



ANNUAL REPORT

FY 2020-2021

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MESSAGE FROM THE COMMISSION'S CHAIR

We are pleased to submit the Annual Report of the Jacksonville Human Rights Commission ("JHRC" or "Commission") for Fiscal Year (FY) 2020-2021.

This report, in summary form, highlights the important work and activities of the JHRC over the past year. In many ways, 2021 was a continuation of some of the unprecedented problems our community and the nation faced in 2020. Along with COVID-19 variants, we continued to see political divisiveness, racial discord, police-officer-involved deaths of black citizens, and hate crimes against Asian Americans and other groups. These events show that injustice, inequities and disparities continue to affect many of our citizens.

The second year of the global pandemic brought other challenges, including shortages, rising inflation, increased homelessness and a lack of affordable housing. The pandemic also continued to exacerbate the mental health issues many of our neighbors experience, particularly our youth. All of these problems emphasize the need for governments, community groups and ordinary people to work together to promote equality and opportunity for all. Accordingly, our mission -- *to ensure that all citizens of the City of Jacksonville have an equal opportunity to enjoy the privileges and benefits of a community free of discriminatory practices* – is more important than ever.

The Commission's staff continued to face challenges in FY 2021 due to the pandemic. Nonetheless, JHRC's staff diligently and professionally investigated and, where possible, resolved the many complaints of discrimination we received in the areas of employment, housing, and public accommodations. As always, our goal is to provide quality investigative services and help the parties come to a fair, non-judicial resolution of discrimination complaints if possible. Since preventing discrimination is central to our mission, we continue to educate the public through community outreach and educational activities and to deliver effective, professional and technical training to employers and housing providers.

Our efforts to improve race relations and eliminate unlawful discrimination in our City through respectful discussions on human and civil rights issues is ongoing. We will continue to look for ways to partner with other City and community leaders and law enforcement on initiatives that will make our community a welcome and safe place for everyone.

On behalf of all the Commissioners, we are honored to serve this community.

Joann Manning, Chair
Jacksonville Human Rights Commission



THE HISTORY & MISSION

The Jacksonville Human Rights Commission (“JHRC” or “Commission”) was established in June 1998 under Chapter 60 of the Jacksonville Municipal Code. The JHRC is the successor organization to the Jacksonville Community Relations Commission and the Jacksonville Equal Opportunity Commission.

The Community Relations Commission was initially established by Ordinance GG-16 on August 8, 1967 by the former City of Jacksonville and reestablished under Chapter 60 by the Consolidated City of Jacksonville in 1968. The Community Relations Commission was established as a permanent organization within government to study the problems of human relations and to take positive action to eliminate discriminatory practices within the territorial boundaries of the City of Jacksonville.

In 1978, the Equal Opportunity Commission was established by Chapter 86 and was granted the enforcement authority for local anti-discrimination laws governing employment and housing.

The merger of these two commissions occurred to streamline the administrative support associated with staffing two organizations and to create a strong organization.

Since its inception, the JHRC has worked diligently to ensure that all residents of the Jacksonville community are treated fairly. To that end, JHRC’s members are expected to use their collective knowledge of the needs and concerns of the community to fulfill JHRC’s mission, which is to:

- *Promote and encourage fair treatment and equal opportunity for all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital or familial status.*
- *Promote mutual understanding and respect among members of all economic, social, racial, religious, and ethnic groups; and*
- *Eliminate discrimination against, and antagonism between, religious, racial, and ethnic groups and their members.*



THE COMMISSION

The Commission is an eleven-member, appointed body who are representative of the various social, economic, religious, cultural, ethnic, and racial groups that comprise the City of Jacksonville. The members are appointed by the Mayor and confirmed by the City Council and may serve two 3-year terms.

COMMISSIONERS

Roster of current members who served from October 1, 2020 through September 30, 2021

Joann Manning, *Chair*
Angela Timberlake, *Vice Chair*
Allana Forté¹, *Secretary*

Sel Buyuksarac
Victoria Croy²
Angela Timberlake³
Andrea Williams⁴

Former members who served during the 2020-2021 Fiscal Year

Kyle Meenan
Peret Pass
Don Peters
Mark Rowley
Vasavi Yeleti

¹Appointed 5/25/21

²Appointed 11/24/20

³Appointed 5/25/21

⁴Appointed 2/23/21



COMMISSION MEETINGS

During Fiscal Year (FY) 2021, the full Commission held 10 meetings on the second Tuesday of each month except during the months of July and December.

October 13, 2020 Guest speaker Dan Merkan, Director of Policy at JASMYN, spoke to the Commission about JASMYN and its mission to serve young people in Jacksonville’s LGBTQ community by providing a safe place, health and wholeness services, and advocacy for LGBTQ youth; the Commission also discussed plans for an upcoming community forum on racism and policing and a Lunch & Learn on the First Amendment, free speech and anti-discrimination laws, both scheduled for this month.

November 10, 2020 Guest speakers Terrie Andrews, Ph.D., Baptist Behavioral Health, and Suzanne Mailloux, Executive Director of NAMI (National Alliance on Mental Illness), spoke to the Commissioners about the negative, mental health repercussions of COVID-19 in our community, including increased drug overdoses and suicide, particularly among youth, and what resources and funding are available to pay for mental health services; the Commissioners elected 2021 officers and unanimously voted for a COVID-19 Declaration of Emergency, which would allow Commissioners to attend meetings and vote virtually during the pandemic.

January 12, 2021 Commissioners discussed plans for the New Year and encouraged Commissioners to lead a committee or increase their participation in Commission events to increase the Commission’s visibility in the community and on social media; the Commissioners also discussed plans for the upcoming Fair Housing Symposium and study circles, which were scheduled to commence at the Bolles School this month.

February 9, 2021 Guest speaker Diane Moser, the Director of the City’s Employee Services Department (ESD), spoke to the Commissioners about the services ESD provides City departments/employees in the area of talent management (i.e., recruiting), employee relations, and compensation and benefits; Ms. Moser explained, however, that harassment/discrimination complaints are handled by JHRC and



ethics complaints are handled by the Ethics Office; the Commissioners welcomed new JHRC Commissioner Victoria Croy, the Director of Culture and Inclusion for the Jacksonville Jaguars; the Commissioners also discussed plans to focus on mental health issues in the community with an emphasis on youth, the next Lunch & Learn on the topic of working from home due to the pandemic, plans for a hybrid Fair Housing Symposium in April 2021, and the importance of having an in-person quorum despite new state rules that permitted board/commission members to participate in virtual public meetings due to COVID-19.

March 9, 2021

Guest speaker Charlene Taylor Hill, the former JHRC Executive Director, spoke to the Commission regarding the study circles she co-facilitated for faculty and administrators at the Bolles School; Ms. Hill encouraged all Commissioners and staff to participate in study circles and to take the training to become facilitators; the Commission recognized former Commissioners Dr. Thomas Lupoli and Gary Oliveras for their service on the Commission and welcomed new Commissioner Andrea Williams with the Jumbo Shrimp; the Commissioners also discussed sponsoring a mental health forum, plans for a Fair Housing Symposium in April, and a Lunch and Learn in May about COVID-19, working from home and ADA/FMLA compliance laws.

April 13, 2021

Guest speaker Dr. Kimberly Allen, the CEO of 904WARD, spoke to the Commissioners about the Race Cards her organization distributes, the meetings/conversations her organization sponsors on race, the history of lynching in Jacksonville and the killing of unarmed Black men in 2020; Dr. Allen also spoke about possible ways the Commissioners could become involved and how 904WARD and JHRC may be able to collaborate; the Commissioners discussed the results of the Fair Housing Symposium on April 9 and 10, 2022 and plans for a Lunch & Learn scheduled for May 20, 2021; Commissioners also discussed potential plans for a mental health forum.

May 11, 2021

The Commissioners discussed that study circles on racial issues in Jacksonville will resume in the Fall, plans for a Lunch and Learn



scheduled for this month and for a mental health forum, the 2021-2022 budget and JHRC's request for funding for studying circles; the Commissioners also discussed the resignation of Chair Mark Rowley and that the Commission should begin planning for the 2022 Fair Housing Symposium with a goal of increasing vendors and obtaining a national speaker; Chair Rowley discussed a NEFAR (North East Florida Association of Realtors) Luncheon he attended regarding residential brokerage firms discriminating against minority potential home buyers in Long Island, New York.

June 8, 2021

Guest speakers State Attorney Melissa Nelson and Assistant State Attorney Mark Caliel of the State Attorney's Office (SAO) updated the Commissioners on various SAO initiatives, including juvenile civil citations in lieu of arrest, resources to fight human trafficking, the SAO's collaboration with the Sulzbacher Center to identify and obtain mental health treatment for frequent offenders; transparency issues, and the SAO's investigation of police officer-involved deaths in Jacksonville; the Commissioners welcomed new Commissioners Allana Forté and Angela Timberlake and discussed the Pregnant Workers Fairness Act, pending federal legislation that would give pregnant employees the same rights as employees with disabilities to request reasonable accommodations.

August 10, 2021

Guest speaker City Council Member Brenda Priestly Jackson spoke to the Commissioners regarding Jacksonville's census report, continued poverty and inequality and disparities in housing and education in Jacksonville due to past discriminatory practices; Council Member Priestly Jackson also spoke about the importance of ensuring that the businesses the City offers incentives to are hiring a diverse pool of citizens; she also spoke about a pilot mental health program for repeat offenders, in partnership with the Sulzbacher Center, that will hopefully interrupt the cycle of reoffending; the Commissioners also discussed the need for recommendations for open Commissioner positions and plans for a mental health forum, a Fair Housing Symposium in 2022, and the next Lunch and Learn on employment matters.



September 14, 2021

Guest speaker Shannon Nazworth, the President of Ability Housing, discussed the history and success of Ability Housing in creating affordable rental housing to meet the needs of persons with disabilities and those experiencing or exiting from homelessness and permanent supportive housing for the chronically homeless; the Commissioners discussed and unanimously voted to file a Resolution on behalf of former City Councilman Tommy Hazouri, who was one of the Commission's first appointees when it was initially established in 1967 as the Community Relations Committee; the Commissioners also discussed plans for an upcoming mental health forum, the October Lunch and Learn, and the 2022 Fair Housing Symposium.



EMPLOYMENT COMMITTEE HIGHLIGHTS

Organized two (2) *Brown Bag "Lunch & Learn"* events for local employers and Human Resources (HR) professionals:

- ◆ The first Lunch & Learn, entitled *"First Amendment: Freedom of Speech and Anti-Discrimination Laws,"* was held on October 22, 2020. The moderator was Commissioner Ada Hammond and the featured panelists were:
 - Mary Margaret Giannini, Assistant General Counsel, City of Jacksonville
 - Megan Richardson, VP of Consulting, Dynamic Corporate Solutions, Inc.
 - Tad Delegal, Employment Attorney, Delegal & Poindexter P.A.
 - Jerry Holland, Duval County Property Appraiser.

A survey of attendees showed that they benefitted from the program:

Summary of Results

- 39% attendance rate (127 registered and 50 of those attended).
- Over half of the attendees completed a survey (27 out of 50) .
- Over 90% of attendees who completed the survey agreed panelists were polite, professional, and knowledgeable.
- Comments revealed that learning the "private vs. public" distinctions were most beneficial.
- Topics on Discrimination against women appeared most frequently in the *"Topics you would like discussed at future sessions"* remarks.



- ◆ The second Lunch & Learn, entitled *"Understanding the ADA, FMLA, and RTW (Return to Work) & WFH (Work from Home) Strategies in the Age of COVID-19,"* was held on May 20, 2021. The moderator was Commissioner Mark Rowley and the featured panelists were:
 - Linda Batiste, J.D., Principal Consultant/Legislative Specialist, Job Accommodation Network (JAN)
 - Leon Haley Jr., M.D., MHSA, CPE, FACEP, FACHE. CEO, UF Health Jacksonville
 - Nancy Johnson, Attorney at Law, Littler.

A survey of attendees showed that they benefitted from the program:

Summary of Results

- 50% attendance rate (109 registered and 54 of those attended).
- 35% of the attendees completed a survey (17 out of 54).
- 88% of attendees who completed the survey agreed panelists were polite, professional, and knowledgeable.
- Comments revealed that learning about COVID information related to FMLA and ADA was most beneficial



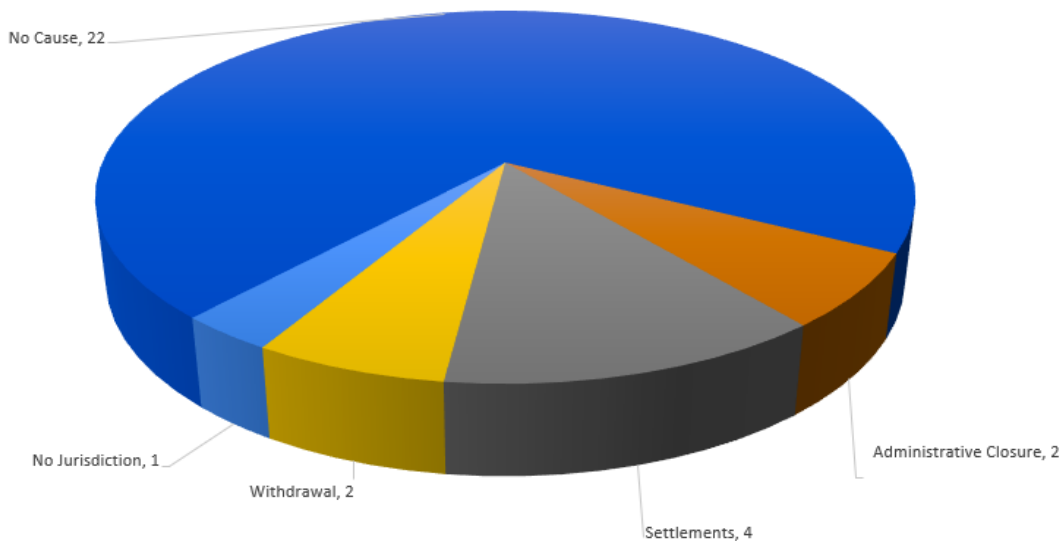
EMPLOYMENT COMMITTEE DUTIES

- ◆ Monitors local equal employment ordinances to ensure compliance with federal and state regulatory or legislative changes and recommends legislative changes to the Mayor and City Council, as needed.
- ◆ Conducts research and make recommendations on employment-related trends, as appropriate.
- ◆ Implements proactive strategies to eliminate or reduce employment discrimination (*i.e., the "Brown Bag Lunch & Learn"*) through community education and outreach activities.

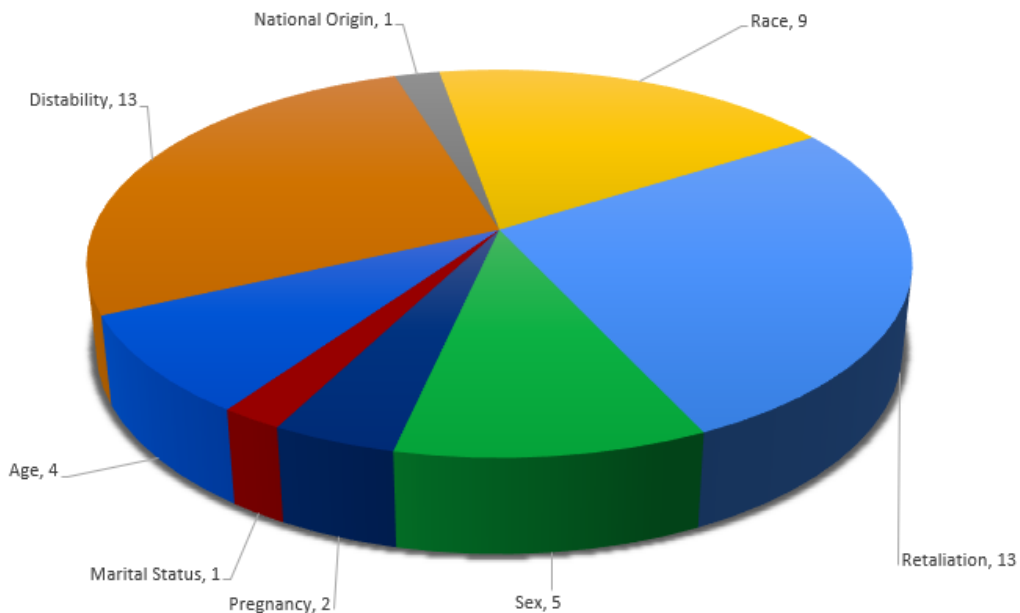
EMPLOYMENT INVESTIGATIONS & ENFORCEMENT

In FY 2021, JHRC processed 98 inquiries and investigations alleging employment discrimination by local businesses with 15 or more employees and settled 2 employment cases through mediation or conciliation.

Closures by Type



Charging Parties whose cases were resolved through mediation or a negotiated settlement received \$42,474.00 in monetary benefits.



Basis for Filing a Charge

A Charge may allege more than one basis of discrimination, i.e., race and disability.



HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE HIGHLIGHTS

- ◆ **Housing:** the Commission held a “hybrid” (in-person and on Zoom) Fair Housing Symposium in April 2021 during Fair Housing Month. Since the 2020 symposium was cancelled due to COVID-19, the Commission used the prior year’s theme, “*Fair Housing: Safe, Accessible and Free of Harassment.*” The theme emphasized the right of every person to enjoy safe, accessible housing free from any type of harassment or discrimination.
- ◆ **Public Accommodations:** JHRC received five public accommodations (PA) inquiries during FY 2021. JHRC closed three PA complaints in 2021 (two complaints based on race and one complaint based on disability). JHRC also settled one PA complaint thru conciliation, resulting in \$15,000 in monetary relief for the complainant. The other two PA complaints were no cause determinations.
- ◆ **Revisions to Housing & Public Accommodations Ordinances:** JHRC assisted OGC (Office of General Counsel) with reviewing and revising bills to amend the public accommodations and housing ordinances of the Jacksonville Municipal Code, Chapters 406 and 408, to prohibit discrimination against persons with disabilities with regard to service animals and Emotional Support Animals (ESAs). The revisions would also make Chapter 406 and 408 consistent with federal and state laws on service animals and ESAs. The City Council passed the bills on November 24, 2020.

HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE DUTIES

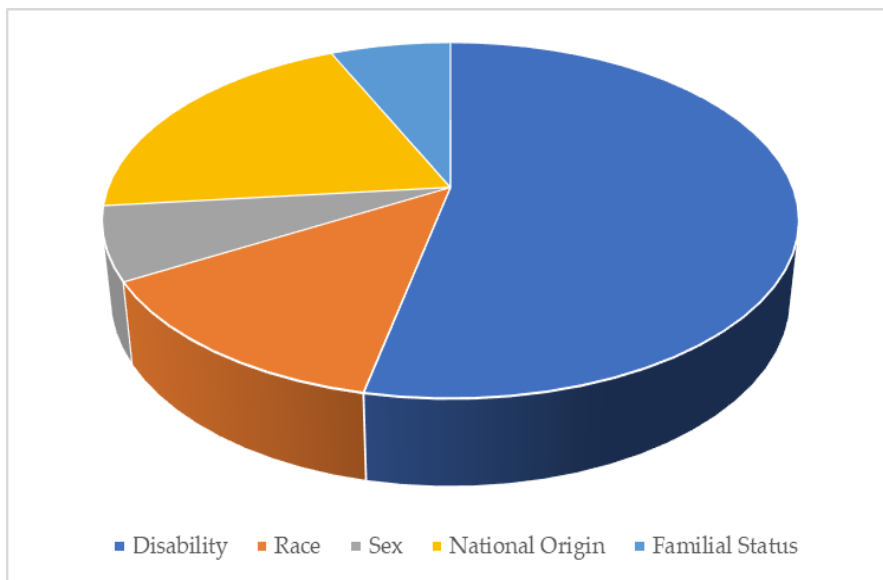
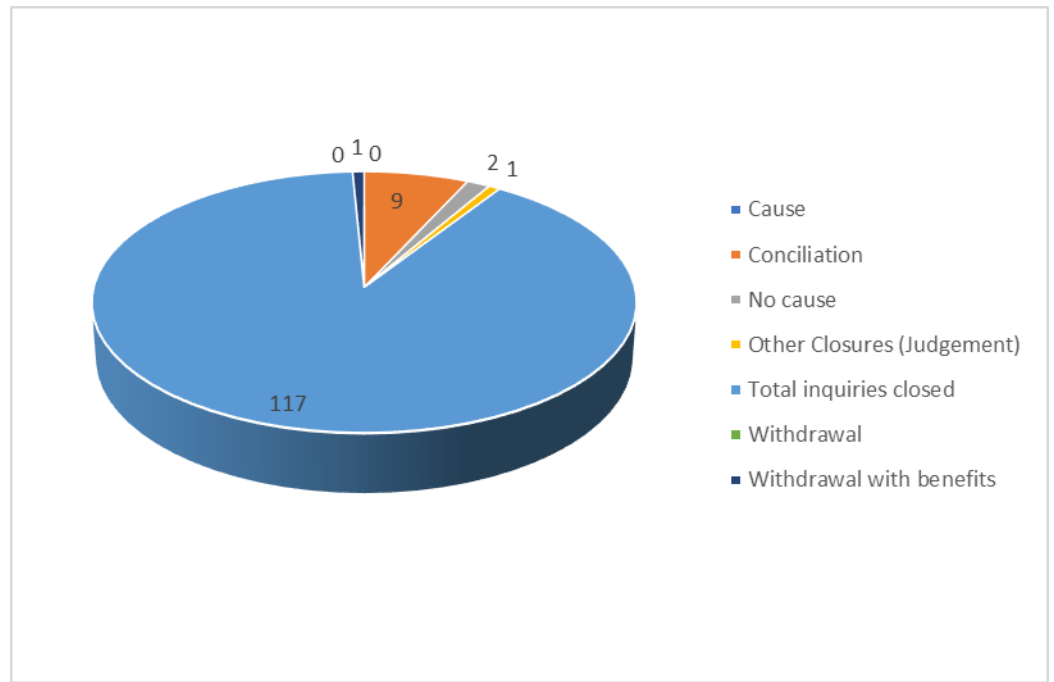
- ◆ Monitors local housing and public accommodations ordinances to ensure compliance with state and federal regulatory and legislative changes and recommends changes to local ordinances, as needed.
- ◆ Conducts research and makes recommendations on housing-related trends, as appropriate.
- ◆ Serves as the official panel to review “probable cause” findings for Public Accommodations complaints.
- ◆ Implements proactive strategies to eliminate or reduce discriminatory practices in housing and places of public accommodations through community education and outreach activities sponsored by JHRC.

HOUSING INVESTIGATIONS & ENFORCEMENT

In FY 2021, JHRC processed 130 inquiries and investigations and settled 9 housing complaints through mediation or conciliation.

Closures By Type

Complainants received approximately \$30,000 in monetary benefits. Non-monetary benefits included assigned accessible handicapped parking spaces, assistance animals, and modifications to dwellings. Public interest benefits included policy changes, training, appropriate signage, etc.



Basis for Filing a Complaint

A Complainant may allege more than one basis of discrimination, i.e., sex and disability.



EDUCATION & COMMUNITY OUTREACH

As listed below, in FY 2021 the Commission's staff conducted training or participated in 14 education and outreach activities, reaching over 860 residents. Two of the trainings were held virtually. In addition, as a substitute for in-person outreach, the Commission continued to use print, electronic and social media advertising to educate the public on their fair housing rights.

- ◆ Network Partners Virtual Luncheon/Jacksonville Urban League (October 13, 2020)
- ◆ Community Partners' Luncheon: Network for Strengthening Families (November 10, 2020)
- ◆ Fair Housing Training / Desert Winds/Evolve Communities (December 9, 2020)
- ◆ Fair Housing Training / Taylor Residence Fair Housing Training (February 9, 2021)
- ◆ Melanin Market & Black History Month Parade (February 27, 2021)
- ◆ Fair Housing Training / Riverview Apartments (March 10, 2021)
- ◆ JHRC's Annual Fair Housing Symposium (April 12, 2021)
- ◆ Fair Housing Training / The Manors of Inverrary XII Association, Inc. (May 18, 2021)
- ◆ Fair Housing Training / Desert Winds/Envolve Communities (May 25, 2021)
- ◆ Fair Housing Training / The Park at Potenza (June 18, 2021)
- ◆ Juneteenth in Jacksonville (June 19, 2021)
- ◆ On Fair Housing Training / Valencia Way Apartments (June 24, 2021)
- ◆ July 26, 2021, Wendy Byndloss spoke about housing and disability issues at the "Thanks to the ADA: 31 years of the ADA" conference. The celebratory event was organized and sponsored by the City of Jacksonville's Disabled Services Division.
- ◆ Melanin Market (September 18, 2021)

COMMUNITY RELATIONS COMMITTEE (CRC) HIGHLIGHTS

COMMUNITY RELATIONS COMMITTEE DUTIES

- ◆ Implements initiatives that encourage inclusion and promote mutual understanding and respect among all economic, social, racial, religious, and ethnic groups (*i.e., Study Circles Initiative*).
 - ◆ Serves as the official panel to review complaints of discrimination and/or as a community mediator to resolve intergroup tensions and antagonisms, as appropriate.
 - ◆ Conducts research and makes recommendations on potential issues of concern which may adversely impact the broader community.
 - ◆ Develops approaches to respond to episodic events that may create tensions in the community across racial, ethnic, and religious groups.
- ◆ Continued to implemented plans to revitalize study circles to address sensitive issues of community concern, such as inequities based on race.
 - ◆ Continued to monitor community concerns through attendance at City Council meetings and other community forums.
 - ◆ Continued to monitor crime reduction initiatives by JSO and the State Attorney's Office.
 - ◆ Maintained open communications with law enforcement agencies, including the FBI-Jacksonville Office, Florida Department of Law Enforcement (FDLE), JSO, and the State Attorney's Office regarding racial protests, civil unrest, and other hot button issues.
 - ◆ Maintained participation in the Civil Rights Working Group – Florida sponsored by the U.S. Attorney General's Office for the Middle District of Florida.

OFFICE OF EQUAL OPPORTUNITY/EQUAL ACCESS

INVESTIGATIVE, CONSULTATIVE & ENFORCEMENT WORK

The Equal Opportunity/Equal Access (EO/EA) Office promotes and enforces equal opportunity and access to, and advancement within, the City's workforce.

The EO/EA staff provides professional and confidential investigative and consulting services to *job applicants and the City's employees and management.*

The EO/EA staff monitors the City's staffing patterns, focuses on efforts to create a work environment free of unfair employment practices, and ensures compliance with local, state, and federal equal employment laws.

In addition, the EO/EA staff submits and manages the City's Equal Employment Opportunity Plan (EEO Plan) and other compliance reports.

- ◆ The EO/EA Office responded to 25 complaints and/or requests for management consultations⁵ of which 4 resulted in recommendations for process improvement, counseling and/or training.



- ◆ The EO/EA Office conducted an analysis of the City's workforce utilization and identified positions where underutilization exists.
- ◆ The EO/EA Office prepared and submitted the mandated EEO4 report to the U.S. Equal Opportunity Commission (EEOC), the federal agency that administers Title VII and other equal employment laws.
- ◆ The EO/EA Office conducted a quarterly workforce data review for JEA and the Jacksonville Port Authority (JAXPORT).

⁵**Definitions:** (1) **Investigations** - complaints the EO/EA Office reviewed and/or investigated; (2) **Management Consults** - the EO/EA Office provided counseling in response to concerns presented by management; and (3) **Employee Consults** - the EO/EA Office did not have jurisdiction over the concerns the employee presented or the employee did not file a complaint.



OFFICE OF EQUAL OPPORTUNITY/EQUAL ACCESS

TRAINING & EDUCATION WORK

The EO/EA office conducted 28 Equal Employment Opportunity (EEO) and Diversity training sessions in person and virtually during FY 21. The EO/EA office reached 1,059 City employees, supervisors and managers. The EO/EA Office provided New Employee Orientation training, Diversity and Inclusion training to the Mayor's Office, and training to JFRD, Neighborhoods, and other City departments. Additionally, the EO/EA office also provided training to 45 employees from Job Corps.

As shown by the comments from post-training surveys listed below, this type of training continues to serve an important role in the City creating a diverse, inclusive, and non-discriminatory work environment:

Q: What was most beneficial about the training?

A: "Discussion about possible solutions and applying it to the actual work scenarios."

"Open communication."

"World examples - understanding of different topics relating to harassment, class, discrimination and biases."




LEGISLATIVE AUTHORITY

The Commission has the authority to enforce the following ordinance codes:

- ◆ **Chapter 400 – Equal Opportunity:** This ordinance ensures that City employees are employed, compensated, promoted, transferred, and disciplined without regard to race, color, religion, political affiliation, gender, sexual orientation, gender identity, national origin, disability, age, marital status, or any circumstances other than merit and qualification.
- ◆ **Chapter 402 - Equal Employment:** This ordinance ensures the right to equal employment opportunity and fair treatment by employers without discrimination based on race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, or marital status.
- ◆ **Chapter 406 – Public Accommodations:** This ordinance ensures access to public places where goods and services are sold within the City without discrimination based on race, color, religion, ancestry, national origin, age, sex, sexual orientation, gender identity, pregnancy, disability, marital status, or familial status.
- ◆ **Chapter 408 - Fair Housing:** This ordinance ensures that residents have access to and the use of housing without discrimination based on race, color, religion, national origin, sex, sexual orientation, gender identity, disability, familial status, or marital status.



The Commission also has investigative responsibilities and duties under Chapter 126 – Procurement Code, Part 4. Non-discrimination Policy.

 Additionally, the Commission is responsible for coordinating the City's compliance with *Title VI of the Civil Rights Act of 1964*. Title VI prohibits discrimination in federally-assisted programs and services and requires City departments/agencies to assist citizens with Limited English Proficiency (LEP). The Commission did not receive any Title VI complaints in FY 2021.



INTER-GOVERNMENTAL AGENCY AGREEMENTS

◆ THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION [“EEOC”]



The Jacksonville Human Rights Commission, under its statutory mandates, is certified as a Fair Employment Practices Agency (“FEPA”) under Section 706 of Title VII of the Civil Rights Act of 1964, as amended (“Title VII”). As a FEPA, charges of employment discrimination alleging a violation of Title VII, Title I of the Americans with Disabilities Act of 1990, the Pregnancy Discrimination Act, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, and the Genetic Information Nondiscrimination Act of 2006 are dual filed with both JHRC and the EEOC’s Miami District Office. Charges may be transferred between the JHRC and the EEOC within mutually agreed upon guidelines.

◆ U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT [“HUD”]



The JHRC is a substantially equivalent agency under HUD’s Fair Housing Assistance Program (“FHAP”) which is administered by HUD’s Office of Fair Housing and Equal Opportunity (“FHEO”). Designation as a FHAP agency allows the Commission to dual-file complaints of housing discrimination with HUD under both our local housing ordinance and Title VIII of the Civil Rights Act of 1968 as amended by the Fair Housing Amendments Act of 1988. Complaints may be transferred between the JHRC and HUD within mutually agreed upon guidelines.



PUBLIC & PRIVATE PARTNERSHIPS

The Commission enlisted the support of, and worked with, civic, labor, religious, professional, and educational organizations and institutions and cooperated with other governmental agencies on the local, state, and national level to further its goals and objectives.

During this fiscal year, the JHRC worked with or collaborated with the following organizations:

- ◆ City of Jacksonville
 - Disabled Services Division
 - Employee Services Department
 - Housing & Community Development
 - Jacksonville Fire & Rescue Department
 - Military Affairs & Veterans Department
 - Municipal Code Compliance Division
 - Office of General Counsel
- ◆ FBI Jacksonville Office
- ◆ Florida Association of Community Relations Professionals
- ◆ Florida Commission on Human Relations
- ◆ Jacksonville Area Legal Aid (JALA)
- ◆ Jacksonville Housing Authority
- ◆ Jacksonville Sheriff's Office
- ◆ Jacksonville Urban League
- ◆ OneJax Institute
- ◆ U.S. Attorney General's Office – Middle District of Florida
 - Civil Rights Working Group Florida
- ◆ U.S. Department of Justice/Community Relations Service



THE COMMISSION'S STAFF

(as of July 1, 2022)

Executive Director

Wendy Byndloss

Executive Assistant

Aleksandra Sedyuk

Equal Opportunity Specialists

Employment

Jessica Lightner
Afvrill Thompson
Kamaran Vance

Housing & Public Accommodations⁶

Esther Clarke-Moore
Nekinia Wright

Office of Equal Opportunity/Equal Access

Mauricio Rueda
Equal Opportunity Manager

⁶Non-General Fund Employees