



COMMISSION CHAIR'S MESSAGE

The Jacksonville Human Rights Commission is pleased to submit our Annual Report for Fiscal Year 2017-2018.

This report, in summary form, highlights the important work and activities the JHRC has engaged in over the last year. We seem to be living in tumultuous times where acts of intolerance and bigotry are all too frequent, making the work of this Commission all the more important.

We wish to express our gratitude to the professional staff members, who investigate and resolve the many complaints concerning violations of discrimination in the areas of employment, housing, and public accommodation per our legislative authority.

The Commission chooses to be a voice and force for positive change in Jacksonville using our time tested emphasis on open dialogue, allowing for all voices to be heard and understood. We also continue to look for new alternatives to incarceration and restorative justice initiatives. We are optimistic about the commitments from State Attorney Melissa Nelson and Sheriff Mike Williams and the early results of the Juvenile Civil Citation program. We hope this program will continue to expand.

Unfortunately, we still need to be on guard against acts of hate in our community. A planned mass shooting at the Islamic Center of Northeast Florida was thankfully prevented by law enforcement before the perpetrator could carry out his act. Other tensions have arisen within our community and "Walking While Black" became a cause of concern for us. In response, we had very productive meetings with Sheriff Williams on this issue. We were heartened to hear he had already issued some policy guidance and was providing implicit bias training for JSO officers.

The Commission recognizes that human and civil rights is fundamental to ensuring the rights of all persons. We will remain vigilant, looking for opportunities to improve the quality of life for all in our community.

On behalf of all the Commissioners, thank you for the privilege of serving Jacksonville.

Gary M Oliveras, 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, the members of the JHRC are expected to use their collective knowledge of the needs and concerns of the community to fulfill its 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.*



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 City Council and may serve two – three year terms.

COMMISSIONERS

Roster of members who served October 1, 2017 through September 30, 2018

Gary M. Oliveras, *Chair*
Sel Buyuksarac, *Vice Chair*
Peret Pass, *Secretary*

William “Casey” Bulgin
Sel Buyuksarac
Kyle Meenan²

Thomas Lupoli, D.O.
Joann Manning¹
Don Peters³

Christian M. Whitfield⁴

COMMISSIONERS WHO SERVED

During Fiscal Year 2017-2018

Rabbi Matthew D. Cohen⁵
Andrew Messer⁶
John M. Phillips, Esq. ⁷
Walette Stanford⁸

¹ Confirmed May 2018

² Confirmed June 2018

³ Confirmed August 2018

⁴ Confirmed January 2018

⁵ Resigned January 2018

⁶ Resigned March 2018

⁷ Resigned November 2017

⁸ Term ended / Resigned February 2018



JACKSONVILLE
HUMAN RIGHTS
COMMISSION

MOMENTS OF REFLECTION



JACKSONVILLE
HUMAN RIGHTS
COMMISSION
1967-2017



Jacksonville Human Rights Commission

50TH ANNIVERSARY CELEBRATION

Thursday | January 18, 2018

Reception @ 5:30 p.m. | Program @ 6:15 p.m.

City Hall at St. James | 117 W. Duval St. | Jacksonville, FL 32202





Jacksonville Human Rights Commission **50TH ANNIVERSARY CELEBRATION**

Moments of Reflection was the theme for the 50th Anniversary Celebration of the Jacksonville Human Rights Commission. Program participants included:

OPENING REMARKS

Ada A. Hammond, Chair ~ 2017

REFLECTIONS IN POETRY

Catalina Alers-Alers, *On-Air Talent – iHeartMedia*

“I Dream a World”

Written by Langston Hughes

GREETINGS

Dr. Charles Moreland, *Director of Community Relations
Office of the Mayor ~ City of Jacksonville*

The Honorable Anna Lopez Brosche
President - Jacksonville City Council

MUSICAL PERFORMANCES

Jonathan Brooks, *Vocalist*

Jacksonville Suzuki Strings
Director Rocky Di Georgio

MOMENTS OF REFLECTION

Slide Presentation

COMMENTARY

Gary Oliveras, *Commission Chair ~ 2018*
“A Forward Facing Look”



Jacksonville Human Rights Commission **50TH ANNIVERSARY CELEBRATION**

Five residents were honored for their contributions to the Commission:

- ◆ **Dr. Parvez Ahmed**, former JHRC Commissioner and Community Activist, was honored for his work advocating for the rights of Muslim Americans and acceptance of religious differences.
- ◆ **Laura A. D'Alisera** was honored in recognition of her work to eradicate bigotry, bias and hatred as the former Executive Director – National Conference for Community & Justice and her collaboration with the implementation of the Commission's Study Circles Initiative (originally referred to as Community Bridge Builders).
- ◆ **Linda Grant-Hunter**, former Assistant Director of the JHRC & EO/EA Office joined the Commission after graduating from Florida State University as an Equal Opportunity Specialist. After 32 years of dedicated service, she retired but continue to volunteer her time to assist the Commission with its investigations.
- ◆ **Marietta LeBlanc** was honored for her tireless efforts and dedication to improving race relations as the first Study Circles Coordinator for the Commission. It was through her commitment that hundreds of residents were able to find a safe space to have meaningful dialogue around our differences.
- ◆ **Dr. Sherry P. Magill**, President – Jessie Ball duPont Fund, was honored because of her passion around changing the narrative of race and poverty in the South which led to provide financial support of \$350,000 (over three years) to help the Commission launch its Study Circles Initiative in 1999. This program has had a tremendous impact on the community as many participants launched other activities which provide a safe place to have meaningful dialogue about differences.

Jacksonville Human Rights Commission 50TH ANNIVERSARY CELEBRATION

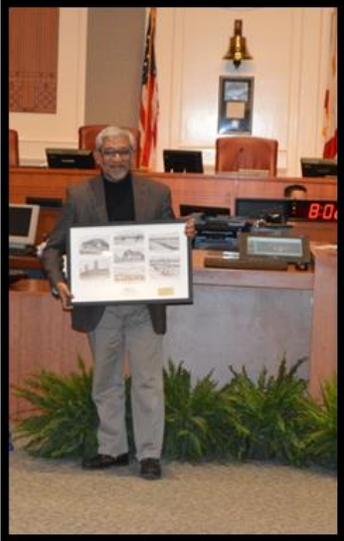


Commissioner Sel Buyusarac (l) presented award to Honoree Dr. Sherry Magill

Honorees received an illustration of the seven bridges in Duval County drawn by M. Gayle Middlebrook. The bridges represent the Commission's belief that we should always work towards building bridges that unite us as a people.



Former Commissioner Dottie Wilson (r) presented award to Honoree Laura D'Alisera



Former Commissioner Dr. Parvez Ahmed accepted award from Commissioner Ada Hammond



Commissioner Walette Stanford (r) presented award to Honoree Linda Grant-Hunter



Commissioner Casey Bulgin presented award to Honoree Marietta LeBlanc





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Jacksonville Human Rights Commission **50TH ANNIVERSARY CELEBRATION**





MOMENTS OF REFLECTION





JACKSONVILLE
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COMMISSION

Introduced by Council President Brosche and Co-Sponsored by Council Members R. Gaffney, Morgan and Newby:

RESOLUTION 2018-103-A

A RESOLUTION HONORING AND COMMENDING THE JACKSONVILLE HUMAN RIGHTS COMMISSION ON ITS 50TH ANNIVERSARY

WHEREAS, the Jacksonville Community Relations Commission was established on August 9, 1967 to provide a permanent structure 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; and

WHEREAS, after 50 years of being proactive in providing service and facilitating change, the one thing that has never wavered remains the function and purpose to promote and encourage fair treatment and equal opportunity for all persons; promote mutual understanding and respect, and endeavor to eliminate discrimination against and antagonism between religious, racial and ethnic groups; and

WHEREAS, the Jacksonville Human Rights Commission (JHRC) has assisted hundreds of people to exercise their rights under the administrative enforcement process when they believed they had been victims of discrimination. The people who are covered under anti-discrimination laws has expanded beyond race, creed, color or national origin to now include sex, religion, age, familial status, marital status, persons with disabilities, and most recently, sexual orientation and gender identity. In 1996, the Fair Housing Ordinance was adopted and in 2004, an ordinance was enacted by City Council to prohibit the unlawful treatment of residents in places of public accommodation. Thus, the Commission has been instrumental in assisting over 60,000 residents and recovered monetary benefits in excess of \$6 million, as well as non-monetary benefits, for those who filed complaints of alleged discrimination; and

WHEREAS, funding received from the Jessie Ball duPont Fund, allowed JHRC to implement its Study Circles Initiative, a program where citizens engage in meaningful dialogue on race and ethnic relations within small groups. This is the longest running organized program that encourages dialogue on race relations in the city. Over 6,000 people have participated since its inception. JHRC continues to train and educate businesses and housing providers on their obligations under the laws through the Brown Bag Lunch and Learn program for local employers; and

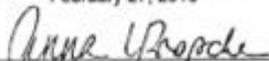
WHEREAS, JHRC continues to research issues that impact our community and inform us of barriers that exist, which prevent individuals in the community from enjoying all of the benefits. Numerous reports have been issued, including but not limited to, Barriers to Employment, the Emerging Asian and Hispanic Populations, Religious Tolerance, and the Race Relations Progress Report that was published by JCCI; and

WHEREAS, the 50 years of service in this community has been a collaborative effort with various organizations and individuals committed to eradicating disparities among our diverse populations. The City's blueprint has been fully represented, over the years, by 256 citizens appointed to serve as JHRC commissioners. The partnerships have addressed issues such as affirmative action programs, hate crimes, human trafficking, and civil citations. In addition, initiatives included the Duval County Health Department's Place Matters, Equal Employment Symposium, Fair Housing Symposium, Protecting Communities related to police community relations, Project BreakThrough, and the Civil Discourse Project; now therefore

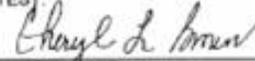
BE IT RESOLVED by the Council of the City of Jacksonville:

The City of Jacksonville hereby congratulates the Jacksonville Human Rights Commission on 50 years of stellar service to the City of Jacksonville and Duval County residents in protecting, promoting, and respecting all human rights and fundamental freedoms. We support your continuous work and commitment to sustainable and effective action to ensure human rights and economic justice for all.

ADOPTED BY THE COUNCIL
February 27, 2018


Anna Brosche
Council President

ATTEST:


Cheryl L. Brown
Council Secretary





COMMISSION MEETINGS

The full Commission held 11 meetings on the second Tuesday of each month except for July 2018.

- October 11, 2017** Discussed the need to share information on available resources to individuals relocating from Puerto Rico; Executive Director will be conducting pilot study circle discussion with members of the Jacksonville Bar Association; budget was approved and includes a new Equal Opportunity Manager position; Commission was awarded \$20,000 in CDBG funding to support its fair housing outreach activities.
- November 14, 2017** Approved plans to attend Use of Force training sponsored by the FBI Jacksonville Office; Nominating Committee recommended 2018 slate of officers: Chair – Gary Oliveras, Vice Chair – Sel Buyuksarac, Secretary – Peret Pass.
- December 8, 2017** **In lieu of a meeting, Commissioners’ attended training at the FBI - Jacksonville Office.**
- January 10, 2018** Commissioners’ finalized plans for the observance of the 50th Anniversary Celebration.
- February 14, 2018** Interim Superintendent Patricia Willis, Duval County Public Schools (DCPS) provided an update on the DCPS’s use of civil citations, number of truancies and demographics and impediments to graduation; Introduced new Commissioner Christian M. Whitfield.
- March 13, 2018** Discussed proposed changes to the Commission meeting format and committee structure - meetings would occur monthly for two-hours (11:00 – 1:00 p.m.); Committees would continue to meet as needed; discussed hosting a community forum on restoring voting rights for felons.
- April 10, 2018** Approved recommended changes to meeting time and committee structure; Continued discussion on forum regarding restoration of voting rights; Employment committee is planning a lunch and learn



and recommended that proposed legislation to establish a Wage Recovery Board be tabled; Discussed the upcoming Fair Housing Symposium celebrating the 50th Anniversary of the signing of the Fair Housing Act; Announced resignation of Commissioner Drew Messer.

May 8, 2018

Commission Chair and the Executive Director met with Sheriff Williams to discuss Pedestrian and Vehicular citations and the body cameras pilot; Sheriff Williams will be invited to a meeting in August/September; The Community Relations committee is considering three topics: Voting Rights Restoration; Confederate monuments and the distinction between “freedom of speech” and hateful rhetoric; Two contract investigators have been requested in the budget for FY2019.

June 12, 2018

Former commissioners were recognized for their contributions to the JHRC; The Employment committee will be hosting a lunch and learn in September; Discussed the differences between service and emotional support animals under the ADA and Fair Housing laws; Attorney Byndloss discussed the Supreme Court’s decision in the Masterpiece Cakeshop case – while the court did not address the question of whether businesses can refuse to serve gay and lesbian customers, the court did find that the Colorado Civil Rights Commission had shown hostility to the baker’s religious views; Introduced Xavier Woodside recently hired as an Equal Opportunity Access Specialist.

July 2018

NO MEETING

August 14, 2018

The upcoming lunch and learn, organized by the Employment committee, will cover sexual harassment in the workplace; Discussed the Sheriff’s Town Hall meeting on LGBTQ concerns which was held on August 2nd; Attorney Byndloss discussed needed changes to the Commission Rules to clarify procedural issues.

September 12, 2017

Sheriff Williams provided an update on the implementation of body cameras and the new policies and discussed high profile cases involving the LGBTQ community; Introduced Commissioners Kyle Meenan and Don Peters.



EMPLOYMENT COMMITTEE HIGHLIGHTS

- ◆ Organized two (2) *Brown Bag Lunch & Learns* for local employers on the topics: “*Ban the Box*” and “*Sexual Harassment After #MeToo: What Employers Should Know.*” Both events were held at the ADECCO headquarters.
 - The *Ban the Box Lunch and Learn* was held on April 25, 2018 and featured panelists: Darnell Smith, Marketing President – Florida Blue/North FL Region ; Linda J. Joseph, Chief Operating Officer – Operation New Hope and Kevin Hyde, Partner/Employment Lawyer - Foley & Lardner, LLP
 - Attendees at the *Sexual Harassment After #MeToo: What Employers Should Know*” heard best practices on responding to claims of sexual harassment from: Kirsten Doolittle, Kirsten Doolittle, P.A., Michelle Bedoya Barnett, Alexander, DeGance, Barnett, P.A. and Wendy Byndloss, City of Jacksonville’s Office of General Council.

- ◆ Decided to table the discussion of recommending that a Wage Recovery Board be established as additional research is needed to quantify the need despite the antidotal information based on calls received by the JHRC confirming that a need exists.

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 & Information Exchange”*) through community education and outreach activities.



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BAN THE BOX

PANEL WILL FOCUS ON HOW CRIMINAL BACKGROUND SCREENINGS IMPACT A PERSON'S ABILITY TO GAIN PRODUCTIVE EMPLOYMENT. HEAR FROM ORGANIZATIONS WHO HAVE CHANGED THEIR SCREENING PROCESS AND WHO WORK WITH FORMER OFFENDERS SEEKING GAINFUL EMPLOYMENT OPPORTUNITIES.



JACKSONVILLE
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BROWN BAG LUNCH & LEARN

CHECK-IN:
11:30 A.M.

THURSDAY NOVEMBER 9, 2017

PRESENTATION:
12 NOON - 1:30 P.M.

FLORIDA COASTAL SCHOOL OF LAW
8787 BAYPINE ROAD, ROOM 405
JACKSONVILLE, FL 32256

BAN THE BOX

Ban the Box is the name of an international campaign by civil rights groups and advocates for ex-offenders, aimed at removing the check the **box** that asks if applicants have a criminal record from hiring applications. On April 25, 2012, The EEOC issued updated enforcement guidance on employer use of arrest and conviction records. As part of the growing movement to “give ex-offenders a second chance”, the Jax Chamber announced, *Project Open Door*, which asks companies not to ask about an applicant’s arrest record until the interview phase, when he or she can explain the situation.

The panelists for the November 9, 2017 discussion shared positive results that have been achieved by changing their screening process as well as the profound impact having a job has meant to the ex-offenders who are looking for a second chance.



Left to right: Commissioner Ada Hammond, Moderator; panelists: Darnell Smith, Marketing President – Florida Blue/North FL Region ; Linda J. Joseph, Chief Operating Officer – Operation New Hope and Kevin Hyde, Partner/Employment Lawyer - Foley & Lardner, LLP



SEXUAL HARASSMENT AFTER #MeToo

What Employers Need to Know

In light of the national “MeToo Movement” as women began to use their voice to raise allegations of sexual harassment, the Commission decided to host a discussion on the topic to answer questions from local employers. Three local attorneys, who have experience as either plaintiff or respondent representatives, provided firsthand information for employers on how to respond to internal allegations of sexual harassment.



Kirsten Doolittle
Kirsten Doolittle, P.A.

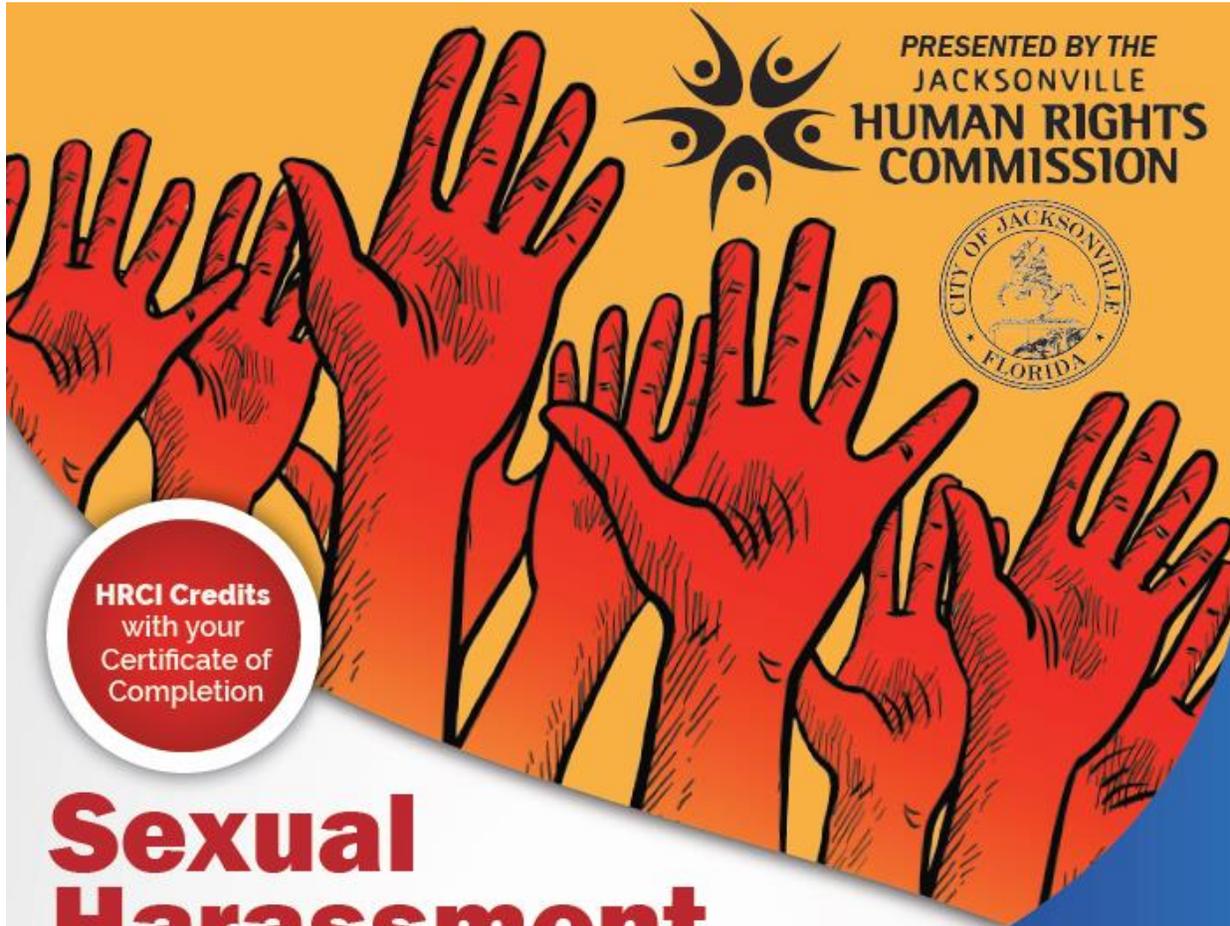


Michelle Bedoya Barnett
*Alexander, DeGance,
Barnett, P.A.*



Wendy Byndloss
Office of General Council/COJ





PRESENTED BY THE
JACKSONVILLE
HUMAN RIGHTS
COMMISSION



HRCI Credits
with your
Certificate of
Completion

Sexual Harassment After #MeToo

What Employers & Employees Need to Know

**Thursday
September 27, 2018**

Check-In 11:30 AM | Presentation 12:00-1:30 PM

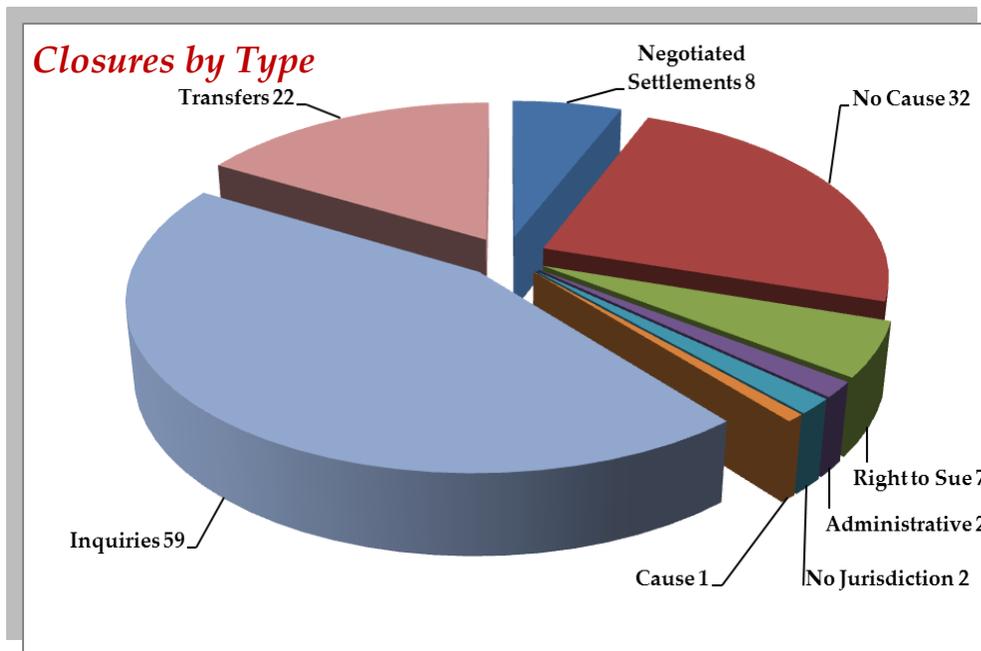
The Adecco Group
10151 Deerwood Park Blvd. Bldg 200.
Training Rooms B & C, 1st Floor
Jacksonville, FL 32256

FREE Event & Parking

Join us for a panel discussion with attorneys Kirsten Doolittle, P.A., Michelle Bedoya Barnett of Alexander, DeGance, Barnett P.A., and Wendy Byndloss of City of Jacksonville, Office of General Counsel. Advance Registration is Required. **Please RSVP to JHRCRSVP@coj.net** Bring your lunch or you can purchase at location

EMPLOYMENT ENFORCEMENT

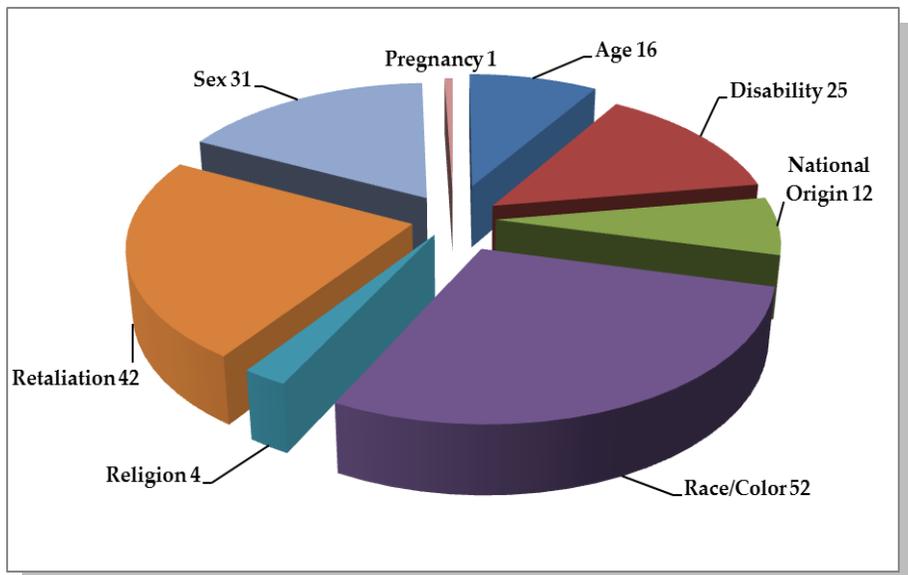
The JHRC processed 166 inquiries and investigations alleging employment discrimination against local businesses with 15 or more employees.



Charging Parties whose cases were resolved through mediation or a negotiated settlement received \$71,000.00 in monetary benefits.

Basis for Filing a Charge

A Charge may allege more than one basis, i.e. race and disability or age, sex and disability.





HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE HIGHLIGHTS

- ◆ April 2018 marked the 50th Anniversary of the signing of the Fair Housing Act. The theme: “*Finding Home Sweet Home*” complimented the national theme: *The Fair housing Act: 50 Years of Opening Doors* as both themes emphasize the critical role the importance of giving every person an equal chance to obtain housing of their choice without fear of discrimination.
- ◆ The JHRC received the results of an onsite performance assessment conducted by the assigned HUD Region IV Government Technical Monitor (GTM) on August 8, 2018. HUD continues to acknowledge the JHRC for the quality of work performed while being admonished to complete investigations in a timely manner and to increase its outreach activities.
- ◆ The committee discussed proactive measures that should be taken to help local businesses and housing providers deal with the competing guidance on service animals and emotional support animals. Once guidance from HUD is available on what is acceptable documentation to approve a reasonable accommodations request for an emotional support or comfort animal, the committee will look to implement an educational campaign via the Commission’s website and other social media platforms.
- ◆ **Public Accommodations:** Nine inquiries were received during FY 2018. One (1) was closed and one (1) was resolved through mediation. The final disposition of the remaining seven (7) inquiries was still pending at the end of FY 2018.

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 make 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



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PROCLAMATION

WHEREAS: Each April, our country honors the passage of the Fair Housing Act of 1968, which was created to prevent discrimination based on race, color, religion and national origin. Two amendments, in 1974 and 1988, expanded its language to its current form, also banning discrimination based on sex, disability or familial status; and

WHEREAS: Fair housing is not only a matter of law, it is a fundamental human right that all citizens are entitled to enjoy. Every community can and should be a place where people of all walks of life can pursue every opportunity in diverse, inclusive, accessible neighborhoods; and

WHEREAS: The City of Jacksonville and the Jacksonville Human Rights Commission (JHRC), in partnership with the U.S. Department of Housing & Urban Development, are committed to affirmatively furthering fair housing by ensuring the protection of fair housing rights and opportunities for all people throughout Duval County. These efforts are supported by dedicated local partners, including Jacksonville Area Legal Aid, Inc. (JALA) and the Jacksonville Housing Authority (JHA); and

WHEREAS: The City of Jacksonville recognizes the JHRC, JALA and JHA for their commitment to protecting and promoting fair housing rights for all citizens. This support ranges from enforcement of the City's Fair Housing Ordinance, to community outreach to inform citizens of their rights under the law, to advocating for vulnerable populations; and

WHEREAS: This year's theme, "Finding Home Sweet Home: 50 Years of Fair Housing," serves as a reminder to reflect upon the act's landmark passage and to look forward as we consistently reaffirm our efforts to promote fair housing for all.

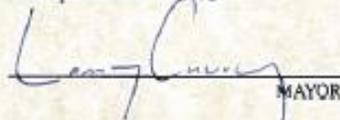
NOW, THEREFORE, I, LENNY CURRY, by virtue of the authority vested in me as mayor of Jacksonville, Florida, do hereby proclaim April 2018 as

FAIR HOUSING MONTH

in Jacksonville and encourage all citizens to rededicate themselves to ensuring that fair housing laws are always upheld and that citizens are protected against discrimination.



IN WITNESS THEREOF, this 16th day of March
in the year Two Thousand 18


MAYOR

CITY OF JACKSONVILLE, FLORIDA

FINDING HOME SWEET HOME
50th YEAR
OF THE FAIR HOUSING ACT





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FINDING HOME SWEET HOME 50th YEAR OF THE FAIR HOUSING ACT





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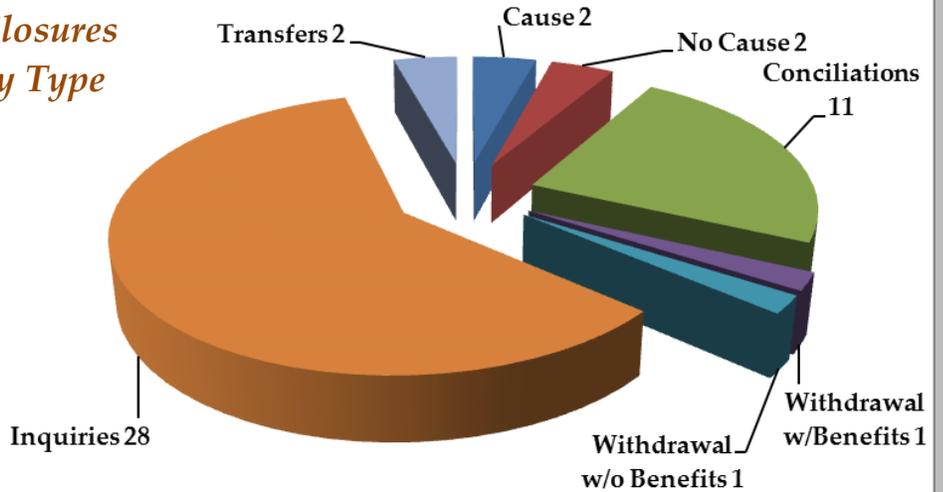
FINDING HOME SWEET HOME
50th YEAR
OF THE FAIR HOUSING ACT
OF THE FAIR HOUSING ACT

HOUSING ENFORCEMENT

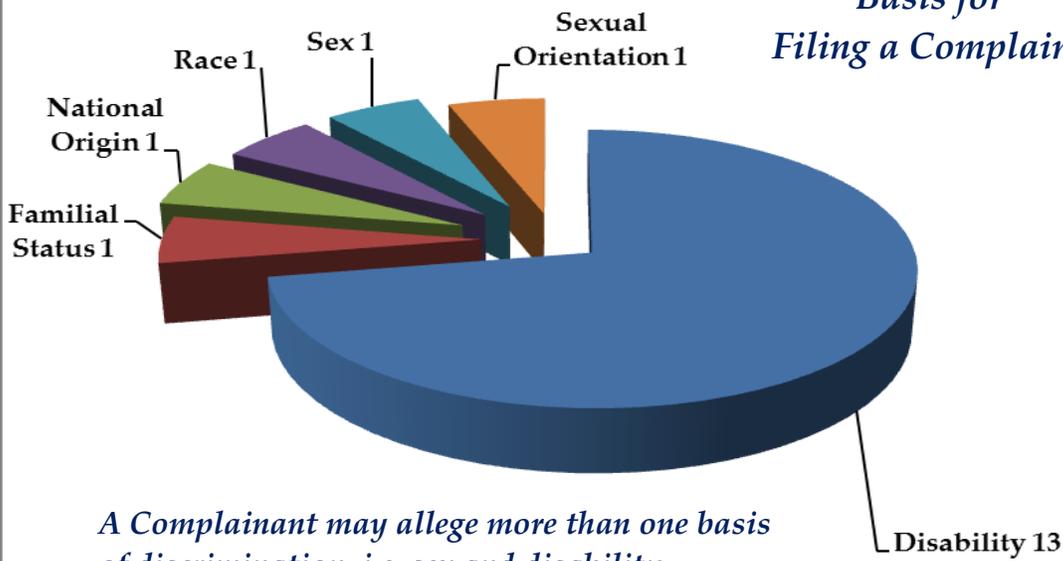
The JHRC processed 69 housing inquiries and investigations during FY2018.

Complainants received \$59,500.00 in monetary benefit and non-monetary benefits to include assigned accessible handicapped parking spaces, assistance animals, and modifications to dwellings. Public interest benefits included policy changes, appropriate signage, etc.

Closures by Type



Basis for Filing a Complaint



COMMUNITY RELATIONS COMMITTEE 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 make recommendations on potential issues of concerns which 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 monitor community concerns through attendance at City Council meetings and other community forums.
- ◆ Participated in the launch of 904WARD *Race Cards* conversations and provided support for a *Community Supper* which is an initiative of OneJax and the JAX Chamber developed to provide an opportunity for community leaders and local residents to meet in local restaurants to break bread and hear different perspectives about inclusion and diversity.
- ◆ Maintained open communications with law enforcement agencies. Participated in the UNITED meetings hosted by the FBI-Jacksonville Office, FDLE, JSO and the State Attorney's Office. The purpose of UNITED is to connect the community and law enforcement officers who are committed to creating safer communities through meaningful dialogue.
- ◆ Commission Chair Oliveras monitored the active shooter incident in Jacksonville. Offered assistance of the Department of Justice's Community Relations Service to the Chief Administrative Officer and obtained status update on the counseling services made available to first responders and patrons at the Jacksonville Landing.
- ◆ Met with three delegations from Saudi Arabia, the Ukraine and Armenia who visited Jacksonville as part of the U.S. Department's

International Visitors Program.

- ◆ Maintained participation in the Civil Rights Working Group – Florida sponsored by the U.S. Attorney General's Office for the Middle District of Florida.



Since 1990, GlobalJax has been providing North Florida personal opportunities for engagement with established and emerging world leaders. The results are lifelong connections that literally span the globe, making our world safer and more understanding, and lifelong skills that improve our ability to do business internationally. As part of its work, GlobalJax hosts delegations of emerging world leaders through the U.S. Department’s International Visitors Program.



The International Visitor Leadership Program (IVLP) is the U.S. Department of State’s Bureau of Educational and Cultural Affairs’ premier professional exchange program. Through short-term visits to the United States, current and emerging foreign leaders in a variety of fields experience this country firsthand and cultivate lasting relationships with their American counterparts. Professional meetings reflect the participants’ professional interests and support the foreign policy goals of the United States.

At the request of the Department of State, the Commission met with three delegations during FY 2018:

October 9, 2017

Promoting Interfaith Dialogue II
A Project of Saudi Arabia

November 6, 2017

Advancing Civil & Human Rights for the LGBTI Community
A Project of Ukraine

March 13, 2018

Protection of Whistleblowers in the U.S.
A Project of Armenia

PROMOTING MUTUAL UNDERSTANDING



**Delegation from Saudi Arabia
October 9, 2017**



**Delegation from Ukraine
November 6, 2017**



**Delegation from Armenia
March 13, 2018**



EDUCATION & COMMUNITY OUTREACH

In FY 2018, the Commission's staff conducted training or participated in 40 education and outreach activities, reaching over 2,500 residents and over two million residents reached through print, electronic and social media.

- ◆ Fair Housing Training / Meeting House at Collins Cove (October 12, 2017)
- ◆ Fair Housing Training / Cabana Club Apartments (October 17, 2017)
- ◆ Fair Housing Training / Links at Windsor Parke Apartments (October 18, 2017)
- ◆ Fair Housing Training / Fort Family Investments & Perimeter Realty (October 24, 2017)
- ◆ 12th Annual Spirit of the ADA / COJ-Disabled Services Division (October 29, 2017)
- ◆ Hope for Homeowners / Wealth Watchers (December 6, 2017)
- ◆ Fair Housing Training / Real Estate Solutions (January 10, 2018)
- ◆ Fair Housing Training / Villages of Mandarin (February 12, 2018)
- ◆ Caring for the Caregiver Conference / Caregiver Coalition (February 24, 2018)
- ◆ Fair Housing Training / Spectrum Realty Services (February 27, 2018)
- ◆ Fair Housing Training / Brookwood Forest Apartments (March 8, 2018)
- ◆ Family in the Park for Prevention / Family Support Services (April 7, 2018)
- ◆ Fair Housing Training / The Carlton at Bartram Park (April 11, 2017)
- ◆ Fair Housing Symposium / JALA (April 13, 2018)
- ◆ Fair Housing Symposium / JHRC (April 14, 2018)
- ◆ Resource Fair & Community Reunion Passport / Magnolia Gardens CDC (April 14, 2018)
- ◆ Fair Housing Training / (HUD – Jacksonville Field Office (April 17, 2018)
- ◆ Neighborhood & Community Summit / COJ-Neighborhoods Department (April 21, 2018)
- ◆ Fair Housing Seminar / First Coast Apartment Association (April 24, 2018)
- ◆ Fair Housing Training / COJ-Housing & Community Development Partner Agencies(April 26, 2018)
- ◆ Raices Jax Hispanic Cultural Festival / Raices Jax Festival (May 6, 2018)
- ◆ Mental Health in the Black Community Conference / NW Behavioral Health Services (May 11, 2018)
- ◆ Fair Housing Update / COJ-Housing & Community Development Commission (May 23, 2018)
- ◆ Fair Housing Training / DEMCO Management, Inc. (May 29, 2018)
- ◆ 10th Annual 3E-Empowerment Summit / Jacksonville Urban League (May 30, 2018)
- ◆ “Caring for the Care Giver” Conference / Caregiver Coalition of NE FL (June 16, 2018)
- ◆ Jacksonville VETREPRENUER Summit / COJ-Military Affairs & Veterans’ Department (June 22, 2018)

EDUCATION & COMMUNITY OUTREACH

- ◆ Asian American Pacific Islander Heritage Celebration / Mayor's Asian American Advisory Board and Night of Asia (June 23, 2018)
- ◆ Annual Homeownership Fair / Jacksonville Housing Authority's Family Self Sufficiency Program & HUD (June 23, 2018)
- ◆ Community Health Fair / Lutheran Services Florida (June 28, 2018)
- ◆ Fair Housing Training / ILRC (July 18, 2018)
- ◆ Fair Housing Training / Charter Landing Apartments (July 27, 2018)
- ◆ 10th Annual Back-to-School Event / New Town Success Zone (August 4, 2018)
- ◆ Fair Housing Training / Sherwood Forest Neighborhood Meeting (August 7, 2018)
- ◆ Fair Housing Training / Planet Realty & Management, LLC (August 7, 2018)
- ◆ My Community is Healthy: Family and Youth Celebration (August 11, 2018)
- ◆ Fair Housing Interview / The Promise 107.9 (September 19, 2018)



LEGISLATIVE AUTHORITY

The Commission has authority for the enforcement of the following ordinance codes:

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



In FY 2018, the Commission was assigned the responsibility to coordinate the City's compliance with *Title VI of the Civil Rights Act of 1964* and to implement a complaint process. Title VI prohibits discrimination in the operation of any federally assisted program and to make every effort to assist those with limited English proficiency.



INTER-GOVERNMENT AGREEMENTS

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



The Jacksonville Human Rights Commission, under its statutory mandates, has been certified as a Fair Employment Practices Agency (“FEPA”) under s.706 of Title VII of the Civil Rights Act of 1964, as amended. As a FEPA, charges of employment discrimination alleging 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 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 the Office of Fair Housing and Equal Opportunity. Designation as a FHAP agency allows the Commission to dual-file complaints of housing discrimination with HUD under both our local 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 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
- ◆ FBI Jacksonville Office
- ◆ Florida Association of Community Relations Professionals
- ◆ Florida Commission on Human Relations
- ◆ Jacksonville Area Legal Aid (JALA)
- ◆ Jacksonville Bar Association
- ◆ Jacksonville Area Refugee Task Force
- ◆ Jacksonville Housing Authority
 - Self Sufficiency Program Coordinating Committee
- ◆ Jacksonville Sheriff's Office
- ◆ Jacksonville Urban League
- ◆ Jessie Ball duPont Fund
- ◆ Office of General Counsel
- ◆ 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



OFFICE OF EQUAL OPPORTUNITY/EQUAL ACCESS

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, employees, and management* of the City of Jacksonville.

The 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.

- ◆ Responded to 46 complaints and/or management consultations.
- ◆ Conducted a total of 31 EEO/Diversity training classes reaching 770 employees, supervisors and managers. Training included 17 on-site sessions for JFRD, 12 NEO sessions, and 2 sessions for Finance & Administration Department - Fleet Management Division
- ◆ Worked with the Office of General Counsel and Employee Services to revise the ES Directive 0528 Anti-Harassment & Discrimination Policy.
- ◆ Created a shared mailbox for confidential email reporting to EO/EA Office and Labor Relations.
- ◆ Updated "STOP" Discrimination and Harassment poster to include the new shared mailbox reporting option for employees.
- ◆ Provided guidance to the Employee Services Department to update EEO data codes information within Oracle.
- ◆ Conducted quarterly workforce data review for JEA and Jacksonville Port Authority.
- ◆ Compiled, analyzed, and submitted workforce demographic data for COJ's and JSO's mandated FY 2018 Equal Employment Opportunity Plan ("EEO Plan") reports. Obtained approval from U.S. Department of Justice for compliance of Omnibus Crime Control and Safe Street Act and Victims of Crime Act.
- ◆ EO/EA Office facilitated the delivery of recruitment list information between Employee Services, JAXPORT, and JEA to aide in developing relationships with unexplored Centers of Influence (COI) into recruiting assets, COI included: First Coast Hispanic Chamber, Indo-U.S. Chamber of Commerce, Job Corps, and National Society of Black Engineers (NSBE).



THE COMMISSION STAFF

Executive Director
Charlene Taylor Hill

Executive Secretary
Janine Obando

Equal Opportunity Specialists

Employment
Ronnie Brown
Patricia Royland
Afvrill Thompson

Contract Investigator
Linda Grant-Hunter⁹

*Housing*¹⁰
Mauricio Rueda
Esther Clarke-Moore

Office of Equal Opportunity/Equal Access

Johnny Reese¹¹
Equal Opportunity Manager

Xaviera Woodside¹²
Equal Opportunity Access Specialist

⁹ Contract Investigator

¹⁰ Non-General Fund Employees

¹¹ Hired February 2018

¹² Hired May 2018