Jacksonville Human Rights Commission 40th Anniversary Celebration
"Change Happened Here!"
1967-2007
Function, Powers & Duties

The Commission shall:

• promote and encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, disability, marital or familial status;

• promote mutual understanding and respect among all economic, social, racial, religious and ethnic groups; and

• endeavor to eliminate discrimination against, and antagonism between, religious, racial and ethnic groups and their members.
We've been meaning to say something about the work of the Jacksonville Community Relations Commission. And now it seems especially important because the CRC received a crippling blow last week when all but one of its black members resigned.

It would be tragic indeed for Jacksonville to lose its CRC, especially in view of some recent evidence of increased community involvement.

Maybe you've never read of the Community Relations Commission. The CRC doesn't go after headlines. And its very name, Community Relations Commission, isn't too exciting.

But the CRC is doing work that is absolutely important in helping Jacksonville get through the difficult 70's. The CRC is right there on the front lines in the battle against prejudice, trying to encourage tolerance among more than half a million people whose religions, beliefs and skin colors vary.

Nate Wilson is chairman of the 18 member commission and Dick Bowers heads a small, full-time staff on the fourth floor of the courthouse.

It is mostly thankless work. Important work often is, and the CRC has not always been successful in solving Jacksonville's racial problems. But it's still well worth the frustration inevitable in it.

Mayor Hans Tanzler must not let the Community Relations Commission die. Jacksonville needs it.

This was a WJXT Editorial.

---

Jacksonville Human Rights Commission 40th Anniversary Celebration

FORWARD

This journal represents a small glimpse into the work that the Jacksonville Human Rights Commission and its predecessor organizations have been involved in over the past 40 years.

The daring men and women who were selected to serve, when Mayor Hans G. Tanzler and the members of the City Council established the Commission, had no idea what to expect. However, together they charted a path that brought us to this day.

As research was done to compile this historical accounting of their work, it was obvious that the Commissioners of the former years, as those who have served since that time, were committed and dedicated individuals. Often times they did not agree on how to resolve issues that came before them but they forged ahead. Their legacy of dedication should serve as a model to all of us who are concerned about justice and equality for all citizens.

As you peruse the pages that follow, please think not just about the reports, or initiatives, or investigations that took place. Instead, focus on the impact that the action may have had in the life of one individual or the change that may have occurred in the community at large. At some point, you may get a sense that not much as changed — but it has!

The mere fact that the Commission has existed for 40 years has created a change in how people of color and women are treated in the workplace. It has helped to open doors, literally, for those who are disabled and has served as a voice of inclusion for Asians and Hispanics and other immigrants residing in our city. Equal access to employment opportunities, housing, and places of public accommodation are available because the Commission has survived challenges and brokered changes in a variety of venues in our beloved city.

The Commission was and still is the conscience of change in our society. Those served may not agree with decisions made, the approach taken or the results achieved. But try to imagine what our city would be like . . . if change had not happened here!
Greetings from the Mayor

Dear Friends:

On behalf of the people of the great City of Jacksonville, it is my great pleasure to congratulate you on the 40th anniversary of the Jacksonville Human Rights Commission! This is a remarkable milestone of which you must be very proud.

For 40 years, the members of the Jacksonville Human Rights Commission have promoted and encouraged mutual understanding and respect throughout our city. The diligent work of the commission to ensure that all Jacksonville citizens are treated equally and fairly, regardless of race, color, national origin, sex, age, religion, disability or marital status has made our city a better place to live – for all of us. I commend the members of the Commission who gave so willingly of their time and treasure to promote harmony, unity and equality in our city.

Again, congratulations. I share your pride in your many accomplishments, and I am grateful for all you do for our community. I wish you 40 more years of success and continued good works in our city.

Sincerely,

John Peyton
Mayor

Greetings from the Chair

It is my honor to serve as Chair of the Jacksonville Human Rights Commission.

Throughout its history, the Commission has served as a clearing house, coordinator, and facilitator on human rights issues, and partnered with other public and private agencies in the pursuit of a fairer, more just Jacksonville community. In recent years, through the use of the Study Circles process, the Commission has fostered mutual understanding and respect for all the citizens making up our diverse population. This has promoted individual and small group dialogue, research on racial attitudes, and sponsorship of public forums to encourage greater racial, religious, and gender inclusiveness.

We continue to resolve discrimination complaints in housing, employment, and operate as a partner with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission. In June 2004, the Commission’s authority was expanded to include the enforcement of public accommodations complaints to ensure that our residents can enjoy the full benefit of all the services offered in our community.

As you read through this document, you will find concrete examples of how the Commission has been a positive force in establishing equality and fairness for the people of Jacksonville.

We are proud of our history and remain committed to protecting the rights of our citizens.

Sincerely,

James B. Crooks, Ph.D.
COMMISSION ESTABLISHED

ORDINANCE NO. GG-16

BILL NO. GG-38

AN ORDINANCE ESTABLISHING A COMMUNITY RELATIONS COMMISSION OF THE CITY OF JACKSONVILLE; DEFINING ITS PURPOSE, DUTIES AND OBJECTIVES, AND PROVIDING FOR ITS MEMBERSHIP AND OPERATIONS.

WHEREAS prejudice and the practice of discrimination against any individual or group of persons because of race, creed, color or national origin is morally wrong and is detrimental to the peace, progress and welfare of the Community; and

WHEREAS the inability of any individual to fully participate in the privileges of complete membership in the community diminishes the benefits of the common effort for all its citizens; and

WHEREAS a permanent organization is needed within the government to study the problems of human relations and to take positive action to eliminate discrimination practices within the territorial boundaries of the City of Jacksonville; NOW, THEREFORE,

BE IT ORDAINED BY THE MAYOR-COMMISSIONER AND CITY COUNCIL OF THE CITY OF JACKSONVILLE:

Section I. There is hereby established a Community Relations Commission for the City of Jacksonville, Florida ***.

PASSED BY CITY COUNCIL August 8, 1967

APPROVED August 9, 1967

Hans G. Tanzler, Jr.
Mayor-Commissioner

Change Happened Here!
Community Relations Unit Headed by Wilson

Mayor Hans Tanzler, Jr. (pictured right) said in announcing the appointment, "If Jacksonville is to take its place among the truly great cities of the United States it is absolutely essential that we maintain the harmonious community relationship we now enjoy and to stay abreast of any and all areas of possible difficulties.

This community, or for that matter, any of the rapidly growing metropolitan areas, must recognize that to make progress economically and culturally it will be necessary for all citizens to work together and be willing to understand the problem of the over-all community and especially the problems of the various groups within the community. Tanzler said Wilson was named chairman of the commission "in an effort to bring about the best of community relations and inter-group understanding."

The Florida Times-Union Tuesday, October 1, 1967

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.

Case Processing

The Commission is an enforcement agency that has, from its inception, processed complaints of discriminatory or unfair practices in the areas of employment, housing, education, intergroup relations, law enforcement and more recently places of public accommodation.

Over the years, as the Commission has been granted more authority to provide greater local protections to the citizens of Jacksonville, it has obtained status as a certified agency through the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development. Certification is predicated upon the city's adoption of substantially equivalent ordinances in the areas of housing and employment.

The Commission, through its team of committed staff members, has served over 35,000 citizens. This number does not include the countless individuals who have attended the educational and technical outreach programs offered over the years.

Since October 1993, the Commission's staff has recovered over $4.9 million dollars in monetary remedies for complainants filing employment and housing cases; in addition to obtaining other appropriate non-monetary remedies.

Pictured above are Commission staff members in 1995 (left to right): Venease Mainor-Jones, Patricia Koyland, Byron Marshall, Don Fussell, Steve Hybarger and Linda Grant-Hunter.
EXECUTIVE DIRECTORS

DAVID ADKINS (Interim)
January 26, 1968 - September 30, 1968

Hugh Wilson
September 1973 - August 1983

VIVIAN C. JACKSON
September 10, 1991 - April 1994 (deceased)

DAVID ENTIN
October 1, 1968 - 1969

ALTON W. YATES
October 11, 1983 - 1987

HAROLD GIBSON
Mayoral Aide
1994 (Interim Oversight)

H. JEROME "JERRY" MIRON
January 19, 1970 - December 1970

EULIE B. JOHNSON
August 11, 1987 - 1991

CHARLENE TAYLOR HILL
October 10, 1995 - present

RICHARD L. "DICK" BOWERS
February 1971

1968

January: The first organizational meeting was held.
Members present included:
NATHAN H. WILSON, CHAIR • CLANZEL BROWN • FRANK H. BROWNETT • REVEREND C.B. DAILEY
DR. J.C. DOWNING • MRS. WILLIAM GOLDSTEIN • WENDELL P. HOLMES, JR. • CHARLES C.
HOWELL • ROBERT A. MILLS, JR. • MRS. R. F. MILLS • JUSTIN MONTGOMERY • ANDREW F.
PERRINS • MRS. JOHN B. ROSS • REVEREND I.C. SAMS • DR. GORDON W. STEADMAN • FRANK
TAYLOR, JR. • REVEREND BARRY VAN DEVENTER • W. ASHLEY VERLANDER, • WM. MARVIN WHITE
REVEREND LANDON WILLIAMS.

• Clanzel Brown was elected Vice Chair.
• David C. Adkins was approved as the interim Executive Director on a contractual basis.

December: Commission issues its First Annual Report with the following highlights:
• Received and responded to several complaints of discrimination that the Fraternal Order of Police
(FOP), Gateway Lodge No. 5 of the Jacksonville City Police Department failed to allow Negroes into its
membership. The Commission made a recommendation to Mayor Tanzler to withdraw certain privile­
ges extended to the FOP. The recommendation was withdrawn when the FOP adjusted it policy and
and elected five Negro members of the Police Department to its membership.
• Established an Education Committee to study the implication of the Federal Court Order pertaining
to the desegregation of the Duval County Public Schools.
• Sponsored and coordinated the formation of the South Side Improvement Association after the slay­
ing of a U.S. Airman on Old St. Augustine Road on the Monday night following the murder of Dr. Martin
Luther King, Jr. in Memphis.
• Sponsored a memorial service for Dr. Martin Luther King, Jr., in coop­
eration with the Church Alliance of Greater Jacksonville and the Minis­
terial Alliance of Jacksonville, at the Jacksonville Civic Auditorium on
Sunday, April 7, 1968 which was attended by more than 1,000 citizens.
• Received City Council approval of a Commission budget of $23,375
which included a staff of three people. David Entin (far right) was hired
as the first Executive Director [October 1968]; Edgar Graham, Commu­
nity Relations Specialist and Kerrean Salter, Secretary.

HAROLD GIBSON
1995 - 2003

1969

September: Commission issues its Second Annual Report, highlights included:
• Four studies that were completed during the year: Home Improvement Investigation; Report on Pub­
lic Housing; Report on Rent Increases and the Post Office Relocation Report and Survey.
• Mayor Tanzler requested the Commission to study the alleged exploitation of low income home­
owners, both black and white, by unscrupulous home repair salesmen. The Home Improvement Investiga­
tion revealed the problem of unscrupulous home repair contractors taking advantage of low income
home owners, particularly in the areas of city housing code enforcement. The problem was addressed
through the design of a corrective educational program which was implemented by GJEO in conjunc­
tion with the Urban League, Legal Aid, and the City Housing section.

Change Happened Here!
The Report on Public Housing
and its recommendations resulted in 1500 new public housing units, hiring of a Social Services Supervisor, application for modernization funds and formation of three (3) tenant associations.

The Report on Rent Increases
analyzed over 100 cases of rent increases as a result of the new water and sewer charges. The report revealed that some landlords were increasing rents in excess of the actual cost of these new charges. The Commission encouraged private investors to enter the field of low cost housing construction.

The Commission reviewed and coordinated the relocation planning for families living where the new postal handling facility is to be constructed, at Kings Road and I-95. The staff conducted extensive interviews with 175 families living in the nine square block displacement area.

Commission investigated the operation of both Carver and Lincoln Business Colleges. Serious conditions relating to promotion, cost, treatment of students and quality of training were found. Findings were presented to the State Attorney and Consumer Affairs Division. In the Lincoln Business College case, the Commission intervened to keep the dormitory open, quiet community tensions and prevent public disruption until an out-of-court settlement could be reached.

Commission was involved in several serious racially tense situations in the community. In each case, the a Commission acted as a conciliator, countered rumors, encouraged peaceful resolutions, sought recourse for legitimate grievances and promoted mutual understanding.

Commission sponsored and conducted a workshop at Jacksonville University on "News Media and Racial Crisis" which was attended by over forty (40) representatives of all local new media following an erroneous news report that nearly caused a disorder at Kirby Smith Junior High School.

1970
December: Commission issued its Third Annual Report highlighting the following:

Release of the Commission’s Task Force Report on the Civil Disorder of October 31, 1969. Mayor Tannler requested the CRC to investigate the “Halloween evening disturbance” that occurred at Florida Avenue in response to correspondence received from the Community Urban Development Council’s Chair, Dr. Arnett E. Girardeau.

Investigation of Alleged Disparate Treatment of Residents of Hilltop Village Apartments.

Public hearings held on the Student Disorder at Henderson Junior High School. These hearings were

Pilver, Maurice J.
Polatty, Charles M.
Poster, Mary Jane
Powell, Altamease Kelly
Power, Norma E.
Pratt, Sharon Arnold
Pringe, Angela Daniel “Dan”
Purvis, Larry A.
Quarze, Captain Wm. F.
Quarles, Pamela D.
Ray, Doris Lee
Richardson, Sr., Robert E
Robinson, Andrew A.
Roddenberry, Harry
Ross, Mrs. John B. (Ann)
Rutledge, Wilhelmina
Ryder, Commander Dan H.
Saffy, Dr. Edna
Salter, Kerrian L.
Salvador, Tatiana Radi
Sams, D.D., Reverend J. C.
Sanders, James E.
Saunders, Deloris M.
Sawyer, Charles
Scales-Taylor, Madeline
Scharf, Eugene
Schmidt, Gert
Schwind, Maria
Scott, Nathaniel
Shad, Merilyn T.
Shaler, Vicki
Shahid, Rashad H.
Shaw, Delores
Sisk, Karin R.
Slama, Robert J.
Slater, Thomas F
Smith, Rufus L.
Steadman, Dr. Gordon W.
Sweigood, William
Taylor, Arthur F.
Taylor, Jr., Frank
Taylor, Maria
Thomas, Henry
Thomas, Joseph L.
Towers, Jr. Robert
Tuday, Linda
Turk, Reverend Davette
Turner, Sr., B. L.
Valdes-Pellino, Martha C.
Van Aken, Reverend Gretchen
Van Deventer, Rev. Barry
Van Huyning, Marianna
Verlender, W. Ashley
Wade, Dennis
Walker, Carolyn
Warnecke, John R.
Washington, Celestine
Watson, Cynthia “Cindy”
Webster, Carol
Weedon, Gerald W.
Wells, Rita
White, Dr. Alvin G.
White, Wm. Marvin
Wiegand, Margaret Abel
Wilkes, Jerry “Jay” Allen
Wilkinson, Linda F.
Williams, David
Williams, Dr. Wilma F.
Williams, Reverend Landon
Wills, Robert Stuart
Wilson, Dottie
Wilson, Nathan H.
Winston, James
Wisniewski, Sister DeSales
Woodard, Al Renee
Woolsey, B. Fred

Names in Bold indicate original member
Names in Bold Italic indicate original member is deceased
Names in italic are deceased
Disclaimer: Please forgive any omissions or inaccuracies in the listing of Commission Chairs and Commissioners. The lists were prepared using available historical records.
the first such televised in Jacksonville through Channel 7, Community Television. They proved to be an extraordinary vehicle not only for the expansion of the audience, but, more importantly, for the benefit of the entire city.

• Public hearing held on the School Desegregation Plan which was televised by Channel 7 on August 28, 1970. The meeting addressed the Federal District Courts order to the Duval County School District to adjust its desegregation plan and rework the entire proposed pupil desegregation ratios. This televised meeting helped the community gain a better understanding of the issues and practicalities involved in the Court Order.

• Public hearing held on the Site Location of the Proposed Florida Junior College Downtown Learning Center [November 1970].

• Survey conducted in the Sherwood Forest subdivision in response to a number of charges of “block busting, student disorders at neighborhood schools and other racially divisive incidents.

• Study issued on the Public Employment of Minorities in the government of the City of Jacksonville.

1971

December: Commission issued its Fourth Annual Report with the following highlights:

• Release of the Housing Report that recapped the housing units built in the last four years by FHA.

• Release of the Report on Health Services Made Available to the Poor by the Jacksonville Department of Public Health.

• Findings on the Prison Farm Incident: August 6, 1971 report regarding the race riot among inmates.

• Findings of the Analysis of Bookings and Arrests: Civil Disorder (Wednesday June 16 – Sunday, June 20, 1971.

• Report on the Civil Disturbance, June 1971 – Fire Department Involvement which examined the property damage to Fire Department equipment, reports of sniper fire and fire damage to private residences and commercial property.

• After the June Disturbance, the Commission established an Emergency Rumor Control Center where citizens could call in and report rumors or get the fact on the current situation in the community. The center was staffed 24 hours by volunteers. It was operational three (3) times during the year, logging over 1000 calls. 
Community Relations Commission Commissioners - 1971:
Left to Right
Front Row: Lt. Commander Wendell Johnson, Mrs. Esther Miller, Reverend Barry VanDeventer, Mrs. Wilhemina Rutledge, Reverend John Farmer, Mr. A. P. Perkins, Mr. Roland Kennedy
Back Row: Dr. J. C. Downing, Mr. Nathan Wilson, Mr. Marvin Ganson, Mr. Charles Pollatty, Dr. Andrew Robinson, Mr. Michael Hike, Mr. Jack Chambers, Reverend Charles Dailey

Commissioners pictured as shown in the 1971 Annual Report:

Community Relations Commission Staff - 1971:
Left to Right
Front Row: Ruth Mason, Carol Whitter, JoAnn Timmons, Barbara Hregler
Back Row: Richard Bowers, Jerome Glover, Gloria McCroy, Vernon Washington, Kenneth Johnson, Gerald Schneider

Commission staff as shown in the 1971 Annual Report

7

Jacksonville Human Rights Commission 40th Anniversary Celebration

COMMISSIONERS
1968 ~ 2007

Adler, Rabbi Yitzchok
Albanna, Jack
Alexander, Edna
Allen, Jr., Walter Gregory
Alvarez, Captain Raoul
Askew, Donna
Austin, Ronald R.
Azar, Raymond
Ballance, Edward G.
Basford, Patricia
Batey, Elizabeth Corrigan
Beaubouef, Judith S.
Bellinger, Jr., James I.
Belton, Douglas B.
Bomhard, Elizabeth
Bond, Sandra
Bosser, Robert
Bracy, Jr., Randolph
Bradley, Richard
Broom, Jr., Maxie
Brotman, DDS, Solomon
Brown, Clanzel
Brown, Ralph E.
Brownett, Frank
Bruce, Samuel
Buchanan, Jr., John D.
Buck, Dr. Roland
Cain, Brenda W.
Canty, Bennie I.
Carter, Ulysses
Chambers, Jack H.
Cochran, Price "Buck"
Cody, Daniel
Cohen, Leonard
Condit, Jeffrey R.
Cooke, Hamilton
Cowart, Billy R.
Cowles, Commander Robert R.
Crooks, James B.
Cruse, Jenelle B.
Cummings, Martha C.
Dailey, Reverend C.B.
Dandelake, Kolbrun
Danford, Jr., Dr. Richard
Daniels, Lorraine M.
Dawkins, Jr., Dewitt C.
Dennis, Willye
Donahoe, Norman
Dore, Sally S.
Downing, Dr. J. C.
DuPre Janice
Echols, Reverend William S.
Erstling, John H.
Fane, Gary R.
Farmer, Gay O.
Farmer, Reverend John H.
Felton, Douglas B.
Fernandez, Celia
Ferro, Lauahi “Lally” V.
Fields, Harry
Fletcher, June
Folds, Jr., Sam
Foster, Mary Jane
Gallon, Dennis P.
Ganson, Margo Fugeman
Ganson, Marvin
Goldstein, Mrs. S. William
Goodfarb, Scott A.
Goplerud, C. Peter
Gorenstein, Barney
Graham, Jr., Marion
Gray, Hortense Williams

Change Happened Here!
During Fiscal Years 1973 – 1979 Commission tackled Affirmative Action Programs within city government, and advocates for inclusion of Blacks and women in government:

- Endorsed proposed legislation included in the Florida 1974 Human Rights Bill proposed by the Florida Commission on Human Relations.
- Made recommendations to the Civil Service Board to appoint a woman or Black to the Zoning Board.
- Issued a resolution endorsing Ratification of the Equal Rights Amendment.
- ICRC sought funding for two community outreach programs – an Anti-Crime Task Force (ACT) and a Fear Abatement Community Task Force (FACT). ACT with technical assistance provided by ICRC would be a citizens program designed to reduce the growing crime problem in the core city. FACT would identify and carry out methods of reducing marked residual fear in neighborhoods where major crimes had taken place.

1975

January: Rudolph "Rudy" Murray is elected as the first African-American to serve as Chair of the Commission.

August: Commission held a public hearing, at the request of the Jacksonville Branch of the NAACP, in response to complaints of alleged discrimination by the Duval County School System.

October: Commission presented its findings and recommendations based on the August 1975 public hearings to the Duval County School Board. Recommendations included the immediate appointment of an Affirmative Action Officer and that goals be set as to the hiring of women and minorities in the various departments of the Duval County School System.

- Commission investigated a complaint regarding a raid by the Office of the Sheriff on the Club Bathers of Jacksonville.

COMMISSION CHAIRS
1968-2007

Donna Askew*  
James I. Bellinger  
Samuel J. Bruce  
Robert Cowles  
Dr. James B. Crooks  
Dr. Dennis Gallon  
Leslie Hardy  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Nathan H. Wilson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Janetta G. Norman  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson  
Edward G. Martin  
Dr. Orrin Mitchell  
Dr. Robert L. Mitchell  
Maurice J. Pilver*  
Pamela D. Quarles  
Madeline Scales-Taylor  
Linda F. Wilkinson

* Served as Chair of the Jacksonville Equal Opportunity Commission
• Commission intervened to ensure that the JSO compiled with a federal requirement that half of the 42 positions for the next police recruit class had to be filled by minorities and women or risk losing more than $1 million in federal funds.

1977

February: Commission drafted a resolution requesting increased support and speedy initiation of the city's Affirmative Action Plan which would increase the hiring of minorities and women in city government.

November: The Miami District Office of the U.S. Equal Employment Opportunity Commission ranks JCRC as the best in the State of Florida and the recent federal rankings of Commission in the Southeast shows JCRC as second only to the Commission of the State of South Carolina.

Fiscal Year 1978-1981 ushered in a new organization to strengthen the Commission's enforcement powers in the area of employment discrimination and fair housing and was challenged to include protections based on sexual preference:

1978

January: Linda Wilkinson was elected as the first woman to serve as Chair of the Commission.

September: Commission received a federal grant of $59,564 to expand its office and underwrite the cost of a town meeting on equal employment opportunity laws. The grant was awarded in support of a local ordinance giving the CRC federal enforcement powers.

October: Agreement was reached on an ordinance giving the CRC and the City's Affirmative Action Office a speedier enforcement process that would reduce the number of cases referred to the state or federal agencies for enforcement.

November: City Council approved the establishment of the Jacksonville Equal Opportunity Commission which is charged with the responsibility for acting upon complaints alleging any unlawful employment practice. Members appointed included: Russell Gregory, Kathleen Manzella, George E. Martin and Delores Shaw.

1979

November: The Commission's Gay Committee made a recommendation to study the feasibility of introducing "sexual preference" as an amendment to the Equal Opportunity Ordinance. Several meetings were held with members of the gay community regarding issues raised in a letter sent to the Commission dated March 26, 1980.

1980

April: Commission was advised why a resolution or recommendation on adding "sexual preference" to the Equal Opportunity Ordinance to the City Council would not be feasible.

• Housing Committee visited and made several recommendations to improve conditions Blodgett Homes in response to complaints by residents.

Legislative Actions

• Ordinance No. GG-16: Established the Community Relations Commission of the city of Jacksonville and defined its purpose, duties and objectives, and providing for its membership and operations.

• Ordinance 69-447-67: Authorized the Mayor and the Community Relations Commission to implement an Equal Employment Opportunity Program and to execute a contract with the U.S. Equal Employment Opportunity Commission to obtain federal funds for such program.

• Ordinance 69-630: Declared the policy of the City of Jacksonville to assure Equal Employment Opportunities Requiring Non-Discrimination of all Bidders for City contracts. Requiring Non-Discrimination Provisions in all City contracts and providing for investigations by the Community Relations Commission to assure compliance with such policies and provisions.

• Ordinance 68-8-111: Terminated all Commission memberships and allowed City Council the authority to remove any Commission member, without cause, by a two-thirds vote. The ordinance was to become effective February 1, 1970. It was repealed by the City Council by a 12-5 vote in February 1970.

• Ordinance 73-1382-692: Authorized application for federal grant from U.S. Equal Employment Opportunity Commission.

• Ordinance 78-257-100: Amended the powers and duties of the Community Relations Commission to receive and process charges alleging violations of federal and state employment statutes.

• Ordinance 778-633-626: Authorized the creation of the Jacksonville Equal Opportunity Commission which was charged with the responsibility to act upon complaints alleging any unlawful employment practice.

• Ordinance 80-716-350: Added a Chapter 154 entitled "Fair Housing" prohibiting discriminatory housing practices.

• Ordinance 89-1285-638: Authorized application for federal grant from U.S. Department of HUD to the Jacksonville Community Relations Commission for processing and enforcing HUD Fair Housing cases.

• Ordinance 96-1088-663: Authorized the Executive Director to issue subpoenas on behalf of the Jacksonville Equal Opportunity Commission.

• Ordinance 96-1089-659: Amended Chapter 408 Fair Housing to be consistent with federal laws prohibiting discriminatory housing practices (enacted 1/28/1997).


• Ordinance 2004-0699: Created a new Chapter 406, Public Accommodations, to address Discrimination in Public Accommodations (enacted 7/13/04).

Rules of the Commission

• March 1970: A Handbook for Commissioners was issued which included the duties, powers and functions of the Commission, descriptions of each committee and descriptions of the staff's role.

• January 1998: Adopted new Commission Rules and named a Hearing Officer to handle hearings held on unsuccessful conciliation when a "cause" finding is rendered.

• January 2004: Commission adopted new rules governing which include duties, powers, and operational standards for processing complaints of alleged discriminatory practices in employment and housing.

• July 2004: Commission adopted new governing rules the operational standards for processing complaints of alleged discriminatory practices in places of public accommodations.
• Commission launched an updated advertising campaign "Fair Housing is your Right... And it's the Law!" Ads were published in five languages to reach the growing ethnic populations in Jacksonville.

**April:** Commission sponsored its Third Annual Fair Housing Symposium. KB Homes supported the effort by donating three rooms of furniture to a single mother with two children.

**May:** Commission introduced an updated version of the police community relations workshops entitled, Protecting Communities in conjunction with the Mayor's "Seeds of Change: Growing Great Neighborhoods" initiative. Protecting Communities uses the study circle methodology to engage citizens and police officers in dialogue on how to work better together to create safe neighborhoods.

**August:** Commission issued its JFRD Report to the Mayor. Mayor John Peyton charged the JHRC with the task to conduct a comprehensive investigation into the workings of the Jacksonville Fire & Rescue Department (JFRD) in February 2006. Many of the Commission's recommendations are currently being implemented.

**November:** Commission sponsored an Evening with Dr. Beverly Daniels Tatum, author of Why Are All The Black Kids Sitting Together in the Cafeteria.

---

**July:** Commission was authorized under a new Fair Housing Ordinance and approved by the City Council to investigate claims of housing discrimination. The ordinance was approved after the City was told by the Federal Government that it would lose more than $11 million in federal Community Development funds and almost $4 million in other urban development grants if it did not enact such an ordinance.

**The Commission was engaged in turmoil over its effectiveness during Fiscal Year 1981-1982:**

**1981**

**February:** Commission met with the Under-Sheriff, a Civil Service Board Member and representatives from the City's Personnel Department regarding the hiring of minorities in the Police Department.

**May:** Housing Committee continued its work on resolving housing complaints, mostly from tenants of City HUD, particularly from Blodgett Homes.

**November:** Florida-Times Union published an article entitled, "City's human-relations watchdog under fire" after accusations were made that the Commission did not effectively handle complaints on police brutality.

**1982**

**April:** Commission staff attempted to avert demonstration planned by ACORN, an organization dedicated to the acquisition of housing for the poor who remained on a long waiting list while the city government declined to refurbish hundreds of vacant public housing units. Commission unanimously passed a resolution on April 23, 1982 asking for a breakdown of how $438,000 was spent on each apartment that was refurbished.

**May:** Executive Director Hugh Wilson came under attack by the Ministerial Leadership and the NAACP for saying that the findings of the Urban League's report on the perceptions and opinions of the black community towards the local Police Department was inaccurate and biased.

**July:** Mayor Godbold issued Executive Order 82-41 appointing an Ad Hoc Committee on the future role of JCRC. Committee members included: the Honorable Rodney Hurst, Roland Kennedy, the Honorable G. E. Martin, the Honorable Marianna Van Hyning, Reverend R. V. Webster, Linda Wilkinson and Nathan Wilson.

**Under new leadership, the Commission introduced Police/Community Workshops and looked at the City’s Affirmative Action Program during 1983-1987:**

**April:** The Commission and the Office of the Sheriff co-sponsored over 25 Police/Community Workshops attended by 120 Police Officers and 1250 residents. Evaluations of the workshops conducted by UNF showed a substantially more positive attitude on the part of both Police and residents towards each other at the end of the workshops.

**The Commission’s Hiring Practices Committee conducted a study on the hiring and promotional practices of the City of Jacksonville in order to determine whether nor not discriminatory procedures exist which may inhibit the hiring and upward mobility of minorities. The report on the "Hiring & Promotion Practices - City of Jacksonville" was an effort to determine the success of the City's Affirmative Action Program which was established by ordinance in 1977.**
The Commission Chair G. Edward Martin requested that the “Rule of 1” be changed to a “Rule of 5” or at least a “Rule of 3.”

Commission Chair, Edward Martin convinced the Sheriff’s Office to open a small substation at Blodgett Homes believing that a more visible presence would help reduce crime and open lines of communications between the police and residents of the 654-unit public housing complex.

1986

November: Commission initiated, “WE CARE” (When Enough People Care Affirmative Results Emerge). This program exposed students at the pilot school, Ribault Middle School, to positive “role models” who were successful individuals in their chosen occupations or avocations.

During Fiscal Years 1987-1991, the Commission continued to focus its enforcement activities while assuming responsibility for a new organization.

1988

The Commission on Family and Marriage was created and the CRC staff was given the administrative duties.

1988-89

Twenty-four (24) training sessions on equal opportunity laws were conducted for several local organizations.

October: A special meeting of the Commission was held to conduct a fact-finding conference on the events of the September 26, 1989 meeting of the City Council at which time three (3) Council members W. Jones, D. Lee and D. Meeks walked out of the meeting.

1990

July: Commission hosted the 42nd Annual Conference of the International Association of Official Human Rights Agencies (IAOHRAs). IAOHRA’s membership consists of 150 human rights agencies in the United States, Canada. The goal of the organization is two-fold: (1) to foster better human relations and 2) to enhance existing human rights procedures under the law.

With the election of Ed Austin as Mayor, a new Executive Director was appointed to serve during Fiscal Years 1991-1995 and the Commission focused its attention on diversity:

Under Mayor John Peyton’s Administration, the Commission expanded its efforts to reach and engage the faith, business and community leaders in dialogue on race and ethnic relations and increases its enforcement authority with approval of a Public Accommodations Ordinance.

2003

March: Commission co-sponsored a 90-minute program, The Cost of Inequality as a part of WJCT’s First Coast Forum series. The program was produced in cooperation with JCCI and FCCJ.

• Commission held public hearings on the effectiveness of the City’s Equal Opportunity Program. Recommendations were made to correct the deficiencies noted.

April: Commission sponsored the Mayor’s Summit on Race Relations which featured a panel discussion by the 2003 mayoral candidates.

November: After completing a study circle, Mayor John Peyton urged the religious community to participate in a study circle as one way to increase dialogue and encourage interaction between people of different races and religions.

2004

April: Commission sponsored its First Annual Fair Housing Symposium.

May: Commission implemented a formal Mediation Program as an alternative method of resolving charges of alleged employment discrimination.

July: Commission celebrated the 40th Anniversary of the Civil Rights Act of 1964, as amended and the Commission’s 37 years of service.

The Commission hosted two events recognizing the 50th Anniversary of Brown v. Board of Education. An Evening with Michelle Norris, NPR host of All Things Considered (third from the left).

2005

February: WJCT Channel 7 in collaboration with the Commission sponsored Jane Elliott’s Blue Eyes/Brown Eyes: exploring prejudice and bigotry.

2006

March: Commission sponsored a special event: An Evening with Tim Wise, author of White Like Me: Reflections on Race from a Privileged Son.
"Handle Saturday." This historic event took place on Saturday, August 27, 1960 when members of the NAACP's Youth Council were engaged in peaceful lunch counter demonstration and were beaten by white men armed with ax handles.

Through the Study Circles Initiative, the Commission sponsored several events in 2001-2002 focused on increasing dialogue around race and ethnic relations:

2001
January: "No Storm Lasts Forever" was a dramatic presentation based on testimonies of ex-slave interviewed in Jacksonville in the 1930's. Special guests included Stetson Kennedy, a writer who worked with the Federal Writer's Project.

May: Same Town - Different Lives featured Attorneys Bill McBride and Michael Haywood of Holland & Knight who both grew up in Lakeland, Florida.

June: Commission sponsored, A River City Speaks: Dialogue on Police, Race and Justice, a 90-minute live forum on WJCT TV-7: featuring the Chief Circuit Judge, State Attorney, Chief Assistant Public Defender, Sheriff, City Council President, Superintendent of Schools, and a Freelance Journalist.

October: Commission sponsored Same Town - Separate Lives that featured Alberta Hipp and Pat Lockett-Felder who as City Council members worked to make Jacksonville a better city but who experienced Jacksonville in very different ways because of race.

2002
August: Commission's Study Circle Initiative was credited with the implementation of Jax Reads!, a program introduced to the Jacksonville community after Marjorie Broward attended a study circle. The program was envisioned as a potential venue for improving relationships among races, differing ages and socio-economic groups. It is now housed with the Jacksonville Public Library.


1992
January: Commission intervened in the community conflict over the racially charged remarks made by Judge John Santora.

1993
January: Commission conducted a Diversity Training Survey of the 55 major companies in Jacksonville. Eighteen (18) companies responded indicating that they had or were developing a program.

April: Commission is saddened by the death of the Executive Director, Vivian Copeland Jackson. Harold Gibson, Mayoral Aide provides operational guidance to the Commission.

1994
December: Commission issued a progress report on the 44 recommendations developed by "Jacksonville Together!... The Mayor's Council on Community Reconciliation."

1995
April: Commission met with representatives from the Jacksonville Landing regarding a citizen's complaint of racially biased treatment of Black male youths visiting the property.

• Commission met with representatives of the Duval County School Board and NAACP to determine how to bring the community together in harmony over the desegregation of the school system.

• Commission conducted a follow-up Diversity Training Survey of 69 private corporations. Twenty (20) had training programs.

With the election of Mayor John Delaney, a new Executive Director was hired. During Fiscal Years 1996-2003, new changes were made to improve case processing through technology, re-establish the relationship with the U.S. Department of HUD, improve customer service, and focus on race/ethnic relations.

1996
March: Commission partnered with several local organizations to plan and implement the UNITY WEEK. Commission coordinated a one-day program on Race and Human Relations as a part of the celebration.

• Commission launched a public awareness campaign with PSAs produced for the Commission by Barnett Banks of Jacksonville.

April: Commission coordinated the City's Analysis of Impediments to Fair Housing Study which was conducted by JCCI and funded by the Community Development Division.
August: The commission met with Mayor Delaney to discuss strategies to address concerns raised in the report on *Racial and Ethnic Tensions in Florida* issued by the Florida Advisory Committee to the U.S. Commission on Civil Rights which describes Jacksonville as one of the most racist cities in Florida.

- Commission contracted with the NE Center for Community Initiatives to conduct a comprehensive study on the status of race relations in Jacksonville.

**October:** Commission’s Media Relations Committee organized a series of meetings with local electronic and print media representatives in an attempt to form “partnerships with media professionals to encourage balanced, positive reporting of all the news.”

1997

**April:** Commission adopted the study circles process as a tool to engage diverse groups of citizens in meaningful dialogue on race and ethnic relations. Two pilot Study Circle groups operating under the banner *Community Bridge Builders* . . . *A Study Circle Initiative* were conducted in May and June 1997.

- Commission launched a new advertising campaign to educate community on fair housing. Campaign included an *Access Jacksonville in a Minute* public service announcement, brochures and lapel pins.

- Commission received interim certification under HUD’s Fair Housing Assistance Program as a FHAP agency and was approved for a $100,000 Capacity Building Funds Grant.

- Commission met with housing developers to discuss efforts to build affordable housing in all areas of the City.

**August:** Commission co-sponsored an Equal Employment Symposium in conjunction with the Miami District Office of the EEOC. Approximately 220 employers attended the one-day session held at the FCCJ - Kent Campus.

**October:** Commission conducted the first Brown Bag Lunch & Information Exchange educational outreach program for local employers. The session was sponsored by the First Union National Bank of Florida. (The Brown Bag Lunch is an ongoing program offered by the Commission to train HR professionals, employment attorneys and others on the local, state and federal employment laws and administrative procedures.)

1998

**April:** Commission mediated vendor dispute over the sale of racially offensive and demeaning T-shirts at a local flea market.

**July:** Commissioners examined the issues of privilege, prejudice and position and their role as leaders of the City’s agency charged with fostering fair treatment and equality for all citizens at a retreat.

**October:** Commission coordinated a one day program on *Eliminating Racism and Hate Crimes* entitled, “Life as a Former Neo-Nazi Skinhead” as recounted by T.J. Leyden, held as a part of the Community Connection’s Week without Violence.

1999

**June:** Commission met with representatives of the Adams Mark Hotel to discuss hiring plans and employment practices for the Jacksonville location in light of the allegations of civil rights violations against the Daytona Beach property.

**September:** Commission received a two-year grant from the Jessie Ball DuPont Fund to underwrite the Study Circles Initiative. Grant included funds to hire a full-time coordinator.

**November:** Commission hosted the 8th Annual Florida Civil Rights Conference sponsored by the Florida Commission on Human Relations and the Florida Association of Community Relations Professionals.

- Commission received the Public Sector Civil Rights Advocacy Award for adopting the study circles process to deal with race relations, process improvement efforts to better serve clients and the implementation of creative educational outreach efforts such as the *Brown Bag Lunch & Information Exchange.*

2000

**January:** Commission sponsored its first Study Circles Initiative kick-off event, “Parallel Lives: a story about two individuals, a black male and a white female growing up in small towns in Florida during the 1950’s.”

**August:** The Jacksonville Leadership Forum is organized as a venue for engaging business and community leaders in dialogue on race relations using the study circles process. sponsored, along with the National Conference for Community & Justice, the Jacksonville Historical Society, Jacksonville Urban League and the NAACP Jacksonville Branch, the 40th Anniversary Observance of *A Day*
August: The commission met with Mayor Delaney to discuss strategies to address concerns raised in the report on Racial and Ethnic Tensions in Florida issued by the Florida Advisory Committee to the U.S. Commission on Civil Rights which describes Jacksonville as one of the most racist cities in Florida.

• Commission contracted with the NE Center for Community Initiatives to conduct a comprehensive study on the status of race relations in Jacksonville.

October: Commission's Media Relations Committee organized a series of meetings with local electronic and print media representatives in an attempt to form “partnerships with media professionals to encourage balanced, positive reporting of all the news.”

1997

April: Commission adopted the study circles process as a tool to engage diverse groups of citizens in meaningful dialogue on race and ethnic relations. Two pilot Study Circle groups operating under the banner Community Bridge Builders... A Study Circle Initiative were conducted in May and June 1997.

• Commission launched a new advertising campaign to educate community on fair housing. Campaign included an Access Jacksonville in a Minute public service announcement, brochures and lapel pins.

• Commission received interim certification under HUD's Fair Housing Assistance Program as a FHAP agency and was approved for a $100,000 Capacity Building Funds Grant.

• Commission met with housing developers to discuss efforts to build affordable housing in all areas of the City.

August: Commission co-sponsored an Equal Employment Symposium in conjunction with the Miami District Office of the EEOC. Approximately 220 employers attended the one-day session held at the FCCJ - Kent Campus.

October: Commission conducted the first Brown Bag Lunch & Information Exchange educational outreach program for local employers. The session was sponsored by the First Union National Bank of Florida. (The Brown Bag Lunch is an ongoing program offered by the Commission to train HR professionals, employment attorneys and others on the local, state and federal employment laws and administrative procedures.)

1998

April: Commission mediated vendor dispute over the sale of racially offensive and demeaning T-shirts at a local flea market.

July: Commissioners examined the issues of privilege, prejudice and position and their role as leaders of the City's agency charged with fostering fair treatment and equality for all citizens at a retreat.

October: Commission coordinated a one day program Eliminating Racism and Hate Crimes entitled, “Life as a Former Neo-Nazi Skinhead” as recounted by T.J. Leyden, held as a part of the Community Connection's Week without Violence.

1999

June: Commission met with representatives of the Adams Mark Hotel to discuss hiring plans and employment practices for the Jacksonville location in light of the allegations of civil rights violations against the Daytona Beach property.

September: Commission received a two-year grant from the Jessie Ball DuPont Fund to underwrite the Study Circles Initiative. Grant included funds to hire a full-time coordinator.

November: Commission hosted the 8th Annual Florida Civil Rights Conference sponsored by the Florida Commission on Human Relations and the Florida Association of Community Relations Professionals.

• Commission received the Public Sector Civil Rights Advocacy Award for adopting the study circles process to deal with race relations, process improvement efforts to better serve clients and the implementation of creative educational outreach efforts such as the Brown Bag Lunch & Information Exchange.

2000

January: Commission sponsored its first Study Circles Initiative kick-off event, “Parallel Lives,” a story about two individuals, a black male and a white female growing up in small towns in Florida during the 1950's.

August: The Jacksonville Leadership Forum is organized as a venue for engaging business and community leaders in dialogue on race relations using the study circles process. Sponsored, along with the National Conference for Community & Justice, the Jacksonville Historical Society, Jacksonville Urban League and the NAACP/Jacksonville Branch, the 40th Anniversary Observance of "Ax
"Handle Saturday": This historic event took place on Saturday, August 27, 1960 when members of the NAACP’s Youth Council were engaged in peaceful lunch counter demonstration and were beaten by white men armed with ax handles.

Study circles seek to close racial chasm

Through the Study Circles Initiative, the Commission sponsored several events in 2001-2002 focused on increasing dialogue around race and ethnic relations:

2001

January: “No Storm Lasts Forever” was a dramatic presentation based on testimonies of ex-slave interviewed in Jacksonville in the 1930’s. Special guests included Stetson Kennedy, a writer who worked with the Federal Writer’s Project.

May: Same Town - Different Lives featured Attorneys Bill McBride and Michael Haywood of Holland & Knight who both grew up in Lakeland, Florida.

June: Commission sponsored A River City Speaks: Dialogue on Police, Race and Justice, a 90-minute live forum on WJCT TV-7: featuring the Chief Circuit Judge, State Attorney, Chief Assistant Public Defender, Sheriff, City Council President, Superintendent of Schools, and a Freelance Journalist.

October: Commission sponsored Same Town - Separate Lives that featured Alberta Hipps and Pat Lockett-Felder who as City Council members worked to make Jacksonville a better city but who experienced Jacksonville in very different ways because of race.

2002

August: Commission’s Study Circle Initiative was credited with the implementation of Jax Reads!, a program introduced to the Jacksonville community after Marjorie Broward attended a study circle. The program was envisioned as a potential venue for improving relationships among races, differing ages and socio-economic groups. It is now housed with the Jacksonville Public Library.


1992

January: Commission intervened in the community conflict over the racially charged remarks made by Judge John Santora.

1993

January: Commission conducted a Diversity Training Survey of the 55 major companies in Jacksonville. Eighteen (18) companies responded indicating that they had or were developing a program.

April: Commission is saddened by the death of the Executive Director, Vivian Copeland Jackson. Harold Gibson, Mayor’s Aide provides operational guidance to the Commission.

1994

December: Commission issued a progress report on the 44 recommendations developed by Jacksonville Together! . The Mayor’s Council on Community Reconciliation.

1995

April: Commission met with representatives from the Jacksonville Landing regarding a citizen’s complaint of racially biased treatment of Black male youths visiting the property.

• Commission met with representatives of the Duval County School Board and NAACP to determine how to bring the community together in harmony over the desegregation of the school system.

• Commission conducted a follow-up Diversity Training Survey of 69 private corporations. Twenty (20) had training programs.

With the election of Mayor John Delaney, a new Executive Director was hired. During Fiscal Years 1996-2003, new changes were made to improve case processing through technology, re-establish the relationship with the U.S. Department of HUD, improve customer service, and focus on race/ethnic relations.

1996

March: Commission partnered with several local organizations to plan and implement the UNITY WEEK. Commission coordinated a one-day program on Race and Human Relations as a part of the celebration.

• Commission launched a public awareness campaign with PSAs produced for the Commission by Barnett Banks of Jacksonville.

April: Commission coordinated the City’s Analysis of Impediments to Fair Housing Study which was conducted by JCCI and funded by the Community Development Division.

Pictured: Charlene Taylor Hill, Executive Director; Judith Beaubouef, Vice Chair and Dr. Orrin Mitchell, Chair.
• The Commission Chair G. Edward Martin requested that the “Rule of 1” be changed to a “Rule of 5” or at least a “Rule of 3.”

• Commission Chair, Edward Martin convinced the Sheriff’s Office to open a small substation at Blodgett Homes believing that a more visible presence would help reduce crime and open lines of communications between the police and residents of the 654-unit public housing complex.

1986

November: Commission initiated, “WE CARE” (When Enough People Care Affirmative Results Emerge). This program exposed students at the pilot school, Ribault Middle School, to positive “role models” who were successful individuals in their chosen occupations or avocations.

During Fiscal Years 1987-1991, the Commission continued to focus its enforcement activities while assuming responsibility for a new organization.

1988

The Commission on Family and Marriage was created and the CRC staff was given the administrative duties.

1988-89

Twenty-four (24) training sessions on equal opportunity laws were conducted for several local organizations.

October: A special meeting of the Commission was held to conduct a fact-finding conference on the events of the September 26, 1989 meeting of the City Council at which time three (3) Council members W. Jones, D. Lee and D. Meeks walked out of the meeting.

1990

July: Commission hosted the 42nd Annual Conference of the International Association of Official Human Rights Agencies (IAOHR). IAOHR’s membership consists of 150 human rights agencies in the United States, Canada. The goal of the organization is two-fold: 1) to foster better human relations and 2) to enhance existing human rights procedures under the law.

With the election of Ed Austin as Mayor, a new Executive Director was appointed to serve during Fiscal Years 1991-1995 and the Commission focused its attention on diversity.

Under Mayor John Peyton’s Administration, the Commission expanded its efforts to reach and engage the faith, business and community leaders in dialogue on race and ethnic relations and increases its enforcement authority with approval of a Public Accommodations Ordinance.

2003

March: Commission co-sponsored a 90-minute program, The Cost of Inequality as a part of WJCT’s First Coast Forum series. The program was produced in cooperation with JCCI and FCCJ.

• Commission held public hearings on the effectiveness of the City’s Equal Opportunity Program. Recommendations were made to correct the deficiencies noted.

April: Commission sponsored the Mayor’s Summit on Race Relations which featured a panel discussion by the 2003 mayoral candidates.

November: After completing a study circle, Mayor John Peyton urged the religious community to participate in a study circle as one way to increase dialogue and encourage interaction between people of different races and religions.

2004

April: Commission sponsored its First Annual Fair Housing Symposium.

May: Commission implemented a formal Mediation Program as an alternative method of resolving charges of alleged employment discrimination.

July: Commission celebrated the 40th Anniversary of the Civil Rights Act of 1964, as amended and the Commission’s 37 years of service.

2005

February: WJCT Channel 7 in collaboration with the Commission sponsored Jane Elliott’s “Blue Eyes/Brown Eyes: exploring prejudice and bigotry.

2006

March: Commission sponsored a special event: An Evening with Tim Wise, author of White Like Me: Reflections on Race from a Privileged Son.
• Commission launched an updated advertising campaign “Fair Housing is your Right... And it’s the Law!” Ads were published in five languages to reach the growing ethnic populations in Jacksonville.

**April:** Commission sponsored its Third Annual Fair Housing Symposium. KB Homes supported the effort by donating three rooms of furniture to a single mother with two children.

**May:** Commission introduced an updated version of the police community relations workshops entitled, Protecting Communities in conjunction with the Mayor’s “Seeds of Change: Growing Great Neighborhoods” Initiative. Protecting Communities uses the study circle methodology to engage citizens and police officers in dialogue on how to work better together to create safe neighborhoods.

**August:** Commission issued its JFRD Report to the Mayor. Mayor John Peyton charged the JHRC with the task to conduct a comprehensive investigation into the workings of the Jacksonville Fire & Rescue Department (JFRD) in February 2006. Many of the Commission’s recommendations are currently being implemented.

**November:** Commission sponsored an Evening with Dr. Beverly Daniels Tatum, author of Why Are All The Black Kids Sitting Together in the Cafeteria.

**July:** Commission was authorized under a new Fair Housing Ordinance and approved by the City Council to investigate claims of housing discrimination. The ordinance was approved after the City was told by the Federal Government that it would lose more than $11 million in federal Community Development funds and almost $4 million in other urban development grants if it did not enact such an ordinance.

**The Commission was engaged in turmoil over its effectiveness during Fiscal Year 1981-1982:**

**1981**

**February:** Commission met with the Under-Sheriff, a Civil Service Board Member and representatives from the City’s Personnel Department regarding the hiring of minorities in the Police Department.

**Housing Committee continued its work on resolving housing complaints, mostly from tenants of City HUD, particularly from Blodgett Homes.**

**November:** Florida-Times Union published an article entitled, “City’s human-relations watchdog under fire” after accusations were made that the Commission did not effectively handle complaints on police brutality.

**1982**

**April:** Commission staff attempted to avert demonstration planned by ACORN, an organization dedicated to the acquisition of housing for the poor who remained on a long waiting list while the city government declined to refurbish hundreds of vacant public housing units. Commission unanimously passed a resolution on April 23, 1982 asking for a breakdown of how $438,000 was spent on each apartment that was refurbished.

**May:** Executive Director Hugh Wilson came under attack by the Ministerial Leadership and the NAACP for saying that the findings of the Urban League’s report on the perceptions and opinions of the black community towards the local Police Department was inaccurate and biased.

**July:** Mayor Godbold issued Executive Order 82-41 appointing an Ad Hoc Committee on the future role of JCRC. Committee members included: the Honorable Rodney Hurst, Roland Kennedy, the Honorable G. E. Martin, the Honorable Marianna Van Hyning, Reverend R. V. Webster, Linda Wilkinson and Nathan Wilson.

**Under new leadership, the Commission introduced Police/Community Workshops and looked at the City’s Affirmative Action Program during 1983-1987:**

• The Commission and the Office of the Sheriff co-sponsored over 25 Police/Community Workshops attended by 120 Police Officers and 1250 residents. Evaluations of the workshops conducted by UNF showed a substantially more positive attitude on the part of both Police and residents towards each other at the end of the workshops.

• The Commission’s Hiring Practices Committee conducted a study on the hiring and promotional practices of the City of Jacksonville in order to determine whether nor not discriminatory procedures exists which may inhibit the hiring and upward mobility of minorities. The report on the “Hiring & Promotion Practices – City of Jacksonville” was an effort to determine the success of the City’s Affirmative Action Program which was established by ordinance in 1977.
• Commission intervened to ensure that the JSO compiled with a federal requirement that half of the 42 positions for the next police recruit class had to be filled by minorities and women or risk losing more than $1 million in federal funds.

1977
February: Commission drafted a resolution requesting increased support and speedy initiation of the city's Affirmative Action Plan which would increase the hiring of minorities and women in city government.

November: The Miami District Office of the U.S. Equal Employment Opportunity Commission ranks JCRC as the best in the State of Florida and the recent federal rankings of Commission in the Southeast shows JCRC as second only to the Commission of the State of South Carolina.

Fiscal Year 1978-1981 ushered in a new organization to strengthen the Commission's enforcement powers in the area of employment discrimination and fair housing and was challenged to include protections based on sexual preference:

1978
January: Linda Wilkinson was elected as the first woman to serve as Chair of the Commission.

September: Commission received a federal grant of $59,564 to expand its office and underwrite the cost of a town meeting on equal employment opportunity laws. The grant was awarded in support of a local ordinance giving the CRC federal enforcement powers.

October: Agreement was reached on an ordinance giving the CRC and the City's Affirmative Action Office a speedier enforcement process that would reduce the number of cases referred to the state or federal agencies for enforcement.

November: City Council approved the establishment of the Jacksonville Equal Opportunity Commission which is charged with the responsibility for acting upon complaints alleging any unlawful employment practice. Members appointed included: Russell Gregory, Kathleen Manzella, George E. Martin and Delores Shaw.

1979
November: The Commission's Gay Committee made a recommendation to study the feasibility of introducing "sexual preference" as an amendment to the Equal Opportunity Ordinance. Several meetings were held with members of the gay community regarding issues raised in a letter sent to the Commission dated March 26, 1980.

1980
April: Commission was advised why a resolution or recommendation on adding "sexual preference" to the Equal Opportunity Ordinance to the City Council would not be feasible.

• Housing Committee visited and made several recommendations to improve conditions Blodgett Homes in response to complaints by residents.

Legislative Actions
• Ordinance No. GG-16: Established the Community Relations Commission of the city of Jacksonville and defined its purpose, duties and objectives, and providing for its membership and operations.
• Ordinance 69-447-67: Authorized the Mayor and the Community Relations Commission to implement an Equal Employment Opportunity Program and to execute a contract with the U.S. Equal Employment Opportunity Commission to obtain federal funds for such program.
• Ordinance 69-630: Declared the policy of the City of Jacksonville to assure Equal Employment Opportunities Requiring Non-Discrimination of all Bidders for City contracts. Requiring Non-Discrimination Provisions in all City contracts and providing for investigations by the Community Relations Commission to assure compliance with such policies and provisions.
• Ordinance 68-8-111: Terminated all Commission memberships and allowed City Council the authority to remove any Commission member, without cause, by a two-thirds vote. The ordinance was to become effective February 1, 1970. It was repealed by the City Council by a 12-5 vote in February 1970.
• Ordinance 73-1382-692: Authorized application for federal grant from U.S. Equal Employment Opportunity Commission.
• Ordinance 78-257-100: Amended the powers and duties of the Community Relations Commission to receive and process charges alleging violations of federal and state (employment) statutes.
• Ordinance 778-633-626: Authorized the creation of the Jacksonville Equal Opportunity Commission which was charged with the responsibility to act upon complaints alleging any unlawful employment practice.
• Ordinance 80-718-350: Added a Chapter 154 entitled "Fair Housing" prohibiting discriminatory housing practices.
• Ordinance 89-1285-618: Authorized application for federal grant from U.S. Department of HUD to the Jacksonville Community Relations Commission for processing and enforcing HUD Fair Housing cases.
• Ordinance 96-1088-663: Authorized the Executive Director to issue subpoenas on behalf of the Jacksonville Equal Opportunity Commission.
• Ordinance 96-1089-659: Amended Chapter 408 Fair Housing to be consistent with federal laws prohibiting discriminatory housing practices [enacted 1/28/1997].
• Ordinance 98-326: Authorized the merger of the Community Relations and Equal Opportunity Commissions and to establish the Jacksonville Human Rights Commission [enacted 6/9/98].
• Ordinance 2004-0699: Created a new Chapter 406, Public Accommodations, to address Discrimination in Public Accommodations [enacted 7/13/04].

Rules of the Commission
• March 1970: A Handbook for Commissioners was issued which included the duties, powers and functions of the Commission, descriptions of each committee and descriptions of the staff's role.
• January 1998: Adopted new Commission Rules and named a Hearing Officer to handle hearings held on unsuccessful conciliation when a "cause" finding is rendered.
• January 2004: Commission adopted new rules governing which include duties, powers, and operational standards for processing complaints of alleged discriminatory practices in employment and housing.
• July 2004: Commission adopted new governing rules the operational standards for processing complaints of alleged discriminatory practices in places of public accommodations.

Change Happened Here!
COMMISSION CHAIRS
1968-2007

Donna Askew*
James I. Bellinger
Samuel J. Bruce
Robert Cowles
Dr. James B. Crooks
Dr. Dennis Gallon
Leslie Hardy
Jack Higgins
Marvin Ganson
Bernard V. Gregory
Kathleen Manzella*

Edward G. Martin
Dr. Orrin Mitchell
Dr. Robert L. Mitchell
Rudolph Murray
Janetta G. Norman
Pamela D. Quarles
Madeline Scales-Taylor
Linda F. Wilkinson
Nathan H. Wilson

*Served as Chair of the Jacksonville Equal Opportunity Commission

During Fiscal Years 1973 – 1979 Commission tackled Affirmative Action Programs within city government, and advocates for inclusion of Blacks and women in government:

• Endorsed proposed legislation included in the Florida 1974 Human Rights Bill proposed by the Florida Commission on Human Relations.

• Made recommendations to the Civil Service Board to appoint a woman or Black to the Zoning Board.

• Issued a resolution endorsing Ratification of the Equal Rights Amendment.

• JCRC sought funding for two community outreach programs – an Anti-Crime Task Force (ACT) and a Fear Abatement Community Task Force (FACT). ACT with technical assistance provided by JCRC would be a citizens program designed to reduce the growing crime problem in the core city. FACT would identify and carry out methods of reducing marked residual fear in neighborhoods where major crimes had taken place.

• Formed a 28-member Equal Employment Opportunity Council to act in a consultant capacity to the City of Jacksonville in writing the Affirmative Action Program for the City at the insistence of Commission Vice Chair, Rudolph Murray. This group was comprised of government and private industry employees with EEO responsibilities.

1975

January: Rudolph "Rudy" Murray is elected as the first African-American to serve as Chair of the Commission.

August: Commission held a public hearing, at the request of the Jacksonville Branch of the NAACP, in response to complaints of alleged discrimination by the Duval County School System.

October: Commission presented its findings and recommendations based on the August 1975 public hearings to the Duval County School Board. Recommendations included the immediate appointment of an Affirmative Action Officer and that goals be set as to the hiring of women and minorities in the various departments of the Duval County School System.

• Commission investigated a complaint regarding a raid by the Office of the Sheriff on the Club Baths of Jacksonville.

Change Happened Here!
Community Relations Commission Commissioners - 1971:
Left to Right
Front Row: Lt. Commander Wendell Johnson, Mrs. Esther Miller, Reverend Barry VanDeventer, Mrs. Wilhemina Rutledge, Reverend John Farmer, Mr. A. P. Perkins, Mr. Roland Kennedy
Back Row: Dr. J. C. Downing, Mr. Nathan Wilson, Mr. Marvin Ganson, Mr. Charles Pollatty, Dr. Andrew Robinson, Mr. Michael Hike, Mr. Jack Chambers, Reverend Charles Bailey

Commissioners pictured as shown in the 1971 Annual Report:

Community Relations Commission Staff - 1971:
Left to Right
Front Row: Ruth Mason, Carol Whitter, JoAnn Timmons, Barbara Bregler
Back Row: Richard Bowers, Jerome Glover, Gloria McCroy, Vernon Washington, Kenneth Johnson, Gerald Schneider

Commission staff as shown in the 1971 Annual Report

Jacksonville Human Rights Commission 40th Anniversary Celebration

COMMISSIONERS
1968 ~ 2007

Adler, Rabbi Yitzchok
Albanna, Jack
Alexander, Edna
Allen, Jr., Walter Gregory
Alvarez, Captain Raoul
Askew, Donna
Austin, Ronald R.
Azar, Raymond
Ballance, Edward G.
Basford, Patricia
Batey, Elizabeth Corrigan
Beaubouef, Judith S.
Bellinger, Jr., James I.
Belton, Douglas B.
Bomhard, Elizabeth
Bond, Sandra
Bosson, Robert
Bracy, Jr., Randolph
Bradley, Richard
Broom, Jr., Maxie
Brotman, DDS, Solomon
Brown, Clanzel
Brown, Ralph E.
Brownett, Frank
Bruce, Samuel
Buchanan, Jr., John D.
Buck, Dr. Roland
Cain, Brenda W.
Canty, Bennie I.
Carter, Ulysses
Chambers, Jack H.
Cochran, Price “Buck”
Cody, Daniel
Cohen, Leonard
Condit, Jeffrey R.
Cooke, Hamilton
Cowart, Billy R.
Cowles, Commander Robert R.
Crooks, James B.
Cruse, Jenelle B.
Cummings, Martha C.
Dailey, Reverend C.B.
Dandlake, Kolbrun
Danford, Jr., Dr. Richard
Daniels, Lorraine M.
Dawkins, Jr., Dewitt C.
Dennis, Willye
Donahoe, Norman
Dore, Sally S.
Downing, Dr. J. C.
DuPre Janice
Echols, Reverend William S.
Erstling, John H.
Fane, Gary R.
Farmer, Guy O.
Farmer, Reverend John H.
Felton, Douglas B.
Fernandez, Celia
Ferro, Laulhati “Lally” V.
Fields, Harry
Fletcher, June
Folds, Jr., Sam
Foster, Mary Jane
Gallon, Dennis P.
Ganson, Margo Fugeman
Ganson, Marvin
Goldstein, Mrs. S. William
Goodfarb, Scott A.
Goplerud, C. Peter
Gorenstein, Barney
Graham, Jr., Marion
Gray, Hortense Williams
• Public hearing held on the School Desegregation Plan which was televised by Channel 7 on August 28, 1970. The meeting addressed the Federal District Courts order to the Duval County School District to adjust its desegregation plan and rework the entire proposed pupil desegregation ratios. This televised meeting helped the community gain a better understanding of the issues and practicalities involved in the Court Order.

• Public hearing held on the Site Location of the Proposed Florida Junior College Downtown Learning Center [November 1970].

• Survey conducted in the Sherwood Forest subdivision in response to a number of charges of “block busting, student disorders at neighborhood schools and other racially divisive incidents.

• Study issued on the Public Employment of Minorities in the government of the City of Jacksonville.

1971

December: Commission issued its Fourth Annual Report with the following highlights:

• Release of the Housing Report that recapped the housing units built in the last four years by FHA.

• Release of the Report on Health Services Made Available to the Poor by the Jacksonville Department of Public Health.

• Findings on the Prison Farm Incident: August 6, 1971 report regarding the race riot among inmates.

• Findings of the Analysis of Bookings and Arrests: Civil Disorder (Wednesday June 16 – Sunday, June 20, 1971).

• Report on the Civil Disturbance, June 1971 – Fire Department Involvement which examined the property damage to Fire Department equipment, reports of sniper fire and fire damage to private residences and commercial property.

• After the June Disturbance, the Commission established an Emergency Rumor Control Center where citizens could call in and report rumors or get the fact on the current situation in the community. The center was staffed 24 hours by volunteers. It was operational three (3) times during the year, logging over 1000 calls.
• The Report on Public Housing and its recommendations resulted in 1500 new public housing units, hiring of a Social Services Supervisor, application for modernization funds and formation of three (3) tenant associations.

• The Report on Rent Increases analyzed over 100 cases of rent increases as a result of the new water and sewer charges. The report revealed that some landlords were increasing rents in excess of the actual cost of these new charges. The Commission encouraged private investors to enter the field of low cost housing construction.

• The Commission reviewed and coordinated the relocation planning for families living where the new postal handling facility is to be constructed, at Kings Road and I-95. The staff conducted extensive interviews with 175 families living in the nine square block displacement area.

• Commission investigated the operation of both Carver and Lincoln Business Colleges. Serious conditions relating to promotion, cost, treatment of students and quality of training were found. Findings were presented to the State Attorney and Consumer Affairs Division. In the Lincoln Business College case, the Commission intervened to keep the dormitory open, quiet community tensions and prevent public disruption until an out-of-court settlement could be reached.

• Commission was involved in several serious racially tense situations in the community. In each case, the a Commission acted as a conciliator, countered rumors, encouraged peaceful resolutions, sought recourse for legitimate grievances and promoted mutual understanding.

• Commission sponsored and conducted a workshop at Jacksonville University on “News Media and Racial Crisis” which was attended by over forty (40) representatives of all local new media following an erroneous news report that nearly caused a disorder at Kirby Smith Junior High School.

1970

December: Commission issued its Third Annual Report highlighting the following:

• Release of the Commission’s Task Force Report on the Civil Disorder of October 31, 1969. Mayor Tantler request the CRC to investigate the “Halloween evening disturbance” that occurred at Florida Avenue in response to correspondence received from the Community Urban Development Council’s Chair, Dr. Amett E. Girardeau.

• Investigation of Alleged Disparate Treatment of Residents of Hilltop Village Apartments.

• Public hearings held on the Student Disorder at Highlands Junior High School. These hearings were

Jacksonville Human Rights Commission 40th Anniversary Celebration

Pilver, Maurice J.
Polatty, Charles M.
Poster, Mary Jane
Powell, Altamease Kelly
Power, Norma E.
Pratt, Sharon Arnold
Principe, Angel Daniel “Dan”
Purvis, Larry A.
Quarke, Captain Wm. F.
Quarles, Pamela D.
Ray, Doris Lee
Richardson, Sr., Robert E
Robinson, Andrew A.
Rodenberry, Harry
Ross, Mrs. John B. (Ann)
Rutledge, Wilhelmina
Ryder, Commander Dan H.
Saffy, Dr. Edna
Salter, Kerrean L.
Salvador, Tatiana Radi
Sams, D.D., Reverend J. C.
Sanders, James E.
Saunders, Deloris M.
Sawyer, Charles
Scales-Taylor, Madeline
Scharf, Eugene
Schmidt, Gert
Schwind, Maria
Scott, Nathaniel
Shad, Merilyn T.
Shafer, Vicki
Shahid, Rashad H.
Shaw, Delores
Sisk, Karin R.
Slama, Robert J.
Slater, Thomas F
Smith, Rufus L.
Steadman, Dr. Gordon W.
Sweigood, William
Taylor, Arthur F.
Taylor, Jr., Frank
Taylor, Maria
Thomas, Henry
Thomas, Joseph L.
Towers, Jr. Robert
Tuday, Linda
Turk, Reverend Davette
Turner, Sr., B. L.
Valdes-Pellino, Martha C.
Van Aken, Reverend Gretchen
Van Deventer, Rev. Barry
Van Hyning, Mariana
Verlender, W. Ashley
Wade, Dennis
Walker, Carolyn
Warnecke, John R.
Washington, Celestine
Watson, Cynthia “Cindy”
Webster, Carol
Weedon, Gerald W.
Wells, Rita
White, Dr. Alvin G.
White, Wm. Marvin
Wiegand, Margaret Abel
Wilkes, Jerry “Jay” Allen
Wilkinson, Linda F.
Williams, David
Williams, Dr. Wilma F.
Williams, Reverend Landon
Willis, Robert Stuart
Wilson, Dottie
Wilson, Nathan H.
Winston, James
Wisniewski, Sister DeSales
Woodard, Al Renee
Woolsey, B. Fred

Names in Bold indicate original member
Names in Bold italic indicate original member is deceased
Names in italic are deceased
Disclaimer: Please forgive any omissions or inaccuracies in the listing of Commission Chairs and Commissioners. The lists were prepared using available historical records.
EXECUTIVE DIRECTORS

DAVID ADKINS (Interim)
January 26, 1968 - September 30, 1968

DAVID ENTIN
October 1, 1968 - 1969

H. JEROME "JERRY" MIRON
January 19, 1970 - December 1970

EULIE B. JOHNSON
August 11, 1987 - 1991

CHARLENE TAYLOR HILL
October 10, 1995 - present

Hugh Wilson
September 1973 - August 1983

VIVIAN C. JACKSON
September 10, 1991 - April 1994 (deceased)

ALTON W. YATES
October 11, 1983 - 1987

HAROLD GIBSON
Mayoral Aide 1994 (Interim Oversight)

RICHARD L. "DICK" BOWERS
February 1971

DR. RICHARD DANFORD
1991 (Interim Oversight)

1968

January: The first organizational meeting was held. Members present included:
- NATHAN H. WILSON, CHAIR
- CLANZEL BROWN
- FRANK H. BROWNNET
- REVEREND C.B. DAILEY
- DR. J.C. DOWNING
- MRS. WILLIAM GOLDSTEIN
- WENDELL P. HOLMES, JR.
- CHARLES C. HOWELL
- ROBERT A. MILLS, JR.
- MRS. R.F. MILLS
- JUSTIN MONTGOMERY
- ANDREW P. PERKINS
- MRS. JOHN B. ROSS
- REVEREND J.C. SAMS
- DR. GORDON W. STEADMAN
- FRANK TAYLOR, JR.
- REVEREND BARRY VAN DEVENTER
- W. ASHLEY VERLANDER
- WM. MARVIN WHITE
- REVEREND LANDON WILLIAMS.

- Clanzel Brown was elected Vice Chair.
- David C. Adkins was approved as the interim Executive Director on a contractual basis.

December: Commission issues its First Annual Report with the following highlights:
- Received and responded to several complaints of discrimination that the Fraternal Order of Police (FOP), Gateway Lodge No. 5 of the Jacksonville City Police Department failed to allow Negroes into its membership. The Commission made a recommendation to Mayor Tansler to withdraw certain privileges extended to the FOP. The recommendation was withdrawn when the FOP adjusted its policy and elected five Negro members of the Police Department to its membership.
- Established an Education Committee to study the implications of the Federal Court Order pertaining to the desegregation of the Duval County Public Schools.
- Sponsored and coordinated the formation of the South Side Improvement Association after the slaying of a U.S. Airman on Old St. Augustine Road on the Monday night following the murder of Dr. Martin Luther King, Jr. in Memphis.
- Sponsored a memorial service for Dr. Martin Luther King, Jr., in cooperation with the Church Alliance of Greater Jacksonville and the Ministerial Alliance of Jacksonville, at the Jacksonville Civic Auditorium on Sunday, April 7, 1968, which was attended by more than 3,000 citizens.
- Received City Council approval of a Commission budget of $23,375 which included a staff of three people. David Entin (far right) was hired as the first Executive Director (October 1968); Edgar Graham, Community Relations Specialist and Kerrean Salter, Secretary.

1969

September: Commission issues its Second Annual Report, highlights included:
- Four studies that were completed during the year: Home Improvement Investigation; Report on Public Housing; Report on Rent Increases and the Post Office Relocation Report and Survey.
- Mayor Tansler requested the Commission to study the alleged exploitation of low income homeowners, both black and white, by unscrupulous home repair salesmen. The Home Improvement Investigation revealed the problem of unscrupulous home repair contractors taking advantage of low income home owners, particularly in the areas of city housing code enforcement. The problem was addressed through the design of a corrective educational program which was implemented by GJEO in conjunction with the Urban League, Legal Aid, and the City Housing section.

Change Happened Here!
Community Relations Unit Headed by Wilson

Mayor Hans Tanzler, Jr. (pictured right) said in announcing the appointment, "If Jacksonville is to take its place among the truly great cities of the United States it is absolutely essential that we maintain the harmonious community relationship we now enjoy and to stay abreast of any and all areas of possible difficulties.

This community, or for that matter, any of the rapidly growing metropolitan areas, must recognize that to make progress economically and culturally it will be necessary for all citizens to work together and be willing to understand the problem of the over-all community and especially the problems of the various groups within the community. Tanzler said Wilson was named chairman of the commission "in an effort to bring about the best of community relations and inter-group understanding."

The Florida Times-Union Tuesday, October 1, 1967

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

- October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

- October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

- October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

- October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.

In the early years, 1968 through 1972, the Commission worked to get organized and to establish a presence in the community while dealing with a myriad of problems:

1967

- October: Nathan H. Wilson is named chair of the Community Relations Commission (CRC) by Mayor Hans Tanzler, Jr. Mr. Wilson was past president of the Jacksonville Bar Association and was the Florida Counsel for Southern Bell Telephone and Telegraph Co. He was a member of the Jacksonville Area Chamber of Commerce, Committee of 100, Chairman of the School Survey Program, a director of the Duval County Taxpayers' Association and a director of the Episcopal Child Care Center.

Remarks of Nathan H. Wilson

It is one thing to pass a law, another to give it meaning in the life of our community and our people. The Community Relations Commission is charged with a grave responsibility - - to uphold human dignity and guard against abusive discrimination and prejudice where it is harmful to the individual or the community.

In establishing this Commission, Mayor Tanzler has shown again that he intends to be Mayor for all of our people. And in accepting this appointment as Chairman of the Commission, I pledge to act in the same spirit of total commitment to this community and concern for all of our citizens. The Community Relations Commission will be non-racial and non-political. It will act in the interests of all our people, whatever their race, color, creed or politics.

We stand now on the threshold of a new era in local government. I take it as an auspicious sign that this Commission has been established at this precise time and I intend to organize it along the lines that will assure its effectiveness when the new City of Jacksonville, under consolidated government, becomes a reality in the near future. In the meantime, I can make but one pledge for this Commission - - that fair play be its motto and human dignity the wellspring of its strength.
COMMISSION ESTABLISHED

ORDINANCE NO. GG-16

BILL NO. GG-38

AN ORDINANCE ESTABLISHING A COMMUNITY RELATIONS COMMISSION OF THE CITY OF JACKSONVILLE; DEFINING ITS PURPOSE, DUTIES AND OBJECTIVES, AND PROVIDING FOR ITS MEMBERSHIP AND OPERATIONS.

WHEREAS prejudice and the practice of discrimination against any individual or group of persons because of race, creed, color or national origin is morally wrong and is detrimental to the peace, progress and welfare of the Community; and

WHEREAS the inability of any individual to fully participate in the privileges of complete membership in the community diminishes the benefits of the common effort for all its citizens; and

WHEREAS a permanent organization is needed within the government to study the problems of human relations and to take positive action to eliminate discrimination practices within the territorial boundaries of the City of Jacksonville;

NOW, THEREFORE,

BE IT ORDAINED BY THE MAYOR-COMMISSIONER AND CITY COUNCIL OF THE CITY OF JACKSONVILLE:

Section I. There is hereby established a Community Relations Commission for the City of Jacksonville, Florida.

PASSED BY CITY COUNCIL August 8, 1967

APPROVED August 9, 1967

Hans G. Tanzler, Jr.
Mayor-Commissioner

Change Happened Here!
Greetings from the Mayor

Dear Friends:

On behalf of the people of the great City of Jacksonville, it is my great pleasure to congratulate you on the 40th anniversary of the Jacksonville Human Rights Commission! This is a remarkable milestone of which you must be very proud.

For 40 years, the members of the Jacksonville Human Rights Commission have promoted and encouraged mutual understanding and respect throughout our city. The diligent work of the commission to ensure that all Jacksonville citizens are treated equally and fairly, regardless of race, color, national origin, sex, age, religion, disability or marital status has made our city a better place to live - for all of us. I commend the members of the Commission who gave so willingly of their time and treasure to promote harmony, unity and equality in our city.

Again, congratulations. I share your pride in your many accomplishments, and I am grateful for all you do for our community. I wish you 40 more years of success and continued good works in our city.

Sincerely,

John Peyton
Mayor

Greetings from the Chair

It is my honor to serve as Chair of the Jacksonville Human Rights Commission. Throughout its history, the Commission has served as a clearing house, coordinator, and facilitator on human rights issues, and partnered with other public and private agencies in the pursuit of a fairer, more just Jacksonville community. In recent years, through the use of the Study Circles process, the Commission has fostered mutual understanding and respect for all the citizens making up our diverse population. This has promoted individual and small group dialogue, research on racial attitudes, and sponsorship of public forums to encourage greater racial, religious, and gender inclusiveness.

We continue to resolve discrimination complaints in housing, employment, and operate as a partner with the U.S. Department of Housing and Urban Development and the U.S. Equal Employment Opportunity Commission. In June 2004, the Commission's authority was expanded to include the enforcement of public accommodations complaints to ensure that our residents can enjoy the full benefit of all the services offered in our community.

As you read through this document, you will find concrete examples of how the Commission has been a positive force in establishing equality and fairness for the people of Jacksonville.

We are proud of our history and remain committed to protecting the rights of our citizens.

Sincerely,

James B. Crooks, Ph.D.

Jacksonville Human Rights Commission 40th Anniversary Celebration

40th Anniversary Planning Committee

James B. Crooks, Ph.D.
Commission Chair

Joan Dolbear
Executive Secretary

Charlene Taylor Hill
Executive Director

Edna L. Saffy, Ph.D.
Commissioner

Jerry "Jay" Allen Wilkes
Commissioner

Linda F. Wilkinson
former Commission Chair

Reverend Fred Woolsey
former Commissioner

Alton W. Yates
former Executive Director

Change Happened Here!
Jacksonville Human Rights Commission
40th Anniversary Celebration
1967-2007

FORWARD

This journal represents a small glimpse into the work that the Jacksonville Human Rights Commission and its predecessor organizations have been involved in over the past 40 years.

The daring men and women who were selected to serve, when Mayor Hans G. Tanzler and the members of the City Council established the Commission, had no idea what to expect. However, together they charted a path that brought us to this day.

As research was done to compile this historical accounting of their work, it was obvious that the Commissioners of the former years, as those who have served since that time, were committed and dedicated individuals. Often times they did not agree on how to resolve issues that came before them but they forged ahead. Their legacy of dedication should serve as a model to all of us who are concerned about justice and equality for all citizens.

As you peruse the pages that follow, please think not just about the reports, or initiatives, or investigations that took place. Instead, focus on the impact that the action may have had in the life of one individual or the change that may have occurred in the community at large. At some point, you may get a sense that not much as changed – but it has!

The mere fact that the Commission has existed for 40 years has created a change in how people of color and women are treated in the workplace. It has helped to open doors, literally, for those who are disabled and has served as a voice of inclusion for Asians and Hispanics and other immigrants residing in our city. Equal access to employment opportunities, housing, and places of public accommodation are available because the Commission has survived challenges and brokered changes in a variety of venues in our beloved city.

The Commission was and still is the conscience of change in our society. Those served may not agree with decisions made, the approach taken or the results achieved. But try to imagine what our city would be like... if change had not happened here!
Function, Powers & Duties
The Commission shall:

• promote and encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, disability, marital or familial status;

• promote mutual understanding and respect among all economic, social, racial, religious and ethnic groups; and

• endeavor to eliminate discrimination against, and antagonism between, religious, racial and ethnic groups and their members.
Jacksonville Human Rights Commission
40th Anniversary Celebration
"Change Happened Here!"
1967-2007