dollars because there's a lot of brain power out here in
21 our community that's undertaken by the same folks who are
22 not engaged in the kind of prosperity that we would like
23 to see all folks engage in. So those are some issues I
24 think that this county needs to deal with as well.

1 CHAIRMAN MC FADDEN: Mr. Reece, have there
2 been any studies to look at fair housing in the Racine and
3 if so, what are some of the findings?

4 MR. REECE: I'm glad you asked that question
5 in 1995, there was a group that was engaged by the City of
6 Racine prior to myself taking over and it was a study
7 called Impediment To Fair Housing Choice and it was a
8 group called the Kit Group who conducted that study. And
9 as a result of that, some of the kind of findings was not
10 only blockbusting, but red lining those kind of things and
11 the deplorable conditions of apartments that were
12 available to inner city dwellers were certainly a very
13 limited choice to people who were on limited incomes,
14 first of all, to make some real good choices. And as a
15 result of that, the City of Racine has been grappling with
16 establishing a good fair housing department, first of all,
17 outside of it's auspices. And when they found out it
18 didn't work, they brought it into the City of Racine in
19 1998 or 1997, the latter part of 1997. So, they formed
20 this department under the City of Racine with a lot of
21 questions and a lot of perhaps critical comments about
22 people will not come into that department if it's under
23 the City of Racine or in one of their buildings. Well,
24 that's one thing I wanted to certainly give the City of

1 Racine some credit for or some foresight on in terms of
2 their ability to have foresight and having that, it would
3 work, it does work. People are coming in, people are
4 filing complaints because there is a discrepancy of
5 treatment for African American, Hispanics and low income
6 whites in this community about engaging in fair housing
7 practices. We have written several articles on the issue
8 and we've had meetings with the Racine Board of Realtors
9 on the very issue and it looks like we have stipulated
10 some real collaboration on their part to put together some
11 brochures and we are going to help develop that for first
12 time home buyers and about rental property conditions;
13 things you need to ask when you're going into those kind
14 of settings. So, yes, we have a large booklet that has
15 been produced on the inadequate housing stock here and
16 problem that exist in the City of Racine and yes, we are
17 addressing them, but yes, they still exist.

18 (A brief recess was taken.)

19 CHAIRMAN MC FADDEN: The dialogue that we are
20 having here today I hope this is a beginning and not an
21 end for Racine and I hope there's a task force that is
22 going to be formed and people start dialoguing with each
23 other to address some of the issues that are taking place
24 within this community.

1 MR. THOMAS: Chairman McFadden, if I might
2 perhaps it cynicism on my part. I guess I just don't have
3 the zest or zeal that I once had, having been through this
4 in the '60s, the '70s, the '80s, and now the '90s, on the
5 brink of 2000. We have analyzed and we know what works,
6 but there's an unwillingness to do what needs to be done.
7 I mentioned earlier about the Racine Environment
8 Committee. The genius of that particular organization was
9 everybody brought something to the table. It didn't
10 matter if you ere the president of the international
11 company or if you were a community person that had \$50 in
12 the bank, but you were valued and when you put it
13 together, you were valued. That's not occurring now.
14 It's coming from the top down. Somebody read a couple of
15 books and they know all about me. It's so reminiscent of
16 before. We had open housing here in Racine. I was on the
17 panel with a white realtor and he began to expound about
18 his knowledge of negro homes because he had been in
19 several. I was obliged to tell you I had been in several
20 and in fact, I lie in one and what he was describing was
21 not what I knew. This is not occurring now and I don't
22 see it happening.

23 You take a look at what we do with CDBG
24 monies. We supplement the city budget and everybody knows

1 it. Everybody knows it. And it's business as usual. So
2 I guess I'm just about talked out, but I certainly applaud
3 your efforts and we have to keep pushing, pushing. But
4 with that expression, been there, done that and I really,
5 the industrialist in this town have more or less a second
6 generation that I had a lot of hope for are worse than
7 their daddies. Their daddies, they were willing to learn,
8 you know, they said teach us, we don't understand. Now
9 junior who knows and don't care. There's a lack of
10 sensitivity. I can get a hundred people to march out here,
11 people just look out the window, they keep on doing what
12 they're doing. When it was a time that that would prick
13 the conscious, not any more. Not any more. That's why I
14 say perhaps my optimism that i once had, it could be
15 dulled by years. I don't know, but I just had to say that
16 and I just -- you cannot have the fox guarding the hen
17 house. You just can't do it. It just doesn't work
18 because you miss that dimension. You know, that added
19 dimension.

20 CHAIRMAN MC FADDEN: Did you have any
21 questions?

22 MS. KIRAM: I was just listening. It's very
23 enlightening.

24 CHAIRMAN MC FADDEN: Well, Mr. Thomas, and Mr.

1 Reece, thanks a lot for participating. I know you didn't
2 finish your discussion. If you feel like submitting
3 something in writing, feel free to do so.

4 REV. JIMMIE LOCKRIDGE

5 CHAIRPERSON, CIVIL RIGHTS COMMITTEE, REGION IV

6 I'm Reverend Jimmie Lockridge, I'm the
7 Chairperson for the Civil Rights Committee for Region IV
8 and also for Case Company Local 180, Chairperson for
9 them, too, and local pastor in the city.

10 CHAIRMAN MC FADDEN: So, you are wearing three
11 hats today?

12 REV. LOCKRIDGE: I wear a lot of hats and I
13 get to deal with a lot of civil rights issues. As I begin
14 to look over from my childhood and I'm going to go all the
15 way back since you all allowing that. Mr. Thomas just
16 gave you the history of Racine, so I'm not quite as old as
17 he is, but I do remember some things as I was coming along
18 that Racine had to offer. And I saw some of those things
19 fall by the wayside and it's sad to say that Racine being
20 such a community as we started it out to be to see it take
21 such a backslide in a treacherous time and I'm talking
22 about as we enhance the city, then job forces slide
23 downhill because big industry has taken over and brought
24 in a new term of slavery; that the W-2 situation is

1 another form of slavery if you ask me. And looking at
2 what times used to be and the reason I speak on it on
3 those terms is when you are in servitude, you work
4 literally for nothing and I think that's what W-2 had to
5 offer not just this community, but all those that are in
6 the W-2 situation because there is not enough funds really
7 to live out of in a W-2 situation. And then that goes back
8 to big business. I happen to work for Case Company and
9 Case Company is one of the biggest companies we have in
10 the city. They pay very well, but they are one of the
11 only companies in the city that do pay very well and as
12 big industry gets bigger, wages for the employees get
13 smaller and that's why we are in the condition that we're
14 in today. There's really no help from the federal
15 government with big business. Big business can take up
16 and move out when they get ready. They can take up and
17 re-establish when they want to and I guess you say that's
18 not your fault, but it's all of our fault. I mean, jobs
19 is a very valuable commodity where there's no jobs. The
20 people, staff and where people are staffing, you find the
21 crime rate rising, you find conditions going down. You
22 find poverty, but where there's jobs, you find people
23 living in harmony together. When we talk about civil
24 rights, it makes me think of equal opportunity and that's

1 what I see not happening in he workplace, okay, not only
2 in the workplace, but in the society that we live in.

3 Let me start out with the workplace
4 because that's what I deal with the most. In the
5 workplace we have less women supervisors, less women
6 managers, less women really on the line. You know, I
7 guarantee we have advanced in some of those areas, but
8 we've slid back a hundred steps when we take one step
9 forward. And that's what the government has always kept
10 us doing. Every time we make one step forward in equal
11 opportunity and civil rights, they slide us ten steps back
12 and see that's what we as a whole are going to have to
13 stand up and fight against. We've got to watch the people
14 we put in office. I understand that, but I will say this,
15 equal opportunity goes further than the man in office. It
16 starts out with us. In the workplace also you got -- and
17 I would have to say I understood what Julian Thomas was
18 saying when he was talking about the foundry versus the
19 machine shop. Well, I was fortunate, I was a young man,
20 came in in the early '70s and I didn't have to worry about
21 that situation. I started off in the machine shop and I
22 worked my way up to being a tractor repairman and being a
23 tractor assembler and just knowing all about having to
24 build a tractor, I never have to work in a foundry. I

1 can relate to what he's talking about, about that thin
2 line. I was one of the ones -- I was one of the patriots
3 that broke that thin line. I was one that stood up for
4 civil rights in Case Company when nobody else would.
5 Almost lost my job various times, but I stood up. I was
6 the first black transmission repairman that ever came
7 through Case Company and I was one of the first black
8 mechanics that came through Case Company and I place a
9 value on equal opportunity and hispanics. I place a value
10 on our hispanic brothers who work at Case and who have had
11 the same opportunity because of an entrepreneur who would
12 go out and fight for what they believe in. I want to say,
13 too, one of the issues that Case had in the past was women
14 supervisors. And women of color, women of race, they
15 never had a hispanic supervisor that I ever know of in the
16 women field and we address those thing through the civil
17 rights committee and now they're trying to work a little
18 bit better in that situation.

19 Being the civil rights chairperson in
20 Region IV, I get a chance to hear a lot of the issues
21 that's going on in the plant in the Racine area and one of
22 the things that's going on in the Racine area is that big
23 management and I say management totally, they want to say
24 slave mentality toward the workers, even with seniority.

1 Now, let me explain to you what I mean by that. There was
2 -- I'm just giving you a scenario. There was a young lady
3 who had a job and because -- and they had a union shop.
4 Union shop says seniority rule. They took her off her job
5 and gave it to a young caucasian lady and made her go do a
6 job that really put her in the hospital and then when she
7 refused to do that job a second time, they fired her and
8 she brought her case before the civil rights committee.
9 And when they brought her case before the civil rights
10 committee, all we could do was advise her as to what she
11 should do. But I'm saying these kinds of things have to
12 stop. If we going to have unions, if we're going to have
13 work shops that says we have a union, they got to
14 recognize that I know you're not union officials, but you
15 are government and let me say this, the government do back
16 -- they should back our unions. They've taken everything
17 out of -- they've taken everything out of the government
18 to back our unions. We don't have no workers strike
19 clause anymore, they can walk across the picket lines when
20 they get ready. They can try to break unions. All these
21 laws back in the '60s were in place to where people
22 couldn't do those things. People died for them, why do we
23 have to fight for what we already fought for? Why do we
24 have to keep continue making the same circle. What we

1 need to really do as a whole is take that mentality out of
2 Congress that was placed there that the brother fox don't
3 get you one way, he'll get you another. And that's the
4 mentality that was started in the deep south when slaves
5 were let free. Well, if brother fox don't get you one
6 way, he'll get you another. Then we saw slaves being set
7 free, but sharecropping came in. And when you owed him so
8 much money, you couldn't move off the place, no way. And
9 I see W-2 as a sharecropping situation. They ain't going
10 to make enough money to survive, but they going to give
11 you a job just to keep you working and then let me go back
12 to child care now. There's not enough being done for
13 child care for those people that do have jobs. I met a
14 young lady and it's not your issue either, but I met a
15 young lady who could not even get child care. She was in
16 school and hey told her because you going to school, you
17 can't get child care. Another issue, entrepreneurs of
18 race, hispanic, black people who are trying to make a
19 difference, who don't mind working but they're using their
20 own skills to get ahead in this. Well, they can come up
21 with the situation. They can come up with the job, and
22 they can't come up with the funds. And if you can't come
23 up with the funds, your job is going downhill, okay. Your
24 idea is just went to waste. And this is what the

1 government is doing for us. They saying it's equal
2 opportunity, we can run your life, okay. You can vote us
3 in office, we can run your life, but you don't have a
4 chance to have an idea and have it funded. And another
5 thing that I see in our community today is that we have
6 our morals raped. We got young men out there that they
7 think they can't do nothing because they have been
8 programmed to feel that they can't do anything. Everytime
9 they go look for a job, if they are of color, then we
10 don't have anything. And then if you do have something,
11 it's just you got to start at \$4.00 an hour instead of
12 \$6.00, \$6.50, minimum wage clause. And that still ain't
13 enough. And not only so about our young men that can't
14 get jobs, but it has already turned around. See, there's
15 always a job for black women, always a job for black
16 women, but the black males, the only thing they can do and
17 I'm saying this literally, the only thing they can do is
18 stand on the corner and try to sell drugs. And they think
19 that's a living. \$4.00. And I go and talk to some of
20 those young men and those young men actually feel that's
21 all they can do because they have been programmed, our
22 society, not only our society, but our government has
23 programmed them that way.

24 I'm a foster parent. Half my young

1 foster boys that I raised, not only did I look at the
2 foster boys, but I looked at the foster parents, foster
3 parents, they literally felt like I can't raise my child.
4 Now, whether they had enough money or whatever the
5 conditions was, that's here or there, but every parent
6 ought to have the right to raise their child. Every
7 parent ought to have the right to try to have a job to be
8 something in their son's eyes and that's what I see
9 government robbing us of.

10 We have funds allocated to this city to
11 repair houses on 6th Street, repair houses all over the
12 city that are never getting done. I have a young lady
13 that owns a house and when she went to inquire on how she
14 could get some of these funds, nobody knew. If I ask you
15 how could she get some of these funds, you couldn't tell
16 me, to fix her house up. She's a minimum wage worker.
17 She have like nine kids. How nine kids going to eat on
18 minimum wage? And then she's raising her great grand
19 children. I have a lot of admiration for her, but the
20 society that we living in, I count that as null and void
21 as trying to help us. And I think it's about time that
22 Congress hear from us. I think it's about time that those
23 people that we put in office hear from us and I think it's
24 about time you help us.

1 CHAIRMAN MC FADDEN: That's why we're here.

2 REV. LOCKRIDGE: I know that. I know that,
3 and that's why I'm voicing my opinion to let you know some
4 of the conditions Racine. When I first came to Racine,
5 there were various black businesses. There were a lot of
6 black businesses and those black businesses were
7 prosperous. I heard him talking about the Racine
8 Environment Committee, RAC. I was a young man when RAC
9 was established. I know that some of the businesses that
10 RAC helped and RAC was a good commodity, but look after
11 RAC had got these young men on their way, it runs out on
12 them. Sure it was a good commodity, but if the commodity
13 was taken right out from under you and you can't use that
14 anymore. How can you stand on your own? A house divided
15 will not stand. Until we come together, we're not going
16 to stand.

17 CHAIRMAN MC FADDEN: Are there any questions
18 for Reverend Lockridge?

19 Reverend Lockridge, thanks a lot for
20 your participation. At this time we're going to take
21 about a ten minute break and we will resume thereafter.

22 (A recess was taken.)

23 CHAIRMAN MC FADDEN: Our meeting is called to
24 order.

1 We have Reverend Lawrence Kirby, Diane
2 Garcia and Sonya Telez. We're going to have about five to
3 ten minutes each. Who would like to begin?

4 Okay, Reverend Kirby?

5 REVEREND LAWRENCE KIRBY

6 My name is Lawrence Kirby. I serve as
7 pastor of the St. Paul Church of Racine, pastor for ten
8 years. Our church is one of the larger churches in
9 Racine. Because of that I've had an opportunity to meet
10 and interact and dialogue with and try to help any number
11 of people address the problems in Racine. And, of course,
12 a problem that's very genuine in the community that I deal
13 with. Most is the problem of racism and discrimination.
14 I will say at the outside that Racine looks very good on
15 paper in terms of what many of our leaders say that they
16 are trying to do and what they have committed themselves
17 to do. But, when it comes to actions, it doesn't look
18 quite good. I do, however, applaud the efforts of some of
19 our city officials and employees, the chief of police,
20 they have made some changes in their hiring practices and
21 policies so has the sheriff's department and others. But,
22 there are other problems that speak of problems of racism
23 and discrimination that may not have been mentioned. As I
24 think of a problem that we have in the minority community

1 as it relates to law enforcement, one problem I see
2 consistently is that when a person of color or a minority
3 person is stoped by a police officer, they seem, for
4 whatever the reason, at least it's my opinion, based upon
5 conversation with people who have been arrested, that
6 particularly the white officers do almost anything and
7 everything they can to provoke that person who is a
8 minority culture to do something so that they can arrest
9 them. Often people of color or minorities are stopped
10 really for no reason other than you happen to be in a
11 certain area, you happen to look a certain way. For
12 instance, I work a lot in the community. One of the cars
13 I own is a 1987 Cutlass Supreme and because I work with
14 teenagers a lot, sometimes you almost never see me dressed
15 like this. I just dress like this for you all today.
16 Jogging suit on, cap on turned backwards, going down the
17 street. Police officers see me going down the street and
18 immediately assume that you know I might be up to
19 something no good, pulls me over and tells me I'm going 52
20 in a 30 mile speed zone. I say, officer, I wasn't going
21 52 in a 30 mile zone. He says, yes, you were. I went on,
22 gave him my license though and when he came back and said
23 well, I could give you a ticket for a hundred some dollars
24 and you will lose four points on your license, but I'm

1 going to let you go this time. I knowing that if I had
2 not been Lawrence Kirby I would have gotten a ticket or I
3 would have been harassed and those things happen over and
4 over again.

5 Another thing I believe racism and
6 discrimination plays a part is often when a person who is
7 considered a minority is arrested, the arresting officer,
8 in my opinion, tends to be much more strict in writing up
9 the charge. Got a young man that was just arrested the
10 other day. A young man that has not had any trouble, goes
11 to school everyday, to my knowledge, doesn't use any drugs
12 or anything. He just got arrested the other day and was
13 given three charges; one charge was disturbing the peace,
14 a second charge was resisting arrest and a third charge
15 was trying to disarm a law enforcement officer. This
16 little kid that's about 5'3" and weighs 120 pounds, no
17 previous experience with the law yet and I'm saying the
18 law, how in the world could this kid do all that and he
19 has no nothing, you know. And so here he has a felony and
20 a couple of misdemeanors and probably is going to have a
21 felony on his record for the rest of his life because
22 there seems to be a desire to harass, provoke people of
23 color so that they can, in my opinion, get a charge.

24 Another problem we have here in Racine

1 is that since the juvenile code has been revived, what is
2 happening at an alarming rate is that the system is
3 waiving many children of color, black and hispanic who are
4 16, 17 years old, they're waiving them to adult court. So
5 much so that we hardly have the resources to accommodate
6 those children. And if you look at those who are waived
7 to adult court, look at whether they're black, hispanic or
8 white, you will probably find in the neighborhood of 75
9 percent, 85 percent of them are people of color. For
10 instance, this kid just got arrested, with no previous
11 record, the recommendation is already come in to waive
12 him to adult court. And that's a problem that we really,
13 in my mind, need to address and need to speak to. Because
14 it smacks of racism at it's revelation.

15 If I could just take a minute about the
16 school system, the educational system. I believe that if
17 we would look at the record of those who have been
18 suspended or expelled from school, those who are people of
19 color are probably expelled or suspended probably 80 to 90
20 percent of those people are people of color. I refuse to
21 believe children of color are so much worse than anybody
22 else and I think there is a deliberate attempt to suspend
23 and expel them from the educational system with a view in
24 mind that they don't want to learn, which is not

1 necessarily the case.

2 Another problem we have with our
3 educational system in Racine is that they seem to target
4 and tag our children at an earlier age, having learning
5 disabilities, emotional problems, et cetera. Case in
6 point, when my son was very young, he went to school and
7 he had been watching karate movies on t.v., he liked that.
8 He was in school on the playground kicking, playing
9 karate. You know how our kids will do and we got a call
10 and they said, he had an emotional problem and they wanted
11 to test him. Of course we refused because we knew better.
12 Our son stayed in the system here, but after he got to be
13 an adult, e put him in a boarding school because that's
14 what he wanted to do and he graduated with honors, almost
15 at the top of his class. If we had listened to what those
16 people had said, he would have a tag on him for the rest
17 of his time in school. And those kind of experiences are
18 not isolated experiences, they take place over and over
19 and over again in the City of Racine, I'm sure.

20 If I could mention a third area of
21 concern. I would mention the racism and the
22 discrimination and the disparity that is practiced as it
23 relates to those in our community who er recovering from
24 some kind of drug addiction or drug problem. There seems

1 to be very few dollars to help people of color. Let me
2 give you an example. We have a facility here, maybe I
3 shouldn't call names, but I will, that's called Crises
4 Center and it's medical intervention for those who have
5 drug related problems. There's a window up there that
6 says, if you come, you can only stay a certain amount of
7 days and then you've got to move on. If you will check
8 that close, you will find if you're not a person of color,
9 they permit you to stay there almost as long as you want,
10 but if you are a person of color, you have a problem
11 accessing the facility, and they kick you out as soon as
12 they can. Probably needs to be addressed.

13 Here in the City of Racine and I don't
14 know what we can do about things like that, but there's
15 very few dollars if you are a person of color, have no
16 insurance to pay for treatment, hen you can hardly get
17 treatment. There's so few beds and they give them up very
18 seldom to people of color. I mean, if you happen to know
19 the right person, yeah, you know, you might can get the
20 service that you need, but it's based upon you knowing the
21 right person or being what some may say is the right color
22 and that's a very serious problem in the City of Racine
23 and it smacks of racism and disparity and discrimination.
24 So many problems in our system where often African

1 Americans and hispanics are passed over for promotion. If
2 you take look at how many people aer hired through the
3 city or county and how slow they're able to move up the
4 ladder to head the corporation. I think you will notice`
5 that there's a very serious problem here and i could take
6 the time and go on and on and on about the problems we
7 have here in the City of Racine, but I'll leave some time
8 for my colleague and my friend.

9 CHAIRMAN MC FADDEN: If you would like to
10 submit the remainder of your report, then we can include
11 it in our report.

12 REV. KIRBY: Okay, thank you.

13 CHAIRMAN MC FADDEN: Ms. Garcia?

14 MS. GARCIA: Actually I'll allow Sonya to go
15 first.

16 CHAIRMAN MC FADDEN: Sonya, can you state your
17 last name, for the record, please?

18 MS. TELEZ: My name is Sonya Telez and I'm a
19 court interpreter.

20 SONYA TELEZ

21 HISPANIC BUSINESS AND PROFESSIONAL ASSOCIATION

22 Today I'm here representing the
23 Hispanic Business and Professional Association and I'd
24 like to excuse Wally for not being here today. I can only

1 say that I can affirm everything that basically everyone
2 has been saying here and I'm sure that you will go to
3 other states and other counties and other cities and you
4 will hear the same thing over and over again because I'm
5 sure it's happening everywhere. But since we live here,
6 we see this is really hitting home for us. I'm a parent
7 and I also see the problems in discrimination against my
8 children who are working hard at trying to make a better
9 life for themselves when they do become adults and want to
10 become productive citizens. I also see in the court
11 system where there's a lot of discrimination to our young
12 latinos and African Americans by he court system. The
13 attorneys that are being appointed to them, the district
14 attorneys are there to prosecute and the judges and
15 commissioners themselves I know that there are a few there
16 who are doing their best to not do discrimination against
17 these youth. But, since most of the system is set up that
18 way, there's not really much that some of them can do
19 trying to go against it. I do see that a lot of our young
20 latinos and African Americans are generally right away
21 linked to being gang members just because they are
22 involved in something that they were probably a bystander
23 and now are being accused of being involved in situations
24 that they actually really didn't know anything about and

1 just kind of heard second hand about what happened and
2 were somewhere near.

3 I also see a lot of discrimination in
4 the housing. I know and because I do a lot of other things
5 in the community, I meet with a lot of people and I do see
6 that even the housing department is very discriminative
7 against the hispanic and let's say the other minorities in
8 our community where there are minorities who have been on
9 the list waiting for low income housing. Some way, some
10 how their friend who is not a minority, somehow for some
11 reason have been able to get low income housing before
12 them when they just signed up a month or two ago. And
13 these other minority women are waiting for two, three
14 years, five years and they just don't know why they're not
15 getting -- they know why, but there's really nothing they
16 can do because they can't take on this entire housing
17 system and be given what they rightfully have gained their
18 place at. I don't want to go on and on because I know
19 that I will start repeating a lot of the things that we
20 see here right now. I guess I would just like to again
21 say that I'm here on behalf of the Hispanic Business and
22 Professional Association and what our corporation is doing
23 is our mission statement is that we aer here to promote
24 the hispanic businesses and we're here to help the

1 advancement and development of leadership of our hispanic
2 professionals in the business and in the community. We're
3 also doing a lot to encourage and help young hispanic
4 businesses and young entrepreneurs to go on. We are a very
5 young business. We just started in May of this year and
6 we have a lot of high hopes and we believe that we may be
7 able to make a difference to a few, not everyone. Thank
8 you.

9 CHAIRMAN MC FADDEN: Ms. Garcia.

10 MS. GARCIA: Thank you.

11 DIANNA GARCIA

12 My name is Dianna Garcia and I was born
13 and raised in Racine, Wisconsin. My parents came from San
14 Antonio, Texas. My grandparents are from Mexico. I'm
15 proud to say I do speak my spanish language. I was
16 educated here in Racine and I was able to learn my spanish
17 language in my public school system. I'm representing
18 myself as a single parent, mother of six children.
19 There's many reasons why I'm doing that, but I'm proud to
20 be here today representing a woman of six children in
21 Racine. And you ask the question many times, is racism
22 alive and what are the issues here in Racine. I'm not
23 going to repeat things I'll do my best not to because I've
24 been sitting here all day to listen and to learn. And

1 it's awfully sad that I'm 39 years old and I'm doing
2 things as Julian Thomas said, were fought so many years
3 ago. We lose so much here in Racine, Wisconsin. The
4 hispanic. The hispanic community doesn't even have a
5 spanish center, okay. But as activists, as I'm known, I
6 need to step back a couple of years ago because I fought
7 hard, hard against W-2 and I see many people here today
8 who supported it, but I'm so happy that I was one of the
9 women chosen to go to Washington, D. C. and speak before
10 Newt Gingrich and to Newt Gingrich and the minimum wage
11 offered to all women because of it. So, I'm taught to be
12 a speaker, but that doesn't mean I'm not afraid. I had 60
13 women behind me that day. I had 60,000 women behind me in
14 the force because we represent different areas. Today
15 there's two of us, Sonya and me here as hispanics and I'm
16 speaking out for hispanic women, my family, because
17 there's many reasons to deal with that because they didn't
18 allow me to use the place I'm employed. But, racism and
19 W-2, like Julian Thomas and many of the people that said
20 this today, it was just another phase of oppression. I
21 use the word oppression instead of slavery, but it's
22 another word of oppression. It's another word of pinning
23 people against each other and that's what we constantly
24 do. We pin us against each other. When you trying to

1 make it to the top, whatever it may be. The best parent,
2 the best employee, it could be the best cleaning person of
3 this hotel room. Somebody white, black, or Mexican will
4 pull down. Somebody, it can even be your own. They call
5 us whitewash, Uncle Tom, anything when somebody puts a
6 word out there on how we peg each other. But, you know
7 what, I haven't heard this much today, but if we continue
8 to foster racism, if we continue to teach our children
9 that's how a nigger talks, that's how a spic talks, that's
10 how a southerner talks, we're doing it ourselves. And
11 when affirmative action sends a memo to my place of
12 employment and says I can't speak spanish, that's wrong,
13 that's wrong. If you tell me racism is not alive. I work
14 for the City of Racine at the Dr. Martin Luther King
15 Center. I teach the GED-HDC Program to adults to give
16 them a second chance or as I refer to it as their first
17 chance for education because, as you heard the mayor speak
18 out about how they're trying to make some different
19 changes, how they're trying to do things. Well, it's very
20 difficult as people say because the funding is cut
21 everywhere. This is how he tries to help people like me
22 help educate people who have been lost by their way.
23 I work 30 hours a week, that's part time, no benefits, no
24 fringes, at \$12 an hour. As a general rule, I bring home

1 \$320 a week to feed six children, to pay rent of \$500.
2 You tell me racism isn't here in Racine. Low income
3 housing. I had lived in a project which is called Shore
4 Haven Apartments. My windows were busted, my children
5 were beaten, I was beaten, emotionally destroyed. My
6 children couldn't attend the public school system. For
7 ten years I felt racism from black, white and Mexican. I
8 was pegged as a radical. You asked the question of the
9 mayor, what happens to people who fight for civil rights
10 and civil justice? Ladies and gentlemen, I'm proof of
11 what can happen to you if you speak too loudly and go too
12 far. I thank God that I have two children in college
13 because only through God Almighty they're there. I don't
14 care what programs their names are listed on, it was
15 through the hard work and mean the many people who really,
16 really believed in justice that helped my twins get to
17 college, that are helping them get through a catholic
18 private college. Because, ladies and gentlemen, it's so
19 hard. Racism lives everyday in their lives. We are many
20 times, hispanics are, many times put down as numbers on a
21 list. I'm so fearful when my name -- when I sign in with
22 my name and address and telephone number because we have
23 computers today and your name gets put on a list and you
24 turn this in and people take it and they make duplications

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1 of it and then they put their heading on it, letterhead on
2 it and then you're put into the system. They may never
3 have talked to me or my kids, They may never have done it,
4 but Dianna Garcia is a known person in Racine, Wisconsin.
5 The chief of police, yes, he has listened, he has done
6 many things to change and I still talk to him. I still
7 talk, I am a part of that. I attend, I'm not a speaker,
8 but I attend part of his racial discrimination project
9 because I need to learn of what I'm doing wrong also.

10 CHAIRMAN MC FADDEN: Ms. Garcia, you have
11 about a minute left.

12 MS. GARCIA: Okay. Gang enforcement scares
13 me, scares me because we're using people who know the
14 system very well to teach our children to take out of it.
15 that's a two edge sword. Sometimes education from
16 elementary, junior high to high school. How can you
17 educate classrooms of 30 people in them? When you bus
18 kids, they wake up at 5:00 o'clock in the morning, seven
19 and eight year old kids, going from the northside to the
20 southside and get into a class that's ridiculous. But
21 then guess what, we want all you on the school. We want
22 bilingual, we want fine arts program. That's segregation.
23 We need to wake up. Jane School, the majority of hispanics
24 are there. Gilmore Mitchell, they've put us all over the

1 place in little groups. Fine arts programs, they keep us
2 separate. Ladies and gentlemen, my kids are not in
3 catholic school, right now they're nowhere because I owe a
4 bill in the catholic school and if you don't pay your bill
5 in catholic school, you don't go, okay. Is there anybody
6 coming forward from my community? Anybody? No. The
7 public school system is about the place they're trying to
8 help, help my kids get into school, to help them maintain.
9 They know how difficult it is going to be for them, social
10 workers, things like that. It's so difficult. We don't
11 have the availability. Our education has been cut so much
12 in Racine, we don't have what we need and when you cut
13 education from people, you fester, you fester oppression,
14 you fester racism. Just let me tell you this, child
15 support wasn't even touched in this thing today, but when
16 the governor takes my child support away because I owe
17 welfare makes no sense. It makes no sense. But, let me
18 just leave you with this, Jesus Christ, I think this is a
19 story that I always recommend, most of all, faced the high
20 priest when he walked in and the scriptures wee in the
21 middle that certainly the priest could read and he went up
22 there and he read it. As a young man must have blown them
23 away. Lord Jesus Christ is not here today, we are and
24 education is one of the ways that we can make a

1 difference.

2 CHAIRMAN MC FADDEN: Thank you. Questions
3 from panel members? Gloria?

4 MS. PRIDE-EULER: I'm just absorbing
5 everything that's been said here, quite a bit. Thank you
6 very much. It's a lot for us to think about, a lot for
7 everybody to think about. There's so much, why don't we
8 go to Jesse.

9 MR. TORRES: Reverend Kirby, you mentioned
10 that the schools suspension or expulsion rate was 80, 90
11 percent. You said for minority students.

12 REV. KIRBY: Estimation, yes. *

13 MR. TORRES: Can you tell me where you got
14 those statistics?

15 REV. KIRBY: I don't, but I'm sure they're
16 readily available. If you'd like me to try to access
17 them, I will.

18 MR. TORRES: Thank you.

19 CHAIRMAN MC FADDEN: Rev. Kirby, you also
20 touched upon racial profiling. Has any complaints been
21 charged with the police department and what were the
22 results of those concerns?

23 REV. KIRBY: Usually not. Many of the people
24 that I work with, deal with feel like it's a waste of time

1 and although you say to them why don't you file a
2 complaint? They say what's the use, nothing is going to
3 happen. So, it's very difficult to get people to file a
4 complaint and I don't know that any of them show or has,
5 but it's a very good thing to do.

6 CHAIRMAN MC FADDEN: What role can your NAACP
7 play in getting these complaints and doing something about
8 them. Are they actively involved with the community?

9 REV. KIRBY: Morris Reece, who was here
10 earlier, he is the president of the NAACP. I only just
11 recently, since he's been president, he's been doing a
12 very excellent job in trying to help and assist people who
13 have problems of this nature. That's about all I can--

14 CHAIRMAN MC FADDEN: I know in Milwaukee we
15 had a forum similar to this on the police treatment of
16 African American men and I think one of the concerns that
17 we heard consistently that is extremely difficult to go to
18 the police station to file a complaint against them,
19 especially if you might have some criminal record
20 yourself. You will end up getting arrested and I think
21 one thing they were looking at maybe going to a community
22 center and filing those complaints and I can see the NAACP
23 playing a role in that particular component.

24 REV. KIRBY: I think so.

1 MS. GARCIA: Just one more thing that I failed
2 to mention when they were talking about the wages and how
3 to get people from the city out to the county where
4 there's been wages. Just for you to understand something
5 better, wages out in the county aer \$7.50 to \$8.50. How
6 is that better wages? Here in different companies that
7 have moved out to the county, the wages used to be \$12, \$14
8 an hour, but since the spreading of everything, they
9 knocked the wages down to as Bonnie Ladwick stated, \$6.25
10 which is a decent livable wage. But across the nation,
11 \$10 an hour was the living wage about a year ago. So it's
12 got to be about \$11.25 an hour now. That's another thing
13 I had to say.

14 CHAIRMAN MC FADDEN: Do you have any
15 questions?

16 We would like to thank the three of you
17 for participating and if you'd like to submit any of your
18 written comments, you can do so today or if not today, you
19 have thirty days to submit them. Thank you.

20 Mr. Lumpkin and Reverend Ramsey,
21 welcome. Why don't we let Mr. Lumpkin go first.

22 MR. LUMPKIN: Okay. I'm not too familiar with
23 the format that you have planned.

24 CHAIRMAN MC FADDEN: Okay. We have about five

1 to ten minutes for your presentation relating to racial
2 relations.

3 KEN LUMPKIN

4 PUBLISHER, THE INSIDER

5 First of all, my name is Ken Lumpkin.
6 I'm the publisher of The Insider Newspaper and co
7 publisher of Hispanic Chronicle. the two newspapers,
8 Insider News for instance have been in existence for over
9 six years and the Hispanic Chronicle have been in
10 existence for a year and those two publications have given
11 me the opportunity to be able to get a good view of
12 relationships as far as race is concerned in Racine.

13 Other situations I've been involved in
14 is political activist, running for political office and
15 being able to see that process and how it works in Racine.
16 Most of the issues that I see quite often and people come
17 to me about is, just to give you an example. On Sunday I
18 was at a gas station that traditionally is located in the
19 inner city, but it's been in existence for quite awhile
20 and -- but the demographics in that particular community
21 have changed within the last two or three years and they
22 had a policy, you come in and in the day time you get your
23 gas, you pay for your gas, and you leave. And since that
24 population have changed, and being primary minorities,

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1 hispanics and blacks, this particular establishment, which
2 is white owned, determined that you have to prepay for your
3 gas before you get it and that is happening -- I'll just
4 name it, it's a Mobile station -- and no other Mobile
5 station exists, you know, use that same procedure. And
6 so subtle issues such as that. The racial profiling of
7 the sheriff's department in the area, it's subtle issues
8 that really it's hard for someone to describe as racism
9 because they do stop white vehicles, but the percentage is
10 what made us look in the situation. And one night I spent
11 a night and I looked at twelve vehicles that was pulled
12 over. Only one of them was white, but the area where
13 they stopped the vehicles is primarily black and hispanic.
14 So, automatically that percentage is going to be high.
15 And I think those type of concepts that's well thought out
16 in advance and this creates a problem. And it's small
17 forms of situations as far as when people apply for
18 employment, the type of background checks that are given
19 to them in some instances, not given to others and I don't
20 know how specific you want me to get into this, but those
21 are the kind of things that we have noticed quite readily.

22 CHAIRMAN MC FADDEN: As specific as you would
23 like.

24 MR. LUMPKIN: Okay. One of the situations

1 that was addressed, brought to my attention this week in
2 fact, was a project that is called -- it's on Martin
3 Luther King Drive. It's a bank, had the project, have the
4 location and they are working to build seven new houses.
5 One black construction company, New Vision, they came to
6 me and they was upset that the project that was supposed
7 to be bidden on and this was not -- this information or no
8 description was given to the media, all the media, so that
9 it would be available for bidding. And that this
10 project had the person that they wanted to do the
11 construction, had already been chosen prior to the bid
12 going out. And so these types of things, it makes people
13 feel like, I think someone said earlier that one of the
14 reasons they don't complaint, because they feel nothing is
15 going to change. And I think it's going to take an effort
16 from the top, politically wise from the mayor and the
17 county executives down to show that they are concerned,
18 they want to make this a better place for everybody to
19 live in.

20 CHAIRMAN MC FADDEN: Thank you. Reverend
21 Ramsey.

22 REVEREND RAMSEY

23 PASTOR, SHILOH CHURCH OF GOD IN CHRIST

24 I'm Reverend Ramsey, Pastor of Shiloh

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1 Church of God in Christ here in Racine and Pastor of Rose
2 Sheridan Church of God in Christ in Milwaukee. I'm Third
3 Administrator to the Presiding Bishop, Northwest
4 Wisconsin. I'm Chairman of the Elders Council of
5 Northwest Wisconsin Diocese. Devoted husband, father of
6 six children, three grand children, an ex-Mississippian, a
7 resident of Racine, Wisconsin and have been since 1955. I
8 seek to be brief. I could sit here and talk the rest of
9 the afternoon about my experience of racism from the
10 newspapers to you name it and that's one area that needs
11 to be looked at. As quick as something bad happens, it's
12 placed all over the front page, but very seldom do you see
13 anything written about the achievements and the good
14 things that happen in the minority community. I don't
15 feel that we in no wise, no way get any kind of justice
16 when it comes to coverage, notoriety so far as publication
17 and from -- I'm not speaking about his paper, I want to
18 make that clear. Somebody mentioned discrimination in
19 housing and it is. There's discrimination in about any
20 area of life. You name -- foster parent care, you name
21 it, it's going on.

22 One of my major concerns when it comes
23 to discrimination and injustices is the police department,
24 the justice department as I put it that way and if this

1 would have happened a month ago I could talk about things
2 that I experienced with other people, but about three week
3 ago it happened to me. I'm 60 plus years old, never been
4 arrested in my life, never had a pair of handcuffs on,
5 never had a run in with the law. On the 7th I think it
6 was I had been over by the church. I, pastor, and it was
7 one day I thought I would try to relax and I had been
8 off. I was -- I honest to God I guess it's been maybe 20
9 years ago I wore a pair of blue jeans, but that day for
10 some reason I put on some blue jeans and a black
11 sweatshirt and I went to the church and I prayed. I
12 wanted to be free and relax. I didn't. I stay in a
13 necktie chocked up all the time, so I wanted to be free ,
14 and I prayed and I left there and I went by the lake and I
15 walked and looked and went down by the water. I was
16 driving the church van, got in the van and headed north
17 and I was coming down Main Street and all of a sudden I
18 heard a sound as though someone had threw a bottle or
19 brick, something against the van, but I felt no impact.
20 Immediately I pull over and got out. I looked and
21 searched because I feared -- I looked back, I saw no one,
22 I figured someone threw something and they hiding. I
23 thought it was a kid. I searched the cars, nobody is
24 there. I said I don't know what's going on. I got out in

1 the street and went up the other side to see about it. I
2 came back and searched the van to see. I didn't find no
3 damaged place or anything. I said well, evidently they
4 must have hit one of those cars back there and ran. I got
5 in the van and drove away. On my way going home, I turned
6 off of Main Street and went to the Douglas and headed
7 home. I noticed a little green car was following me. At
8 that time, my phone rang and I was asked to come back,
9 come over by the church. And I kind of thought to myself,
10 well, I guess really no day you're free. So I turned to
11 head back over to the church and just as I got right at
12 the corner of LaSalle a squad car came like he was -- he
13 must have been doing 60, 70 miles an hour, slammed his
14 brakes, lights, siren and of course I whipped to the curb
15 and he comes out with his hands on his gun. I have high
16 blood pressure. By that time, you know, I could feel my
17 heart pumping and the window down I said, what's the
18 problem officer? He said let me see your license. I
19 said, what's the problem? He said, let me see your
20 license. I said, no problem. I gave it to him. He
21 looked at it. I said, sir, could you please tell me
22 what's the problem? He said hit and run. Me? I said not
23 me. I said, I'm a preacher, a pastor. I never do nothing
24 like that. He said the sergeant said you did. Well, the

1 sergeant made a mistake or lied. Not me. He said, do you
2 have a medical problem? I said, yes, I do. What? I
3 said, high blood pressure and asthma condition. He said
4 wait right here. I said okay. Well, he went back and he
5 came back with my license and handed it to me and he said
6 you wait here and I'm shaking and trying to get breathing
7 right and I have this situation when something happens
8 like this, it's like if I'm in the house, I'll get outside
9 because I feel like things are closing in on me and so
10 that's what was happening and my breath was getting
11 shorter and shorter. And I thought to myself, I kind of
12 said hey, but he didn't pay me no mind. So, I thought,
13 well, what can I do? And I thought, well, I'll open this
14 door, I'll turn my legs out so he can see my hands. He
15 know I'm not up to anything, So, I pushed the door open,
16 turned my legs like that, laid my hand out. He said,
17 don't get out of that van. I said, I'm not getting out.
18 I'm having a breathing problem. He said, don't get out.
19 I said I'm not, I'm having a breathing problem. He said,
20 shut that door and I reached and got the door and pulled
21 it trying to tell him I'm having a breathing problem. He
22 said, get out of the van, get out. Now by the time I hit
23 the ground good. My arms was up behind me and twisted He
24 slammed my face and chest into the van, twisted my arm and

1 the little lady came up on the other side, grabbed my arm,
2 twisted. She says, don't you resist, and start kicking
3 me. Spread your legs. Well, I had already spread them.
4 I know what they going to tell you. I spread them when I
5 started. What have I done? Spread your legs and kept
6 kicking me. He twist my arm up behind me and they
7 handcuffed me. I said, officer, what-- don't you resist?
8 Who is resisting? What are you talking about? He
9 snatched me and said get back here. They taken me by the
10 back of the van and by that time it was about 10 or 12
11 squad cars there. They had me by the back of the van.
12 They did the same thing. He slammed me, my face, chest
13 and when your hands are behind you like that, you really
14 have not much defense about your balance and he just
15 slammed me face, chest and all right into the van again.
16 And spread your legs and that woman start kicking me with
17 the toe of her boot and bruised my ankle somewhat. But
18 anyway, I said what have I done? I said, lady, don't kick
19 me and she screamed, shut up. I just dropped my head.
20 They called the paddy wagon. They took me over there and
21 threw me in the back of the paddy wagon and locked the
22 door. And immediately my breath started cutting off and
23 I'll be frankly, I felt this is it. I started -- there
24 was a white gentleman locked in the front part of it and I

1 said, Oh, God, I can't breathe, I can't breathe. And he
2 started kicking and hollering to them, he's having a
3 breathing problem he's having a breathing problem. By
4 that time I was passing out and I fell over. That's what
5 I remember was saying to God, why, why. And I'm falling
6 over. The next thing I realized they had the door open
7 and I was laying my head by the door like and he's saying,
8 are you having a breathing problem? Are you having a
9 breathing problem? When I could say something, I said
10 yes, I told you before. He said do you have an inhaler?
11 I said, yes. Where is it? It's in my pocket. He said
12 they said it's not in there. I said it is in there. This
13 hispanic officer went in my pocket and got it and pt it to
14 my nose. By that time an officer came up, a female and
15 she said, what's your name? I said, ma'am, I've told them
16 everything. She said, I want to talk to you personally,
17 get him out of there. So they pulled me out and she
18 started questioning me all over again. Well, I told her
19 everything. She asked me. I said, ma'am, I hit nothing
20 and ran. She said we know that now. I said, but why did
21 I go through all the hell I've been through? She said, I'm
22 sorry. She said bring him over here. They brought me
23 back towards by the van and she said, evidently your
24 mirror struck this mirror on this dump truck and broke the

1 glass of it. It's insignificant. It's not even
2 reportable. I said, ma'am, but I didn't strike no mirror.
3 She said, well, I said I got out and looked and I saw
4 nothing. She said well, I believe you, but the mirror was
5 broke and some people, citizens said that you was the one.
6 I said, well, fi some citizen told you why they didn't tell
7 you I got out and walked up and down the street looking
8 instead of telling you I hit and ran? She said, we know
9 you didn't hit and run now, but I just shook my head. I
10 didn't say a thing. She called them over to the side and
11 then she left. They came back to me say we didn't know
12 you was a reverend dressed like that? I said, oh, so what
13 you telling me is if you knew I was reverend, you treat me
14 one way, but that's the way you treat folks out here
15 everyday? Well, no, that ain't what I'm saying. I say,
16 what are you saying then? He said, well, listen, will you
17 accept our apology? I said what? Will you accept our
18 apology? I aid, no. They went on to talk, Well, we
19 didn't know who you was, you know, a reverend. A
20 reverend, you should have been -- I said man, you don't
21 treat a dog the way you did me. I said what did I do? I
22 said, I know about that blue code stuff. I said no,
23 that's the very -- I said no, that's relative. I said
24 okay, I'm going to ask you something. I said now that man

1 was hollering don't resist. Did you ever see me resist
2 him? One time. Well, you reacted slowly. I said, what
3 do yo mean, I'm 60 plus years old. I'm not a jumping bean
4 man. He said, well, you react slow. I said did I resist
5 him? Well, like I say, we have to protect ourselves. You
6 reacted slow. I said, no listen, Reverent, will you
7 accept our apology? I said, no way. I'm calling me a
8 lawyer. Well, fi I was you, you know, accept our apology.
9 We not going to give you a citation about it. I said,
10 no, I won't accept your apology I'm getting a lawyer. The
11 hispanic officer said, well, Reverend, you do what you
12 feel you have to do. Then this other one that twisted my
13 arm and then stepped up and said, well I'm giving you a
14 ticket for resisting arrest and obstructing an officer. I
15 said, you got to be kidding and then in the midst of all
16 of that, I busted out laughing. I said this can't be
17 real. He said, it's real. Here it is. I'm going to give
18 it to you and he wrote the ticket and when he wrote the
19 ticket, he said to me, he said you have the right to
20 remain silent, anything you might say -- I thought that's
21 what should have been done when you was putting the
22 handcuffs on me over there. That's what happened to me.
23 Not only excessive force, but I call it brutality when
24 folks are kicking you and I thank God -- I know they

1 going to stick together, but it happen to be a lady right
2 there in her window right by the incident that saw it all
3 and she said to me, I thought you had killed somebody when
4 I saw all those cops the way they was handling you and I
5 said, oh, he done killed somebody or robbed something.
6 So, I filed a citizen's complaint with the police
7 department. I filed one with the NAACP and I have
8 obtained counsel and some of you may not understand what
9 I'm saying, but when I knew that I was dying in the back
10 of that van, I asked God why, why, what have I done? And
11 the Lord said to me, you've fallen asleep and people out
12 here suffering. I want you to know what they're going
13 through. That's why it's happening to you.

14 CHAIRMAN MC FADDEN: Rev. ramsey, we need to
15 move to our next panelist, but as the committee comes back
16 and asks you question, then you can give us some more
17 information, okay?

18 Welcome, Neal. Can you spell your last
19 name for the recorder.

20 MR. KUENY: K-u-e-n-y.

21 CHAIRMAN MC FADDEN: You have between five and
22 ten minutes to make any presentation that you would like
23 to make on race relations in Racine County.

24 NEAL KUENY

1 It kind of hit home for me yesterday.
2 I work as a housing counselor and I don't have a
3 tremendous success rate with the minority community,
4 especially the African American community, and part of
5 that comes from a long history of racism. If your parents
6 don't own a home, the odds of you owning a home are slim.
7 You learn how to buy a home when your parent own. That's
8 something you naturally do and that is reflected on --
9 well, that would explain why there's probably very few
10 African American plumbers, electricians, cement finishers,
11 any trades person or even a printer. I don't think there
12 are very many minority printing firms in this town or it's
13 just the whole learning how many contractors our
14 father-son, that you learn from, you're following in your
15 dad's footsteps Are you going to be a nurse like your mom
16 is if the opportunities are not there? What good is a set
17 aside if there's no one to take the job? If there's a
18 minority set aside for some construction project, but
19 there's no qualified bidders, then that's, well, there's
20 nobody qualified. How many people did you let into the
21 apprentice program ten years ago? So, there would be
22 someone who could be a contractor now as opposed to just
23 being a minority contractor who works for a plumber, a
24 minority who works for plumbing contractor. What are the

1 odds of that happening? It just makes it harder and
2 harder. So, it's a, I guess it's a systemic problem.
3 Right now if you read the papers here in Racine, they're
4 begging for tool and die makers, but the tool and die
5 trade didn't let any new tool and die makers in because
6 there were not any jobs in the early '80s, now there's not
7 enough let alone minority tool and die makers. Simply the
8 opportunity is not there.

9 When I tell people my father lives in a
10 house in suburban Kenosha and the property was subdivided
11 in 1967. If you read the restrictive covenant, it says no
12 jewish people and no African American people can buy in
13 this neighborhood. Well, that's 1967, that's pre 1968,
14 but you know, most people want to buy their first house
15 when they're done with school, maybe when they're 20, 22,
16 25, but if your parents never owned because they couldn't
17 buy in that neighborhood, they never had the opportunity.
18 I guess yes, I see it and the school district, they, you
19 know, to do some of these programs, to become an
20 apprentice, you need to have some map skills or some
21 physics experience, but if you have a tremendous drop out
22 rate, especially among the minority community, those
23 people aren't even going to be qualified for the
24 apprentice program. So, it just makes it, you know, it

1 has -- I don't have a story like the Reverend here, but I
2 just see the fruits of it. I know that there's no one to
3 do that, there's no one there, there's no history of it.
4 And it just makes it more difficult. So, you know, if you
5 look at someone who is 3 now, a little boy, a little girl,
6 doesn't have a role model of someone who is in a
7 profession, even there's nothing, what about a mechanic?
8 There's nothing wrong with being a mechanic, it's a good
9 job, but if there are no African American mechanics, you
10 can't say, you know, I know someone who is a mechanic and
11 maybe he'll mentor me or maybe she'll mentor me. There's
12 just not the examples that's positive; the role models
13 just aren't there and that makes my job that much harder
14 trying to convince someone that they can buy a house.
15 There's an income issue. They don't make as much as they
16 could if they just had completed some additional
17 schooling. It's awful hard to go back to school when
18 you've got two kids and you have a job and you have some
19 debts. It's hard to go back and say I think I'm going to
20 enroll in the engineering program. I think I'll become a
21 mechanical engineer. It's a lot harder to do when you
22 have children than when you're 18 or 20 right out of high
23 school. So, it just -- it's very frustrating for me
24 because I don't feel like I'm doing the job I should be or

1 could be doing because of those limitations.

2 CHAIRMAN MC FADDEN: I think the frustration
3 that you feel is ten fold more intensified for the clients
4 that you are servicing.

5 MR. KUENY: Oe more.

6 CHAIRMAN MC FADDEN: Yes. You talk about the
7 housing. I think you need to look at your lending
8 institutions. Minorities are bad credit risks when it comes
9 to buying a home, but you have excellent credit to buy a
10 car that's going to be recycled in three or four years. I
11 think all of that comes into play. When you look at
12 minority families, I think most children want to succeed
13 what their parent has done, but they're not given the
14 opportunity to do so.

15 MR. KUENY: Right. What I always tell people
16 with less than stellar credit, you're always going to be
17 able to get a car loan because they'll jack the interest
18 rate up or they'll jack the terms or they'll say you need
19 a bigger down payment. Why don't we put you in this used
20 car? Maybe you can't afford the new car, but with a home
21 you know we have limited down payment, even if you use
22 all the programs under the sun to do what they call sub
23 prime or creative credit or non traditional, you need a
24 higher down payment. You don't. Most people don't have 25

1 percent down on a house on a \$60,000 house. The house --
2 that's \$15,000. It's a lot easier to come up with 25
3 percent of \$10,000 for a car than 25 percent of a \$60,000
4 house. So, it just manifests it's in so many ways.

5 CHAIRMAN MC FADDEN: Are there any questions
6 from the panel members?

7 MS. PRIDE-EULER: Mr. Lumpkin, you talk about
8 the gas station which were pre-paid in certain areas.

9 MR. LUMPKIN: Yes.

10 MS. PRIDE-EULER: You were saying there were
11 service stations that when you go to get gas in certain
12 areas, you have to prepay.

13 MR. LUMPKIN: Right. You know, I somewhat
14 understand being in business myself that people want to
15 protect their investments in their business; however, when
16 you start instituting policies because of the community
17 that you serve as far as instituting racial policies, I
18 call them like asking a minority when he gets ready to
19 cash a personal check for a drivers license and a white
20 individual comes in and you know, how is the kids doing,
21 you know, those kinds of attitudes in business that are
22 located in the minority community seem to breed a sense of
23 racism. Even, we have a talk that we talk sometimes
24 about Arabs that are located in the inner city, how they

1 pull money out, but they don't even do policies such as
2 that. They wait until night when they can't see the tags,
3 et cetera, but for the gas station to institute a policy
4 like that based upon the demographics have changed over
5 the years, I think is unfair and it shows cases that that
6 business is a racial business.

7 MS. PRIDE-EULER: But they do that in a lot of
8 cities. It's more like after 9:00 o'clock at night, not
9 having more than \$20 in the till or something like that.
10 But they do that in certain cities here in Wisconsin, even
11 in Madison.

12 MR. LUMPKIN: Yes, I can understand that, but
13 I'm saying if the business apply that policy based upon
14 the fact now they have more blacks and hispanics then I
15 look at it as being racist.

16 MS. PRIDE-EULER: Also you talked about the
17 employment background checks, too, employment that will be
18 more scrutinized?

19 MR. LUMPKIN: Yeah. They're more scrutinized.
20 One of the things that happened that I'm noting a lot of
21 is in question, look at the percentage of incarcerated
22 young people that are not given -- I know we kind of
23 understand how this whole process is as far as young
24 people taking plea bargaining, et cetera, to try to keep

1 from going to prison, whatever. Once they take these plea
2 bargains and they get these felonies on their record,
3 automatically they're used in a whole lot of cases to keep
4 them out of job situations. I've been looking into
5 situations as far as the newspaper where this same type of
6 process is not done to others and that's why we take a
7 look at it as being a form of racism, too. What we want
8 to happen is see it evenly balanced across the board.

9 Can I make one quick comment?

10 CHAIRMAN MC FADDEN: Yes, you can.

11 MR. LUMPKIN: When I first heard about the
12 panel, you know, knew about it earlier, but one of the
13 things that people quite often they say why don't you do
14 -- if somebody do you wrong or you feel it's racism, why
15 don't you go to somebody and tell them about it? Go to
16 the NAACP, et cetera. One of the problems that people
17 have is the fact that they have a sense of hopelessness
18 and they haven't seen success. They haven't been able to
19 see that they can go to an agency or go to the NAACP and
20 they going to get results and I hope that some kind of way
21 -- I know you guys are not empowered with any type of
22 enforcement, but I hope from this people look at this as a
23 realistic and as some kind of way that over a period of
24 time you can come back and it's not the last time we see

1 you, hopefully, and you can see whether or not changes are
2 being instituted that the mayor said that he wants to see
3 happening, et cetera. I don't know whether you can do
4 that, but people in this town need to see some form of
5 success that people need to feel that it is somebody that
6 they can talk to that will listen.

7 REV. RAMSEY: I know I took a lot of time
8 talking about what happened to me personally but one area
9 really needs to be checked out is the jail situation. The
10 jail situation--

11 MS. PRIDE-EULER: I think that's one of the
12 reasons we are here because when we're looking for
13 situations, cities in Wisconsin, as the Wisconsin Advisory
14 Committee, we have a planning session where we discuss
15 situations in each area. We've done Milwaukee, we've done
16 Greenbay. Did we do Madison? We didn't do Madison
17 because they had done similar types of things there with
18 race relations committee, so we brain storm as to where do
19 we think there are pockets of problems? Where are the
20 majority of minorities; Racine, Kenosha, Milwaukee,
21 Madison. We have minorities in Greenbay, so we're looking
22 at different situations. We will be back this afternoon
23 or this evening for the open session and we will take all
24 of this information back. We spend hours going through

1 this, looking for key issues that we felt that are common
2 to all of you, not just African Americans, but as I asked
3 someone they said what about Native Americans here and
4 your indo Chinese population? We're looking at all
5 problems. So, we chose Racine because we figured there
6 must be something wrong or things that are happening here
7 that are happening in other parts of the state.

8 MR. LUMPKIN: If we look at the jail
9 population which is majority minority, then that is a
10 signal point that the problem is in the jail system
11 because there you're going to, once a person is
12 incarcerated, their employment opportunities go out the
13 door, their educational opportunity is so many things
14 happen to them, negative things, just by incarceration.
15 Where we know that the system here could be more creative
16 as far as probation, parole and doing some other things
17 outside of warehousing people in the jail.

18 CHAIRMAN MC FADDEN: But I think also what
19 takes place is so many systems have failed them prior to
20 them getting to the criminal justice system, I think if
21 you look at a lot of our young youth who are in school,
22 they're dealing with a lot of anger problems. They are
23 not referred to talk to an anger management counselor or
24 anything like that. When it comes to the minority, you're

1 I think suspended from school or you're sent in to criminal
2 justice system. For your non minority, you aer talking
3 with a psychologist and I think sometimes we wait until
4 the last minute and want the criminal justice system to
5 be a helping profession, when it's not intended to be
6 that. It's incarceration. And also I think us being here
7 today, it's a beginning and if you -- I would like to see
8 you as a part of this committee to continue the process
9 and invite us back if there's anything that we can help
10 you to do to carry on this process. I know in other
11 cities around the country and especially in Michigan as a
12 result of meetings like this, they started a radio program
13 to start dealing with some of the racial issues within
14 that city. My vision for Racine is to do something
15 similar like to that and if we can assist you with that,
16 then we are willing to help.

17 REV. RAMSEY: May I say this, ma'am, you're
18 right about so many things failing them before they get
19 there, but that incarceration system is not set up to be
20 inhumane the way I'm trying to tell you something. You
21 really need to check into this jail business here. It's
22 some real inhumane stuff going on.

23 CHAIRMAN MC FADDEN: Okay. We would like to
24 thank the panelist for their presentation. Any of you in

1 the audience who would like to make a presentation, we
2 will be available at 6:30 to 8:39 at the John Bryant
3 Center. Thank you.

4 (The afternoon session was adjourned at 5:00 p.m.)
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P U B L I C S E S S I O N

(The public session was convened at 6:30 p.m.)

CHAIRMAN MC FADDEN: We have quite a few people who want to speak tonight. I have five people who have signed up already and their names are Garnell Dyess, Wally Rendon, Alphonso Gordon, Paula Castile and James Gordon. Is there anyone else who would like to speak?

The Wisconsin Advisory Committee to the U.S. Commission on Civil Rights will come to order. My name is Geraldine McFadden, Chairperson of the Wisconsin Committee. With me today, from my right?

MS. KIRAM: I'm Emraida Kiram. I work with the University of Wisconsin, Milwaukee.

MR. TORRES: Jesse Torres from Milwaukee. I work for a private non profit Veteran's Group and also member of the Nation Wisconsin cone

MS. PRIDE-EULER: Georgia Pride-Euler and I work for the Department of Natural Resources and I'm from Madison.

CHAIRMAN MC FADDEN: We're here today to examine civil rights issue and race and ethnic relations in Racine County. During this hearing any person or organization is not to be defamed or degraded by any member of this advisory committee or any participant. Any

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1 individual or organization that feels defamed or degraded
2 by statements in this proceeding will be given an
3 opportunities to respond.

4 We are going to maintain our schedule
5 this afternoon, so, we're going to limit each presentation
6 to between 5 to 8 minutes. The general proceeding for
7 this meeting is for the invited guests on the agenda,
8 which the individuals who have signed up. The balance of
9 the time for the panel will be afforded the committee
10 members for questions. If there is additional information
11 our invited guests would like to offer, the record of this
12 meeting will remain open for 30 days during which time
13 such information may be submitted to the regional office
14 in Chicago of the U.S. Commission on Civil Rights. To
15 accommodate those not-- the Wisconsin Advisory Committee
16 appreciates willingness of all participants to share their
17 views and experience with this Committee.

18 So our first invited guest, would you
19 come forward and state your name and spelling of your last
20 name, for our recorder?

21 GALE DYESS

22 My name is Gale Dyess, D as in Douglas,
23 D-y-e-s-s. I'm a Racine County Supervisor and I'm taking,
24 I'm representing Lisa Hill because she can't be here

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1 tonight. First of all, I'd like to say that I feel as
2 though I'm a member of this Committee because we've been
3 together all day and it's very, very good. I just hope
4 this is the start of something very good and we won't stop
5 here. Actually we had quite a few speakers today that we
6 heard from and I'm just going to recap just a little bit
7 just to get my point across here.

8 Okay, the Mayor has stated that we need
9 to start with in our homes as far as our teaching and that
10 goes -- he also spoke on the positives. Chief Polzin
11 spoke on, I hope I'm in line, but anyway, he spoke on the
12 fact that he thinks that the community policing has made a
13 difference. We have more now a partnership. We have
14 formed a partnership with the police department and that
15 means that they can get out into the community and meet
16 people one on one and this makes people comfortable, he
17 feels also.

18 Ms. Mattie Booker spoke on the gifted
19 and the talented students that she works with. She also
20 spoke on the high number of children being placed in
21 special education class and the fact that some of them
22 don't need to be there. Dave Mauer talked on sometimes
23 strange and hopeful; the strange and hopeful feelings of
24 Racine. He also feels that everyone should work together

1 for a common interest by people getting better to know
2 each other.

3 Also Mr. Julian Thomas talks about the
4 fact that we learn from history. What we don't learn from
5 history, history, what we don't learn from history.

6 Mr. Reece also talked about Jasper,
7 Texas happening with the minority man that was dragged to
8 death and also the W-2 program. He also spoke on housing,
9 and Mr. Thomas also spoke of the '60s and '70s, the fact
10 because that Ed Gingham is also a Case, an employee of
11 Case Company and he was on that committee for quite
12 sometime and I see other people around here that was on
13 the same committee.

14 Rev. Lockridge also spoke on that, the
15 conditions of working place and also the jobs that were --
16 this was his experience from the Case Company as well
17 because he was also on that committee. We have Rev. Kirby
18 spoke on racism and discrimination, but a lack of is not
19 coming soon enough. He spoke on examples. But I think
20 what I'm trying to say here that Mary Day put it, I mean
21 she put it in the ultimate sense; racism is alive and well
22 and also she said that she had conferred with her students
23 -- and this is from the mouth of babes, and they feel the
24 same way.

1 Again, I do say that I have been with
2 the Racine County Board for, this is my second term.
3 Before that I was also on the UAW Executive Board and I
4 can truly say that since while on this board I have
5 experienced that, I have seen racism. And again I have to
6 say that most of the people that spoke today, they put it
7 just the way that it is. Because just this past week,
8 just this past weekend there was an incident in my area
9 where the police was called and they called me, of course,
10 because that get no response from the police. I won't get
11 any response either if I say Gale Dyess. But I did -- how
12 can I say this -- a problem type thing. I called once and
13 I said this is Gale Dyess, we need a police at such and
14 such a place. I was out for about three hours waiting for
15 the police. There was no police. Well, I think I'm going
16 to see what happens if I say supervisor. I called the
17 police department back and I said oh, I said I notice I
18 didn't get a police officer out under Gale Dyess. I said
19 am I going to get one now if I say Racine County Gale
20 Dyess, a supervisor. They were there about 5 minutes I
21 hardly had time to get off the phone. But my point that
22 I'm trying make that we should get -- everyone pay their
23 taxes, we should not have to go through this. And
24 everybody has this mentality all the people that are

1 represented, I'm hearing this all the time, we're treated
2 like second class citizens, even though we pay our taxes
3 just like anyone else. And I think that's about all I
4 have to say, even though I can say much, much more, but I
5 know that we don't have the time that we had today.

6 CHAIRMAN MC FADDEN: Thank you.

7 MS. DYESS: Are there any questions?

8 CHAIRMAN MC FADDEN: For this part we're not
9 going to be asking you questions.

10 The next person is Alphonso Gardner.
11 Can you spell your last name for the recorder?

12 MR. GARDNER: G-a-r-d-n-e-r, Alphonso.

13 ALPHONSO GARDNER

14 I've been a lifelong resident of
15 Racine. I have a few things I would like to talk about.
16 First of all, I'm glad that this thing is happening. I
17 think it's long overdue. There's a lot of problems in
18 Racine that black folks and white folks and hispanic folks
19 won't talk about. Everybody is scared. I'm going to talk
20 about them because I'm not scared. It's time this stuff
21 comes out. One of the things I would like this Commission
22 to look at -- you can go back 20 years to look at this.
23 The history of the City of Racine County, awarding
24 construction contracts and service contracts to hispanics

1 and African Americans. I don't believe that they even do
2 that. They don't even consider us when it comes to
3 construction and services.

4 Another thing I'd like you to look at
5 is do the City of Racine follow the federal guidelines
6 when it comes to dishing out funds with the community
7 development block grants? I think they do a horrible job.
8 I think they give it to who they want to give it to.
9 Certain groups been getting the same money for 20, 25, 30,
10 40 years. I think it's going, something going on, I think
11 it needs to be looked at.

12 Another thing I'd like you to look at,
13 if this is what your job is, Racine County, are they
14 following the federal guidelines when it comes to
15 disbursing welfare-to-work dollars and community
16 reinvestment dollars? They're sitting on about \$20
17 million dollars over at the county and they're not doing
18 nothing with it. They won't tell the community what
19 they're going to do with it. They won't share it with the
20 African American community, they won't share it with the
21 hispanics, they give it to the same folks all the time.
22 I think it's time folks stand up and stop this. We're all
23 in this community and we all should be prospering and
24 trying to get a decent job and decent dreams and

1 everything else just like the white folks do.

2 Okay, the next one I'd like for you to
3 look at is basically the National Institute of Correction
4 came in here in this city in July and they did a study on
5 our Racine County jail. Now to me this is kind of mind
6 boggling. Racine County incarcerates more people than
7 Milwaukee County and Milwaukee County is five times larger
8 than Racine County. To me either they're selectively
9 targeting certain people, African American and hispanic
10 and going after them and arresting them because I don't
11 see how that could be if we are smaller than Milwaukee;
12 five times smaller and we got more people in jail, there's
13 a problem here. And that needs to be looked into. Also,
14 speaking of the Racine Police Department. I'm not for
15 crime. I feel that anybody who do the crime, they should
16 do the time. But I don't see how 58 percent of the
17 minorities could be in prison in Wisconsin when we only
18 make up ten percent of the population. And I don't see
19 how Chief Polzin can say that the community policing is
20 working when you go in the same neighborhood, the same
21 stuff going on, they got the police station got the
22 beautiful house in the block, got cameras spying on the
23 black community, ain't none house in the white community
24 at all. If you going to do community policing, police the

1 whole community, just don't police the black area. And
2 that's what they doing and I think it's a shame. I think
3 they are targeting minorities to put in jail and get
4 federal dollars to use programs for law enforcement, not
5 give community social programs or anything but lip
6 service. It's time for that to stop. Our police, they do
7 a great job, but they got to spread it out and police the
8 whole community, not just the black community and hispanic
9 community. If you notice all only the police stations are
10 in the black areas. Now if I was a white person I'd be
11 offended by that because you telling me that you don't
12 care about if somebody come out in my area and tear my
13 house up because you concentrating just on the black
14 folks. They need to do community policing all around in
15 this whole city and county.

16 I know this came out last week, this is
17 in Wisconsin, black man wages drop 13 percent from 1989 to
18 1997. Now that either tells me that they got all the
19 brothers and sisters locked up in jail and they can't get
20 no job or that blacks are being last hired and first
21 fired. I think you guys should look at that because to me
22 that shows some disparity in there that's not working. If
23 black men wages dropped 13 percent and white women
24 increase, there's a problem. So I think that needs to be

1 looked at. I'm not going to even touch on education
2 because we have a bad education system here and it's no
3 fault of the teachers. I think the teachers do a great
4 job, but I think it comes down to the administration and
5 Jim Hinton is fighting all the time about who is going to
6 get this, who is going to get that. That needs to be cut
7 out. We need to get our kids educated and everybody needs
8 to get involved. That means the parents, the
9 grandparents, business, labor. They can't leave nobody
10 out. Everybody has to get involved so we can turn our
11 children around because they failing. They failing
12 because everybody politically fighting and trying to find
13 out who going to get this dollar and that dollar. Who is
14 going to look good over here and look good over there.
15 That has to cut out, otherwise this city is going to be in
16 turmoil because I'm tired of it and I know a lot of black
17 folks are tired of it. I know a lot of hispanic folks are
18 tired of it. We need to share into all this economic
19 wealth that coming into this city; \$500 million power
20 plants coming out here. We need to see black folks and
21 hispanics working on that project. That's \$500 million
22 dollars. The city doing \$55 million dollar project
23 downtown. We need to see black folks and hispanics
24 working. Johnson Wax doing a \$15 million dollar building

1 downtown, we need to see black and hispanic folks working
2 on that because we like to share in the economic boon
3 that's going on just like anybody else.

4 So, I'm encouraging all black folks,
5 all hispanics, and all good white folks to fight
6 this because we all need benefits from all this money
7 that's coming into this town. Thank you.

8 CHAIRMAN MC FADDEN: Our next person is Paula
9 Castile.

10 PAULA CASTILE

11 Good evening, ladies and gentlemen, can
12 you hear me well enough.

13 CHAIRMAN MC FADDEN: Yes, we can.

14 Ms. CASTILE: Thank you. I'm going to take
15 this opportunity to speak for several concerns that I
16 have. I will not go over my time limit. One of my first
17 concerns is regarding the action plan that was submitted
18 to the Department of Education for the Office of Civil
19 Rights and this was as a result of from our Proactive
20 Initiative which started in the Fall of '95. The Racine
21 Unified Schools needed to comply with Title VI and the OFC
22 is to monitor this plan that Unified submitted to them.
23 The action plan contains 58 members, 20 of which are
24 employed by Unified. They're 8 from other agencies and 30

1 which are labeled as Action Plan Monitoring Committee
2 members. I'm not here to complain about the plan. I know
3 that plans take time to be accomplished, but here's my
4 concern at these meetings that are held three or four
5 times a year. Sometimes the only people that are
6 attending generally are people that are representing that
7 are employed by Unified. Well, if we have the Unified
8 people representing what they want to, presenting what
9 they want to present and what they want us to see that
10 they're accomplishing to complying with this plan, this
11 plan is called Action Plan for Enhancing Equal Educational
12 Opportunities for all Students. My concern is that at
13 this meeting and especially this year at the end of last
14 year also there have been maybe three or four people from
15 the Community Action Plan Committee and we have the usual
16 ten or twelve percent from Unified. Now I have attended a
17 lot of these last meetings. I have suggested that Unified
18 send out an agenda so maybe it will generate more interest
19 and people will come to continue to monitor this plan. It
20 is not being done. I know it is not Unified's fault
21 people have lost interest, but how can we keep the
22 interest alive if no effort is being made to encourage the
23 participation of the community and the parents of the
24 children? That is one of my concerns.

1 I don't want to take too much of your
2 time, but my next concern is that in the spring of '77 I
3 was hired to do kindergarten screening for the round up
4 that is done in the spring. There was a question in the
5 test that was being used that I have always worried about
6 and I certainly hope that it's not being used to this day
7 in this test. The 5 year old children that were getting
8 screened to start kindergarten in the fall were given a
9 booklet with many pages that contained about 5 items that
10 for instance was maybe 4 cats and a dog and the question
11 that was asked of these children over and over again was
12 which is the one that does not belong? Well you
13 should ask which is the one that is different? Which
14 doesn't look like the other, but which is the one that
15 doesn't belong and the one that didn't belong, was the one
16 that was different than the others. I hope it's not being
17 used to this day, and there is something that should be
18 looked into. I don't work for Unified anymore, but that
19 concerns me.

20 Okay, concern number 3. There is no
21 spanish speaking person in one of our high schools and I
22 don't want to mention any names, but at this time there
23 are two thousand -- not at this time, but in the year 1998
24 - 1999 there were 2,447 hispanic students in Unified which

1 equals 11.5 percent of the total. In one of the high
2 schools -- and this is not hearsay because it had to do
3 with the work that I'm doing now. There is not a person
4 of that that a person can call to speak spanish, report
5 absences or other concerns of their children. That
6 worries me.

7 Okay, my last concern is that people
8 that are bilingual; spanish/english like me, the ability
9 to speak another language is not taken into consideration
10 in the places of employment, and yet while we're there
11 we're being asked to translate and interpret. All the
12 jobs that I've had which includes about 4 jobs has been
13 for the reason that I can speak, read, and write Spanish,
14 but all the other ones that cannot do, performing the same
15 positions that I was performing are getting the same
16 amount of pay as the bilingual person. That is supposed
17 to be worth two. Now, I'm not saying that we should be
18 paid for two people, but at least for one and a fourth.
19 And we hispanics are going to have to do something about
20 it because it is not just ignored; the pay scale or
21 promotions. But sometimes it is taken as a handicap
22 because we speak another language besides english. Thank
23 you very much. I'm Paula Castile, if anybody has
24 questions concerning my concerns, I'll speak to them after

1 this meeting. Thank you very much.

2 CHAIRMAN MC FADDEN: The next person is James
3 Gordon.

4 JAMES GORDON

5 Good evening. With all due respect to
6 everyone here, I would just like to say seven years ago I
7 said these same things that I'm saying now at a Gateway
8 Conference at Gateway Technical School. This is the
9 videotape of that session and here we are seven years
10 later saying the same thing. If you wish to get this,
11 you can view it any time you can.

12 I want to get honest here, I'm a
13 christian, but I thought about this when I was called and
14 the letter I received and I said God, how am I to handle
15 this? He said don't get angry, but you be honest. He
16 says Jim, if you picked your nose, raise your hand, I had
17 to. He said but now I want you to get real honest. If
18 you ate the booger, raise your hand. See, I am that field
19 negro. I'm not the house negro. We have a lot of house
20 negros in this city and they are holding us down worse
21 than the master. This is southeastern Wisconsin, but it's
22 the new south. When a man can be pardoned who is a
23 convicted felon in this city and we embrace him and
24 brother Ray Matthews cannot be considered for a job, but

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1 almost journalism assassination, showed his building, how
2 it was being torn down just because he owed some back
3 taxes. Local backers stepped up and almost ostracized the
4 man. No, he can't have that job. No, he should, before
5 the man was even being considered. And the mayor did not
6 even back that. He showed no compassion. I'm here to
7 say I work with Tony Gomez. I came into the hispanic
8 community. I was invited in. I used to be the Associate
9 Director of OIC and for awhile the executive director,
10 interim executive director. So I moved from the court
11 case to the briefcase; from the outhouse to the white
12 house and I have nothing to hide. But the spanish center
13 is needed and if there's a million dollars for downtown
14 development, then there's a million dollars to put a
15 spanish center up in this city for my hispanic brothers
16 and sisters. I'm tired of driving out to Safeview to
17 spend my money when there should be something in my area
18 for me to go shopping. Every dollar I get I've got to run
19 west with. 13 percent droppage in black men's wages, but
20 you still are charged 18 percent interest on your
21 arrearage in your child support. Come on people need to
22 look at what they're saying. We have in this city
23 favoritism, cronyism, political correctnessism, uncle
24 tomism and I'm 47 years old and I grew up from 1952

1 fighting this and I'm still fighting it and my family from
2 New Orr, Mississippi, came in the city, worked in Standard
3 Foundary and Bell City and I will not forget the past. I
4 will not forget how hard they worked. I ate beans then
5 and I'm still eating beans. Lies are being told to you
6 people. I looked at the agenda today you had, why ain't
7 none of these people here on their own accord to hear the
8 real that's coming out of these meetings. All of them
9 from Robert Turner on down it's time to wake up because
10 I'm not giving you my vote next time. I'd rather keep it.
11 I'm a veteran. If I need to talk to somebody there's
12 nowhere for me to go. When I went, the guy told me all
13 you're entitled to is burial expenses and a flag. I had
14 to find out I could get a home on my own. We need to wake
15 up. And the anger I feel, I never forget my prison
16 number; 79094. If you think that rage doesn't come from
17 being mistreated, it does. If you think and see after
18 being back on the streets I got my degrees. I came back.
19 Some of you who somebody is here from up north around
20 Greenbay, I know Oshkosh Freeway? Well you know that
21 Highway 21, you know that commercial development by EAA
22 and you know who did that? I did and another individual
23 brought the first Wal Mart chain there and now look how
24 beautiful it is that you driving. But can I get in on

1 helping my city? No. We've got young people who are
2 double majors with degrees that can't even get a job here.
3 It angers me and I'm tired of seeing people from out of
4 town come into my town. I'm native son of this city.
5 We'd better wake up. We'd better wake up because you know
6 what them little kids that were killed in the school that
7 whole thing started in Burlington. How far is Burlington
8 from here? Something is going to happen in this city.
9 I'm not going to be the only one angry in this city and I
10 know I'm not. But like I tell you, there was a statement
11 that man on Roots said. He said master, I know you gonna
12 hang me, but after you hang me -- you all know what he
13 told him to do, I'm not telling my city that. All I'm
14 saying is I took my children out to Case High School. I
15 said boy what kind of grades you getting? Dad, they won't
16 put me in the high class. I said, oh yes they will too.
17 I had to take my child out to Case High School and make
18 the principal put him in accelerated classes. My son, I
19 have a Notre Dame graduate Kansas graduate, a masters.
20 He's now getting his law degree at the University of
21 Kansas. I have another son at the University of Notre
22 Dame. I have a daughter at the University of Wisconsin
23 Parkside. I'm not supposed to have anything, but their
24 future is going to be bright. Not because of the elected

1 officials in this city, but because I worked and I know
2 how hard I've worked. See we got to stop this shuffling
3 along and pretending that people are going to do us right.
4 It's time to stop going along to get along. People are
5 getting -- and people are shut up, but the human services
6 department of this city is not the panacea for every
7 problem we got. They're not dropping that money out right
8 the way they're supposed to. You gonna have some problems
9 if you don't. There's nothing for the young people to do
10 in this city, but the older ones, they like going to
11 Meadowbrook and playing golf. Then why wouldn't a young
12 person want to go out on the weekend to a dance? This is
13 multifaceted racism, classism. As a matter of fact, you
14 know what, why isn't there any young people here tonight?

15 CHAIRMAN MC FADDEN: You have a minute more.

16 MR. GORDON: All right. I haven't worked in
17 quite awhile, but ladies and gentlemen, it hurts me. I
18 don't want to be a part of any board. I don't owe no
19 allegiance to anybody but God. I read at night and I
20 study my Bible. But it says judge according -- judge not
21 according to appearance, but judge righteously. You
22 people you'd better judge righteously and you'd better
23 make this city start judging righteously or you going to
24 have problems, some real problems, and I thank you.

1 CHAIRMAN MC FADDEN: Our next speaker is Hugh
2 Souter.

3 HUGH SOUTER

4 Good evening. My name is Hugh Souter,
5 I spell it, S-o-u-t-e-r.

6 I ain't got too much to say, but I am
7 kind of warm under the collar myself, very warm. Why I'm
8 warm; because everyone in this building know what the
9 problem is. U.S. Commission, he know what the problem is.
10 What is the problem? First, why is we always talk about
11 civil rights that was talked about Civil Rights in the
12 1800s. Equal rights. Why they want to talk about equal
13 rights? Either a citizen are one or he is not. A
14 citizen, all these different classes you put people in
15 slots, so how you going to operate and function and people
16 are in different slots; grade 1, grade 2, grade 3. The
17 lower the grading, the lesser that grade gets. Why not
18 worry about God given rights or human rights. When
19 wouldn't that be an equal? We walk in the courtroom and
20 what do you see? A scale of justice line come across,
21 buckets down for equal, equal amount on each side so it
22 will balance. If it's not going to balance, you can talk
23 a thousand other years and one say well it will stay this
24 way a thousand years if you use this rule, guarantee the

1 rule. So the brother guarantee the rule, it still
2 function, is it not? I know you much higher learning than
3 I am, I didn't finish high school. I come out the south
4 and it's the same today. When I was in the south, I walk
5 in a place, they say get out of here, boy, I left empty
6 handed nothing in them, none of my needs to be met or seen
7 about it. So today I walk in the room and to do the
8 paperwork, you don't qualify. I left empty handed. What
9 is that? Is it any different? That's not different.
10 Why? Because they got me labeled.

11 When you talk about race relationship,
12 why not talk to the one who made that rule? Let's be
13 honest. True confession is good for the soul and the
14 truth will correct that which is wrong. If we never deal
15 with the truth, you'll never make right all of the damage
16 that's been done. If you say forgive and forget, you
17 telling me to lose my mind because how can you forget how
18 you been treated? You can't forget that. If I'm a slave
19 tied in the back yard on the loose and limited to what I
20 can do and learn and what I build, if you bring me around
21 and put me in the front yard still tied to a stake in the
22 front yard and I'm still limited, what is the difference?
23 There's no difference. You just moved me from one
24 location to another location, but under the same

1 conditions. What, causes people to get disturbed, as the
2 brother say, when you been denied and then lack some
3 things, human rights, you can't receive, one day, one day
4 somebody going to suffer, but I pray to God I don't be
5 here and I want to be here. I want to see a difference.
6 My son finished college, got his degree. Could he get a
7 job? He went to American Motors. Why should we pay all
8 that money for 4 or 5 years and can't get a good decent
9 job in what you studied, but you got to go in a shop. And
10 the United States, which we say our government, commission
11 they know the burden we bear, we don't have to tell them.
12 They don't have to do -- nobody have to make paperwork and
13 send it to Washington. We all we know -- down south we
14 call the big white house. So today there's a big white
15 house, the same game and rules are still being played. So
16 you need an education. What do you need an education if
17 somebody is standing at the door and when you come, a
18 certain number come in, they'll lock the door back and
19 send you away. Give me \$40,000 cash money and I could
20 build, but if I pay for a child spending all this money to
21 go to college, when he get out, you can't get a job. What
22 you doing? You robbing -- why shouldn't I knock my eyes
23 out and complain about how I can't see? Or break my leg
24 and say well you're crippled. Look, what we can't learn,

1 but we can learn, we can build and when we was allowed to
2 build, I really want to build and try to build, but I
3 couldn't get the sufficient loan, the proper loan.

4 If a person go in business, he needs
5 the proper loan or equal loan so he can develop his
6 business. But is that done in Racine? And when you talk
7 about Racine, I'm saying it's all over the United States,
8 Racine is. Racine where I read in the paper, where Racine
9 when we need to talk whatever the program says, but when
10 you walk out, that's all over the United States. It's
11 time out to stop playing games.

12 But the farm, you can't work no more on
13 the farm. We can't, we were pushed out with machinery;
14 picking cotton, chopping cotton. So we were pushed off
15 the farm for picking cotton, chopping cotton because they
16 had a faster way of making a buck. They sent us to town,
17 you know, a whole lot of people in the city. They didn't
18 volunteer to come, but they had to come; no work, no
19 money, no help, so you'll go anywhere. So when we talk
20 about the laws in the city.

21 Now I'd like to talk on that just a few
22 minutes, if I've got a few more?

23 CHAIRMAN MC FADDEN: You have about a minute
24 left, Mr. Souter.

1 MR. SOUTER: Okay. In the black community
2 what's happening? What is the number one thing going?
3 Dope. Why is it so much dope in the black community? Why
4 is they building so many private prisons? It's no more
5 cotton to chop, no more corn to cut, but we got to do
6 something with them. We got to make them or put them in a
7 condition they can't vote. So when you need them to vote
8 if you trying to run for office, you have nobody to vote
9 for you so where we don't have to worry about it because
10 let him run, let him put his money out, he's not going to
11 win no way, he ain't got nobody to vote for him. That's a
12 shame. That fall right back under God given rights. Why
13 would anybody want to do it? It's sad, nobody want to
14 talk to them about it.

15 Our preachers need to be here, a whole
16 bunch of them. I mean loaded, that whole lot should be
17 filled up. Don't they classify themselves as a leader?
18 Who do they preach to? Who do they preach to? They don't
19 preach to the entire Racine. I'm telling it the way it
20 is. If a person can't face the truth, he should walk. If
21 you not going to speak to help your people, you should
22 walk. If you can't do nothing for your people and know
23 you can't do nothing for them, step down and get with your
24 people. Maybe one day all of us can get up together.

1 Carry this for me all the way back to
2 the big house. There is a few who wants to stand, but if
3 you gonna be pressed down every move you make by the laws
4 of the land, we need to tear the whole book up and start
5 all over again.

6 CHAIRMAN MC FADDEN: Our next speaker is
7 Chester Todd, good evening.

8 Chester, can you spell your last name?

9 MR. TODD: T-o-d-d.

10 CHESTER TODD

11 Really refreshing to here all the
12 comments that are being made on racism in Wisconsin, but
13 we don't have racism in all of Wisconsin, we only have
14 racism as it pertains to hispanics and blacks in the
15 southeastern section of Wisconsin because that's where all
16 the black people are. Most people don't understand that
17 it's only about 245,000 black people in the State of
18 Wisconsin and 215,000 of them live in Milwaukee. Now
19 Milwaukee is probably the fifth most de facto segregated
20 community in the United States. I work in Milwaukee. I'm
21 educated in Milwaukee. I go to school in Milwaukee. I
22 live right across the street. I had to leave Racine to
23 get a job in the most racist community in the northern
24 sector of the country. That tells you how bad it is in

1 this community.

2 Let me say this. There was one
3 gentlemen that spoke and it was something real true.
4 There's black people in this community that could have
5 gave me a job once I got out of prison, once I went to
6 treatment for my drug addition, once I went and got a high
7 school diploma, then a BA at the age of 47. And once I
8 went to grad school, there were black people in this
9 community with the power to give me a job, but I had to go
10 to Milwaukee and get with the Lutherans to get a job. So
11 discrimination isn't always black to white, sometimes it's
12 black middle class to black working poor and poor people
13 and the under class; the cliques. And when we find those
14 black cliques, we usually find that there's connected with
15 the hierarchy of the white middle class and above in this
16 community. So it's not always -- and the Honorable Louis
17 Farahkan makes it very clear that there's a time that we
18 as black people, we know what white people are going to do
19 to us, but it's hell when your neighbor stabs you in your
20 back. Because you don't go to their church, you can't get
21 none of their food out of their food bank. Because you
22 don't go to their church you can't get no help from one of
23 the most prominent national associations that will help
24 black people because you don't go to that certain clique.

1 And you know, before I use up the time
2 I want to talk about incarceration of black kids because
3 that's what's happening. You say how come we don't have
4 any voting power in the black community? Hell, most
5 everybody in the community is in jail or either parole or
6 on probation, which restricts their voting power. There's
7 civil rights. Right now in the State of Wisconsin
8 correctional budget is about \$900 million dollars and
9 that's second only to the university system. We makeup
10 less than 5 percent, black people, of the total
11 population. We're probably like 65 percent of the prison
12 population. The 64,000 people on probation and parole in
13 the State of Wisconsin the projected budget for the
14 correctional system in three years from now is \$1.8
15 billion dollars. That will cover 25,000, projected 25,000
16 people to be incarcerated while the University of
17 Wisconsin system and coupled with the Milwaukee public
18 school system will cover 252,000 people at a cost of \$1.6
19 billion dollars. We're going to spend more money in three
20 years to keep 25,000 people locked up than we're going to
21 spend for 252,000 to educate them. This is ridiculous.
22 And now who is getting shortchanged, the taxpayers. That
23 brings it right back to us.

24 One more thing I'd like to address and

1 Al Gardner, God bless his soul, there is some hope in this
2 community. See Al, I've known Al for years, so I see
3 another black man standing up. I see Mr. Reece, a black
4 man standing up. But it's so hard to find black men in
5 Racine. We can find a lot of black males. I'm not
6 talking about the 19 year old, they've got yet to learn,
7 but there's a lot of grown males walking around this town
8 that don't have any carriage --

9 AUDIENCE MEMBER: Guts.

10 MR. TODD: It's amazing, it's absolutely
11 amazing that we would stand around and watch people put
12 cameras up in areas that are populated by black and
13 hispanic people. Now come on folks. I'm a sociologist,
14 but it don't take an education to understand if there's a
15 camera watching me 24 - 7 I'm in prison. It don't make no
16 difference it's outside my house, I'm still locked up.
17 There's a camera watching me, a policing station. I
18 remember one day I approached a young man who had a pretty
19 high ranking job in the city government and I asked him
20 why did he allow them to put a community policing station
21 in a neighborhood center in a black community. They got
22 neighborhood centers in the white community. So whites
23 don't do crime? So then we wonder why is there a whole
24 lot of black people locked up in prison simply because

1 ain't no cameras over there. We can't catch them. So
2 it's ridiculous. And like I say, I'm not anti-white, I'm
3 pro black, all right. I'm a God fearing person, but
4 enough is enough. I thank you.

5 CHAIRMAN MC FADDEN: I'll call the next
6 speaker is Judith. I'm going to let you come up. I'm not
7 going to do justice to your last name.

8 MS. KOENIG: My name Koenig.

9 CHAIRMAN MC FADDEN: Can you spell it for me?

10 MS. KOENIG: K-o-e-n-i-g.

11 JUDITH KOENIG

12 I'm a white woman, English, Norwegian
13 American, Indian. I read Ebony. I raised some eyebrows
14 in the doctor's office. My mind doesn't think in the way
15 that this one lady looked at me as I picked up Ebony. I
16 believe in knowledge, empowerment, standing up. I read
17 about people, things they do. I don't understand in this
18 day and age why I pinch myself. Are we in the 1990s? I'm
19 shaking and it's not because I'm nervous or scared. I've
20 spoken and performed in front of a lot of people. I'm
21 angry. I'm frustrated. I saw on yesterday Sally Jesse
22 Raphael Show, the promo for today was supposed to be a
23 program on race, the prejudices. And one fellow came on
24 -- this was yesterday. I did not watch the program today.

1 I purposely did not watch it, the promo yesterday in order
2 to get people to watch or whatever, said something
3 pertaining to the fact that there's not going to be race
4 riots. There's going to be a race war. That scares me,
5 it scares me. Knowledge, study of history, seeing that
6 and I've studied history. I've read books. I found out
7 that there were actually black people in the 1800s. I
8 didn't learn that in school and I'm being very negative in
9 that form. There were so many things, so many wonderful
10 teachers and people in music and poets, people of honor
11 and integrity and dignity that we whities weren't able to
12 learn about. I'm angry about that. I'm angry. That was
13 part of my heritage. I'm a human being, good evening
14 fellow human beings; hispanic, black, white, good evening.

15 Now the real reason that I came to say
16 something tonight and to be a part of this happening is I
17 have pictures here, pictures of a lovely day in May, a
18 friend took me up to go fishing in Kenosha. I started
19 fishing, I love it. And we always take our camera. Along
20 the, under this bridge and in Simmons Harbor or marina --
21 I'll pass the pictures around -- by the drive where the
22 area where you park, I'm walking around. I like to look
23 at things and stop and my eyes were drawn to graffiti,
24 "Niggers die", various other things are written here. We

1 took pictures and I said you know I said, Elders, you know
2 such and such person in Kenosha. Elders said, I will call
3 this friend of mine and tell him about this. That will be
4 taken down. It's going to be erased because this is not
5 right. This is at the mouth of the harbor. Boats go by
6 and the light is just right, you can see this. That was
7 back in May when these pictures were taken, I'm sorry,
8 April. I went there yesterday and I have pictures in my
9 purse, the graffiti is still there. Newspaper people; is
10 the Journal Times still here? Anybody that's got any
11 pull, shame on you Kenosha. The sheriff's department was
12 called to give some attention to this. Several other
13 people of importance were told about this. Children,
14 people yachting, people walking see this. It's been how
15 many months, 6 months. I go there with goddamn paint
16 myself when this is allowed to exist, when people in
17 authority and people that are supposed to protect all of
18 us allow this to be left on walls. We are a sick society.
19 And while I'm on the subject and I'm going to be running
20 out of time here, I tried once. I had a shop on Main
21 Street. I lost my business. I tried real hard. I was a
22 real buttinsky (phonetic). I saw there was a lot of
23 division and fragmentation, even within our own business
24 community. I went to 6th Street and talked to merchants

1 on Main Street and I'm just -- I like people to work and
2 play together well and everybody should benefit, but even
3 trying to get that concept through to my anglo business
4 people. They wanted -- they preferred to stay within
5 their own little four walls. I said please march with me
6 on city hall. You're bitching about crosswalks. What I
7 did just to get crosswalks painted down there and the
8 mayor and I told him I said if I have to be but naked on
9 the steps with a hundred people behind me, I'll do so.
10 But we're going to get those crosswalks paint. And people
11 go, well we like what you say, but when it comes down to
12 stand up and be counted. I'm from a generation that
13 protested. We are lazy, these people, and I'm not even
14 sure, I don't even know who half of them are. There's
15 only so much -- if I had been elected Alderwoman, there
16 would only be so much that I could do. I would not be
17 standing on those steps alone. If I had to go fight for
18 you, you'd be right there. But you have to stand up and
19 be counted. I mean marching accomplished things, please
20 remember that. And I'm talking non violence. I'm not but
21 it is a no brainer guys. Laws were changed. People
22 fought and gained their honor and their dignity because
23 they stood together. The '50s the '60s and now I'm on
24 modern civilization are modeled in a place of complacency.

1 Well, whitey better pay attention to what's happening and
2 read between the lines. We are all interdependent upon
3 one another; tolerance. I can't say I love everybody and
4 I love everybody in this world. I don't know everybody in
5 this room, but I respect you and I tolerate you. Look up
6 the word tolerant in the dictionary. It's got to stop,
7 but you've got make it stop and that's why standing up and
8 fighting with your intelect and your heart and a hug
9 every once in awhile. Thank you.

10 Oh, one more thing. In the article in
11 Ebony if you haven't already read it and I had heard about
12 it, but it's DWB.

13 THE AUDIENCE: Driving while black.

14 MS. KOENIG: Yes, wonder. I don't know how
15 that is -- I thank you for the privilege of being here
16 and exercising my right as an American, my right as a
17 woman and my right as a human being. Thank you.

18 CHAIRMAN MC FADDEN: Our next speaker is
19 Reverend Parson.

20 REV. PARSONS: Thank you.

21 CHAIRMAN MC FADDEN: Spell your last name.

22 REVEREND SHAW PARSONS

23 I'm Reverend Parsons, P-a-r-s-o-n-s,
24 I'm assistant to Reverend Ramsey. He and I have been

1 working together in this city for over 30 years. I've
2 been here for over 40 years. I've raised 4 children. My
3 daughter she is a lawyer and she went to school and when
4 she came back here to try to get a job. She was over
5 qualified and today I don't understand what that means
6 over qualified. Racine County or Racine is a white city.
7 The only difference from the Klu Klux Klan then and now is
8 that they took off their sheet and put on their neckties.
9 We as black people and mexicans were in a corral and we're
10 being led to certain areas and every now and then one of
11 those cattle will get out and run away, but when you come
12 to Racine you're deemed corralled and you're being led to
13 certain areas and there's two areas in this Racine that we
14 are pinned in and that's here on the south side and over
15 on the north side. Everywhere else you're being watched.
16 So sure enough, when you do get out they watch you like a
17 hawk. They'll watch you. If a black man rob -- if a
18 black person robbed the bank and he get away in a white
19 car, every black man in Racine that drives a white car
20 going to get stopped. I know that for a fact. I still
21 see a lot of stuff going on here in Racine and I'm a very
22 vivid reader of the newspapers and listening of the radio
23 station and Mayor Smith made a statement, he said Racine
24 is in good shape. Racine has good relationship. With

1 who? Mayor, Chief Polzin, fine program we have here,
2 everybody working together here. We have this, we doing
3 this. For who? Not for us, not for us. They watch us
4 like a hawk. They hire those southern boys and bring them
5 up here to police us and they all on second and third
6 shift and they all on second and third shift. I can leave
7 my church, sometimes going home and I have a cop following
8 me for a few blocks and a couple of times I stopped and
9 asked the gentlemen is there a problem. He say well we
10 had a report that something going on. I said and you
11 thought I was the problem? Racine is no different. They
12 haven't changed. There's no change here. There is no
13 change there, just as prejudice today in Racine as there
14 was a hundred year ago. Everytime when a black gentlemen
15 or a black person come here to try to do something, we're
16 over qualified to do this. We didn't do it. If a black
17 man wants to open up a business in the area, he can't do
18 it. If an Iranian come in, open up, he'll have it
19 tomorrow, they'll pass it tomorrow. But if we try to open
20 up a business here, no can't do it, too much problems.
21 Too much problem, too much this and that. So I don't see
22 no difference here. I don't see no difference. When we
23 built our church a few years ago we went to the city and
24 the Alderman got up and asked us why do we need another

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1 church, and I said well why do you need another tavern?
2 Why do you need another tavern? So all this stuff goes
3 on, this under table politics goes on and they take it
4 into the back room come out and tell you here's what you
5 can and cannot do. And I agree with the gentlemen and the
6 people that said it's a shame that they got these
7 beautiful homes that they building to put a desk and a
8 chair in there and call themselves watching the
9 neighborhood. That's a shame. It's a shame that they got
10 to call Washington D.C., spend \$15 and \$20 thousand
11 dollars to have somebody to come in here to tell us what's
12 wrong; to tell us what's wrong.

13 I agree, pastors need to be here.
14 These are supposed to be our leaders, the pastors of these
15 prominent churches that's been here for years. They need
16 to be here. I don't have no church and ain't looking for
17 none and I think some of this stuff that going on is not
18 right and these pastors they come here and all they want
19 is a name. I already have a name, Shaw Parsons. All I
20 want to do is have a nice place to go home at night.

21 But one other thing, when I bought a
22 house and I couldn't get a mortgage in Racine. I had to
23 go to get a mortgage way out of town somewhere. I had to
24 get a mortgage out of town, I couldn't get no money in

1 Racine and that's a shame. Been here for over 40 years
2 and couldn't get nothing.

3 So that's all I have to say. I think
4 the black people need to get closer together, work closer
5 together. We should stop fighting one another. We should
6 stop looking at what we want and if we see the needs of
7 the entire community and work within that. When you do
8 good, good is coming back. When you do good, good is
9 coming back. We got too many black leaders that don't
10 care, nothing but that paycheck every week. We got too
11 many of those. We got too many black people that is
12 scared and they're not going to do nothing because their
13 boss is the one that give them their check and they're not
14 going to do no more than what their boss tell them to do.
15 We should have more than one or two aldermen downtown.
16 That should be 50 percent black downtown in that city
17 hall. It's too many white people down there telling us
18 what we should and should not do. It's too many white
19 people in this city telling us where we should and should
20 not live. I got a suit in with the real estate right now.
21 When I was looking for my house, I made up my mind to get
22 this certain house and every time I went to this realtor
23 to see about the house, they either lost the key, couldn't
24 find the people with the terminated in there and I

1 couldn't get in there. I know what you doing, I'm suing
2 you. It's a corral. They corral us to stay in a certain
3 area. They don't want us out there. And I agree it's a
4 shame that we don't have businesses in this inner city.
5 I'm talking about corporate programs, corporate
6 businesses. We need more than Case over here. Everybody
7 can't work in a foundary. We ought to have a shopping
8 mall in the inner city they can go to. Black people is
9 involved in it somewhere except Racine. Milwaukee is
10 involved, accept in Racine. We should have had something
11 in Racine.

12 Now they're fitting against them trying
13 to put a grocery store down there on 14th Street. It's a
14 fight and that's a shame. It should have been one in
15 here. Coles should have been in here a long time ago. We
16 made that pig fat over there on Grove Avenue. We made
17 that pig fat over there on Grove Avenue. It should be one
18 right here. Thank you.

19 CHAIRMAN MC FADDEN: Is there anyone else who
20 would like to make a presentation?

21 WALLY RENDON

22 My name is Wally Rendon, R-e-n-d-o-n.
23 I got here a little late. I was tied up in another
24 conference, but from what I've gathered from what I heard

1 was everybody that is present here I believe addressed a
2 lot of the problems, a lot of the issues that affect the
3 black and hispanic community in Racine. One of the
4 things, one of the questions that I have about everything
5 that I heard everybody say from jobs all the way to
6 education, what does the panel what does the Civil Rights
7 Commission, what can they do about it? You know, can you
8 help the problems that everybody has identified that's
9 going on not only in Racine, but throughout the State of
10 Wisconsin? Whether you can answer that for me tonight or
11 not, I don't know. But as far as the education goes, like
12 Jim was saying, what is happened in the past is what's
13 been happening is that all the majority of kids that are
14 having trouble in school will always have trouble in
15 school because they're not going to take time to take care
16 of addressing their needs, their social advancements to
17 the school. That needs to stop.

18 Employment. Like somebody said,
19 employment, even if you have a high school education,
20 actually high school education nowadays could probably get
21 you a job in McDonald's, even a Bachelor's Degree or
22 Masters Degree. And again, it depends on who you are and
23 who you know, and as to whether you're going to wind up
24 getting a job or not. And one gentlemen was correct, we

1 have to have more leaders, people in the community that
2 are also to stand up and say listen enough is enough. We
3 have to address the problems that are going on with the
4 community. A lot of the responsibilities falls on us.
5 You know, we can't just say it's their fault. A lot of
6 times if we don't say nothing folks, if we don't do
7 nothing, you know, we can sit here every and address the
8 same issue year in and year out, but if we're not willing
9 to stand up and take part in this, we're going to be here
10 forever. So we are, we ourselves, the whole community
11 overall has to step up and say listen, what am I willing
12 to do to change the situation in the, essentially in the
13 City of Racine. You know what am I going to do? Where am
14 I willing to get involved so I can change things in the
15 system? Okay, we have to do that. But again we also need
16 the help from the people in power, people that can change
17 things for us. Now we're -- there's the hispanic
18 community and the black community in Racine right now and
19 Al Gardner, myself, Morris Reece. There's a lot of other
20 ones. We see the need within the community. We are
21 attempting to address those, but again, you know, we can
22 meet all we want. We can do all the plans that we want,
23 but unless we get help that we need from the hierarchy of
24 the government that whatever we put together is not going

1 to go anywhere, okay. And like I said, my question to
2 you, we can sit here and talk about what's going on, but
3 how I guess what I'm saying, are we here just talking and
4 venting our problems and nothing is going to happen from
5 the panel from the Commission on Civil Rights.

6 CHAIRMAN MC FADDEN: Let me share with you our
7 procedure. This is a fact finding mission for us. Once
8 we get the facts, what you gave today, we will write up a
9 report. That report will be presented to the U.S.
10 Commission on Civil Rights in Washington, D.C.. The
11 Commissioner releases the report to the President of the
12 United States as well as to the Congress and also copies
13 of the reports are submitted to the Library of Congress as
14 well. We make copies of our report available to your
15 community and like you indicated, we are not a part of
16 your community. We want to give you a road map to help
17 you identify what the people in the community is defining
18 as some of the problems and if we can assist you into
19 helping you to alleviate some of your problems, then we
20 will be available to assist you with that.

21 And I know there was a report that was
22 done in Michigan, Michigan did a report on race relations
23 and as a result of their public hearing what they did is
24 they had a weekly radio program that the community was

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1 invited to address some of the racial issues within that
2 community as a result of that radio program, more jobs
3 were available to the minority population within that
4 community as well. So these are some of the programs that
5 you as community leaders can implement within your own
6 community.

7 MR. RENDON: When you say they started a
8 radio program, who is they? Be specific as to who they
9 is.

10 CHAIRMAN MC FADDEN: The people who
11 participated in the community forum as well as the leaders
12 within Michigan. Earlier today I indicated to some of the
13 individuals that took part in the morning presentation
14 that I would make available some of that research from the
15 Michigan report as well.

16 MR. RENDON: Just one other thing. Talk
17 about race relations and I realize that you folks are not
18 from here, so you really wouldn't know what I'm talking
19 about, but in the last few weeks or so I have noticed that
20 there is a meeting here, conferences here and that are
21 being held within this city addressing the education,
22 addressing whatever. I go down the list of people that
23 are invited to go. We have the white community
24 represented, we have the black community represented, I

1 don't see one hispanic name and that's not because they
2 don't know who to contact. We've had people in the paper,
3 we've had people, hispanic people in the paper identified,
4 you know. So to say listen we didn't know who to contact
5 in the hispanic community to get involved. That's one of
6 the issues that I have. The same way with some of the
7 other programs that are here. And again, we're doing our
8 part, we're doing our part. We're working together to
9 address a lot of the issues but, you know, for some reason
10 or another in the hispanic community in Racine seems to be
11 left out of the picture. Yeah we get calls that come in
12 and say stuff, but when it comes to the decision making
13 being a part of the process, we are left out and that's
14 one thing that we intend to change. Thank you very much.

15 CHAIRMAN MC FADDEN: Thank you. We have
16 three people in the back.

17 THERESA GORDON

18 Good evening, I am Theresa Golden,
19 G-o-l-d-e-n and my husband and I and my son we attended
20 the session this afternoon with the leaders on the race
21 relations issue. And you know I sat there and I heard a
22 lot of stories. I'm frustrated, but I'm sitting here as a
23 43 year old black woman who watched my mother basically go
24 through the same thing. I went to meetings with her like

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1 this. I heard Julian Thomas say today '60s, '70s, '80s,
2 '90s. I moved away from this city. My husband and I
3 moved our children, packed up. We have three little kids
4 and we packed up and we moved to California. We were
5 there for ten years. Now mind you I grew up in this city.
6 I went to school here. I went to school in Steven Bull.
7 When I finished at Steven Bull, I went to Mitchell. When
8 I finished at Mitchell, I went to Park and I graduated. I
9 married here. I had my children here. I watched my
10 family, my extended family, they put a lot of energy into
11 this community and I left in '87. We came back about a
12 couple of years ago and we really didn't come back to
13 stay, but we ran into some problems and they're too long
14 to get, to really get into right now and I probably could
15 write a book just in the 2 years that I've been back here
16 of what actually happened to me and my family. But I tell
17 you I keep hearing the word leader, leader, there's a
18 leader in every last one of us, it called each one teach
19 one. And what happened in our community, especially the
20 African American community is that we always had a leader.
21 We had Martin Luther King. We had Malcolm X and as they
22 popped those off, they start talking about economics, oh,
23 you got to go boom, you got to go. When those leaders
24 start going, it seemed like to me I was young, but it

1 seemed like to me we got in this transient state where we
2 didn't know what to do and I, you know, I came back here
3 and I have been depressed for the last -- and I'm just
4 saying this to you guys now because I finally realized
5 what was going on with me. I've been depressed the last
6 year and a half and I know why. Because I came back to a
7 community that I just left and I knew it was bad when I
8 was here, but to be gone for ten years and to come back to
9 what I've seen in the last 2 years, it just hurts my soul.

10 We keep talking about education. It's
11 a trick because you get the education and you right back
12 where you started. Ain't this what the brother said?
13 They told us get your education our moms and dads said you
14 got to get a high school education because you don't get a
15 high school education, you can't get a good job. We did
16 that. We got good jobs. My husband and I we left this
17 city in '87, we together with our incomes, I worked at S.
18 E. Johnson, he worked at Jacobson. Together our incomes
19 was almost close to \$50,0000. We were in the middle
20 class. People say you guys are crazy, why you all leaving
21 with them good jobs going out to California and doing
22 -- how you all going to make it? And we left. We went
23 out to California. We, with all this experience now, got
24 jobs just like that, while on the coming back part of it

1 we came back with all this experience and in the
2 entertainment field in the airline industry, I mean you
3 name it, we got it in those ten years we were gone. We
4 could not get a minimum wage job. Our kids, they put us
5 in a really bad position because we suffered economically.
6 My mother raised five children on "welfare" but she never
7 asked them for it. She said I will make it on my own.
8 She owned her own business. She did hair right on Main
9 Street. A whole bunch of people in here know here. She
10 raised five of us. She sent a son to college. She sent
11 me to beauty school. She sent my other sister to -- she
12 got an associates. My mother ended up -- three of her
13 sons, the only three she had, two of them were
14 incarcerated. The one went to high school. The one with
15 the masters. So everybody that was talked about here
16 tonight, my family has totally experienced, but one thing
17 didn't come up that I haven't heard; health care. My
18 husband came back he had a -- he start having some chest
19 pain, it was probably from all the stress and whatever.
20 He went to the doctor. The doctor said they couldn't find
21 anything, so they did -- we got on the stress test. They
22 went in, they did a catherization. They botched it. He's
23 got a stint in his left circumflex and when they put it
24 in, it's to long and they cut off one of his other

1 arteries. So now he went in looking for help, he's in
2 worse shape than when he went in. And all they can tell
3 me is well medicine is not an exact science. Now I'm
4 going to tell you, this is just my opinion and it's only
5 my opinion, but I believe had my husband been a white male
6 he would have got a different kind of care. And I'm
7 telling you it's like I'm on the outside looking in you
8 guys and I'm telling you Racine is not the same. I saw
9 strides. I saw people marching. The lady said, she says
10 marching. We marched, we marched for this center. This
11 very center. Everybody is sitting in. We had to march
12 for this center and you know why they gave it to us
13 because when we -- when they tore down the one on Racine
14 Street and when they tore that one down, we said okay,
15 find then we'll go to Humble Park. They didn't want us in
16 Humble Park. They said you better build them folks a
17 center, but now everybody got educated and they in church
18 all the time and nothing on the churches, but now
19 everybody so tunnel vision that we don't even see that
20 that's what we had to do to get what we needed. See these
21 people can come in, they can help us, they can listen to
22 us, but you know what it's our responsibility and I was
23 getting ready to go back. I told my husband I'm not
24 staying here. I said this city is black and white and

1 what I meant by that was if you are not white you going to
2 have some challenges. My son came back, he did a movie
3 called Cop and a Half and this boy came back and they had
4 a program called Violence No More and they asked him to be
5 the spokesperson for that program. He came back and he
6 was up and he was talking. They had a thing down at the
7 festival hall and this little boy got up and he was
8 speaking and he was -- and he spoke from his heart and he
9 waste saying we can stop this violence and he was talking
10 to the young boys and he wanted to have a meeting with the
11 gang members, my son did. Do you know what Journal Times
12 did? They went and they turned what he said around to the
13 point that it scared him because the way they worded it
14 made it look like he was talking about the gang members.
15 So now he know, my son, very well what retaliation was.
16 We lived in California for ten years, so he's like well
17 how -- he says I want to help our people. He was what, 9
18 years old, ten years old. But they turned everything he
19 said around and it scared him. And that's what I call
20 pitting one against the other and when we allow it, hold
21 on brother, you can't talk like that. Did you go to this
22 brother, did you go to this sister? Did she say that see
23 we got to start checking one another? When we allow it,
24 it will keep happening. When we fester, it will keep

1 happening, but until we stop it, we stop it. See we keep
2 talking about what the white man ain't giving us, what
3 this one ain't giving us. We made great strides in the
4 '60s and they weren't giving us nothing, then we got to
5 get up, we got to say what can I do? What can I do if
6 it's not, but one thing can I call somebody and tell them
7 about at that meeting. But it's in our hand. If we don't
8 change it, we can't expect somebody else to.

9 I use an analogy, if I'm sitting in
10 some stinking stuff and somebody walked by oh, I'm sitting
11 in it. Now, if I don't get up and clean it up, they going
12 to keep walking by, they ain't going to want to come and
13 talk to me. But the minute I get up, the minute I smell
14 it and get up and clean it up and sit in that same spot,
15 people want to walk by. They might stop and say hi, how
16 you doing? The point I'm trying to make is it's our
17 community. We have put just as much in this community as
18 anybody else. And I told my husband, I said you know what
19 I might go back to California, but I tell you one thing, I
20 be damn if I go back without trying to do something to
21 save my people. We only have time for two more people and
22 I see the gentleman in the back and then I'll get Corrine
23 next and that will conclude it.

24

DAVID GURAN

1
2 My name is David Guran, G-u-r-a-n. I
3 just want to start out first to continue the discussion,
4 actually public radio in Milwaukee 90.7 WAGD is doing a
5 whole series this week and next week -- actually they
6 started tonight, so if more people are interested in that,
7 which kind of brings to my point that it's really the
8 white people needs to change. So often I've heard people
9 saying that black people, hispanics need to assimilate
10 into this society, but it's really white people need to
11 change their attitude. For one example, I've just lived
12 in this city for a short time, but I happen to be driving
13 across the 6th Street bridge and I was following a pick up
14 truck and there were three African American gentlemen; two
15 were in the back in the pick up truck. They were carrying
16 like a stereo or something or piece of furniture or
17 something and they had their legs out on the tailgate of
18 the pick up and there was a police car that came up behind
19 us and I knew he was going to pull them over and exactly
20 what happened, he pulled them over. And the guy made the
21 two gentlemen in the back -- these were like 30 years old
22 men -- made them go and sit inside the car, inside the
23 truck instead of holding onto the piece of furniture that
24 they were worried probably fall out of the vehicle. And

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1 they then he followed them the rest of the way to where
2 they were going. I would have stopped at the police
3 department after that and I described the situation to an
4 officer and asked if this activity was illegal, not
5 describing the race of the people involved and he said no,
6 it's perfectly not illegal. Here's a point where the
7 police department is harassing people of color.
8 Unfortunately, I did not make the complaint partially out
9 of fear of maybe retaliation by the police department.
10 Who knows, but I guess my point is that white people need
11 to stand up and if they see things that are wrong, they
12 need to act on it. If they were, if they hear people
13 berate people of color, they need to say something against
14 it. I get into meetings and employment situations also
15 and social situations that are only white people and --
16 not always, but sometimes the subject comes and to the
17 point where people put down black people and there's
18 racial jocks or whatever, people got to stand up and say
19 that's wrong, especially in employment situations. And I
20 guess the last thing, too, this is also a class issue.
21 You know, so many of these CEOs of our corporations, not
22 all, think they're better than everybody else and they
23 constantly want to put down everybody else. They don't
24 want to pay us, they want to treat us poorly and it's time

1 that everybody needs to stand up and say enough is enough.
2 You're making 200 times what I make, you're not worth 200
3 times what I am. You're not worth 200 times anybody else
4 in this room. That needs to end. Thank you much.

5 CORRINE OWENS

6 Good evening everybody, I don't know if
7 you know, but I'm Corrine Owens, and I've been here, I
8 came here in 1946 and I've been with you all day; this
9 morning, this afternoon, tonight, and I have heard some
10 good speeches. I say some good speeches and so I'd just
11 like to wind it up. I'm long winded, but hey, I'm going
12 to make it short tonight because everything has been said.
13 What I could say tonight, I could go back to tell you all
14 about crime and all but I'm not going to do it because
15 it's been beautifully been stated today and you have
16 something to tell, you have something to tell. And but I
17 want to say that I hope that this meeting will bind us
18 together to do something about this. Go back, report,
19 tell the story and then we hope to hear something good and
20 so we can get to the bottom of these problems and we will
21 understand each other and we can do something about this
22 race relations. And I want to say that it was 1946 when I
23 came here and eventually down the line I was in the school
24 system and I retired in 1979 and I haven't stopped. I've

1 been continuing working for better race relations. It was
2 in the paper Sunday that said they stated that I said we
3 have come a long ways, but we still have, you know, you
4 heard the statement, a long ways to go. Yes, we do. And
5 so that's what we got. Let's do something about
6 shortening it up. We can do that. And the little lady
7 was speaking there before, I remember when she was a
8 little girl and she was telling about how we got this
9 center, how we got fair housing, you know. And I was one
10 of those in the beginning and we made sure, back there in
11 1956, made a survey and we kept working until we had fair
12 housing and then I'm going to show you this. And so maybe
13 some of you remember, they voted 13 to 4. You remember
14 that? Remember that? Maybe some of you wasn't here.
15 What did we have to do to get it, march. We marched and
16 we got it. Do you know that after we had that big hearing
17 down there, in three weeks we got fair housing, in three
18 weeks. But it was from 1956 when we made the survey, '56.
19 All that time build, build, build for fair housing, but we
20 didn't get it until we got out there and started walking
21 and we started walking, something happened and we got it.
22 See, so now we happen that it won't be that long that
23 we'll get some hearing and this is another one here, "City
24 Backs Plea For Center. In 1970, what you talking about,

1 we talking about this center here, this center. And what
2 did we have to do, march. We had to march, march for it.
3 And maybe we don't have to march, maybe we won't will we?
4 If we do well, won't we. But it's always best to do
5 things peaceful. It's always, but I just brought these
6 along just to remember. Do you remember Lactin Harris
7 (phonetic), who was our lawyer at that time. We don't
8 want to forget them and Julian was beautiful today. Oh
9 you should have heard in the NAACP president, Morris
10 Reece, you should have heard him today, beautiful. Yes,
11 ask me something about the NAACP because we got a
12 membership drive on now. We are moving on up a little
13 higher. Who said that Mahalia Jackson, didn't she?

14 So I said I'm going to make it short
15 didn't I? That's what I'm going to do. And I want to
16 thank you and I thought it was just beautiful today and I
17 am inspired I'm so inspired. I'm ready to get out and
18 walk again, just peacefully, but for justice.

19 Thank you very much thank you.

20 MS. GARCIA: I know you said this would be
21 the last thing, can I just say something because you guys
22 are here today, but you are gone tomorrow. I happen to be
23 one of the leaders that were speaking this afternoon,
24 Garcia, Dianna Garcia. I had my suit on and everything

1 because I'm a hispanic leader, but I'm really a grassroots
2 person and you're gone tomorrow and we spoke out. We have
3 to go back and live when we go home, when we go to our
4 workplaces, when we do what we have to do and there's
5 nobody but us that are going to protect each other. We
6 continue to wait for our leaders. Who is there? I heard,
7 and I also was a leader and I spoke, but I'm in reality we
8 had many leaders for a long time; no disrespect Wally, no
9 disrespect. I mean you're one of our leaders. I'm only
10 38, but like he was saying, too, we work for these people
11 that we're talking about today. What do we do? How do we
12 organize? How do we, the real people, organize? I'm
13 afraid I've been afraid ever since I got the letter to
14 speak. I was afraid. I asked why are they asking me, I'm
15 not afraid to talk out, I'll do that. But I've got to go
16 back to live and I'm saying how do we do this? How do we
17 --

18 MS. OWENS: Together we can do it.

19 MS. GARCIA: Come on, Mrs. Owens. I've
20 known you for years. Let's be honest here. Let's be
21 honest. I know you people. We all have known each other
22 for years. Maime, we work in the same place. How do we
23 do this?

24 MAIME: Together.

1 MS. GARCIA: You have told me also don't
2 speak spanish in here, you know, english and when people
3 do this to you --

4 MAIME: I'll straighten that out. I said if
5 they can speak English I don't want them in the office
6 because I can't hear the phone, but if they don't speak
7 english, I calling you right up and let you talk to these
8 people. I never mince words with nobody. Now do I? I
9 don't want them to think I am think I'm cruel.

10 MS. GARCIA: How do we do this when we
11 continue to hurt each other? You see what I'm saying? I
12 knew we was going to happen, how do we do this.

13 MS. KOENIG: Time and meet every other month
14 at the Bryant Center.

15 CHAIRMAN MC FADDEN: You need to recognize
16 the chair before you speak. You need to recognize the
17 chair. Okay, I had indicated that Corrine Owens was going
18 to be the last speaker and I allowed someone else to
19 speak, so we have one more gentleman to speak and that's
20 going to conclude it.

21 GILBERT DELGADO

22 Good evening, I'd like to apologize
23 because I have been down with a cold and I was invited to
24 attend the ceremony because one of our members of the

1 hispanic community is ill also and could not come down
2 here, but thinking to what everybody has to --

3 CHAIRMAN MC FADDEN: Sir, your name.

4 MR. DELGADO: Gilbert Delgado, D-e-l-g-a-d-o.

5 Listening to some of the speakers here
6 tonight and recognizing as them friends, co workers,
7 Sister Dyess who worked at Case where I was working and
8 also a member of the Civil Rights Committee or for UAW.
9 Also we have brothers here who have retired some still
10 employed there, Ralph Osentio, Rick Geraldo, Robles, all
11 of us served in the Civil Rights Committee for the Racine
12 Kenosha Council and also for our local. Racism also
13 exists in the work place. Like I said, I'm retired from
14 Case Company, but the 30 years that I worked there I faced
15 twice I had to file discrimination charges against the
16 company. We had a supervisor, and I'm not -- I don't
17 condone what happened, but also I'm not after Case Company
18 or the supervisors that they hire, but one incident there
19 that he repeated over and over again about a certain
20 supervisor run into a tool crib, locking the gate, putting
21 the padlock on it, running back in the office, coming out
22 with polaroid camera taking a picture of another
23 co-worker, a black older gentlemen that he had locked
24 inside and then with the polaroid he gets a picture, runs

1 back in the office and tells the secretaries, I want you
2 to see the picture of my money. Okay? We brought this to
3 the attention and this is what I'm wondering, what you
4 could do as far as the EEO office in Milwaukee because not
5 only myself but then Nancy Osancio and I say I had to take
6 other people down there to file discrimination charges
7 against various companies in the city and to this day I
8 believe Emil Sanchio has charges pending, but it seems
9 like the office in Milwaukee is there, but it's not
10 concerned about our needs and I was wondering, this
11 advisory panel could approach the people in Milwaukee and
12 inquire why this is happening? There's no results. Like
13 I said I did file against Case Company and I guess because
14 of my involvement in the community and also at one time
15 being involved with Father Groppy (phonetic) out of
16 Milwaukee, we were able to go ahead. Julio and I were
17 involved with the Latin American Union for Civil Rights in
18 Milwaukee, but if it's another like when one of the
19 brothers stated just another job that you own here and you
20 come down here to listen to our problems, you know, then
21 we're not going anywhere. We see a lot of problems in
22 Racine. The marches that, you know, Sister Owens woke
23 spoke of, Sanchez and his brothers were over here when
24 they were building this place and I don't know if you

1 remember the construction workers were all white. They
2 had to stop the construction of this building cause they
3 weren't hiring minorities. They excluded hispanics they
4 excluded the blacks. And all this time that we been here,
5 yeah, Racine is a good place. Like I said, I was able to
6 retire from Case and the problems that exist in this
7 plant, you know, it's not only at Case, but it's several
8 other plants here in the city.

9 There is not too much concern as to
10 what's happening to our young kids. We do have a park
11 that was just built for skateboarders. You go down there
12 majority are white and our kids are still in the
13 neighborhood getting in trouble. So again, like I said I
14 don't know what you can do as far as the EEOC in Milwaukee
15 approaching them with the problems. Again I guess I
16 wasn't really going to speak, but I thank you for the time
17 and I hope we can move forward. And thank you everybody
18 for your attention.

19 CHAIRMAN MC FADDEN: Shortly after I conclude
20 our hearing, there's someone from the community who would
21 like to make an announcement.

22 But on the behalf of the Wisconsin
23 Advisory Committee to the U.S. Commission on Civil Rights,
24 thank you for coming here today and sharing your stories

1 with us. I know it took a lot for some of you to open up
2 and really share, but if you look around one young lady
3 wanted to know what can we do to help? Look around this
4 room tonight, you are a very diverse group. You are
5 sitting, you are listening, you are expressing yourself to
6 one another. Don't let this be the ending of that
7 process. Let it be just the beginning and thank you. And
8 this concludes our hearing.

9 (The public hearing was concluded at 8:30 p.m.)

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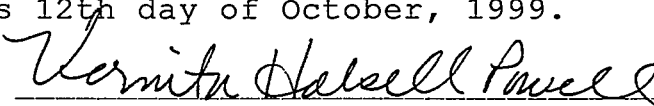
1 STATE OF ILLINOIS)
2) SS
3 COUNTY OF C O O K)

4 I, VERNITA HALSELL-POWELL, Registered
5 Professional Reporter and Notary Public, County of Cook,
6 State of Illinois, do hereby certify that the foregoing
7 Public Meeting was taken before me at the time and place
8 hereinbefore set forth.

9 I further certify that the testimony then
10 given was reported by me stenographically; subsequently
11 with computer-aided transcription, produced under my
12 direction and supervision; and that the foregoing is a
13 full, true, and correct transcript of my original
14 shorthand notes.

15 I further certify that I am not related to nor
16 counsel for any of the parties and I have no interest in
17 the outcome thereof.

18 IN WITNESS WHEREOF, I have hereunto set my
19 hand and seal this 12th day of October, 1999.

20 
21 VERNITA HALSELL-POWELL, CSR-084-001831
22 Registered Professional Reporter
23 Notary Public, County of Cook
24 My Commission Expires: November 22, 2001

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