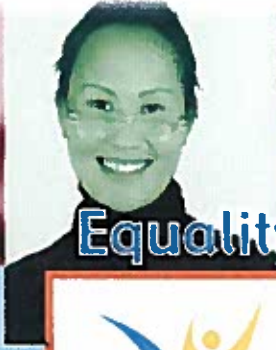


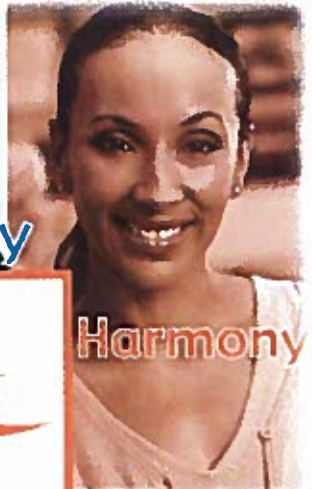
Fair Treatment



Awareness



Equality



Harmony



Respect



Dialogue



# ANNUAL REPORT

## FY2016-2017

117 W. Duval Street, Suite 350 | Jacksonville, FL 32202 |  
| Phone: 904.630.4911 | TTY: 904.630.4125 | Fax: 904.630.4918 | [www.coj.net/jhrc](http://www.coj.net/jhrc)



## COMMISSION CHAIR'S MESSAGE

We are pleased to submit this Annual Report of the Jacksonville Human Rights Commission for Fiscal Year 2016-2017.

This report summarizes the tremendous work that we accomplished despite continuing staffing and budget challenges. We are pleased to report that we received budget approval for the hiring of a new staff member for 2018, who, in part, will assist us in tracking the diversity of the City's employees so that we can ensure that they reflect the diversity of our community.

We have not lost sight of our mission, which is *to ensure that all citizens of the City of Jacksonville have equal opportunity to enjoy the privileges and benefits of a community free of discriminatory practices.*

When charges of discrimination arise, we are committed to providing quality investigative services and facilitating their non-judicial resolution whenever possible. This Fiscal Year saw an increase in charges of discrimination made by disabled citizens of inadequate accommodations in housing to meet their needs for accessibility. Since prevention of discriminatory practices is central to our mission, we also are committed to delivering effective professional and technical training to housing providers, and in this area, we provided a Fair Housing Symposium that was well attended and at which we provided up to date information to assist them in understanding and complying with fair housing laws.

We also are committed to continuing our community outreach efforts to educate our citizens and employers through public forums and study circles for the respectful discussion of human and civil rights issues, and with lunch and learns that address topics of concern to employers. This Fiscal Year included topics ranging from the Human Rights Ordinance, which was passed by the City Council and education on emerging employment issues which included updates on LGBT case law, use of criminal background checks in employment and equal pay.

Our role as leaders in the area of human and civil rights is a serious one. We are mindful of the tensions that have erupted in other communities and have continued to work with local law enforcement to ensure that Jacksonville has an appropriate and tempered response to any community conflict that may occur. We will continue to look for creative solutions and approaches for achieving our mission.

On behalf of all of the Commissioners, it is our honor to serve this community.

*Ada Agusti Hammond, Chair*



## 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<sup>1</sup> 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.<sup>2</sup>*
- *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.*

---

<sup>1</sup> Chapter 60 was amended (Ordinance 2017-385-E) on June 27, 2017 to reduce the number of Commission members from 20 to 11.

<sup>2</sup> All of the ordinances were amended (Ordinance 2017-15-E) on February 14, 2017 to prohibit discrimination based on sexual orientation and gender identity.



---

## THE COMMISSION

The Commission is an eleven member<sup>3</sup> 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.

During Fiscal Year 2016-2017, the number of Commissioners fluctuated which resulted in seven vacancies by year end.

### THE COMMISSIONERS' ROSTER

*as of September 30, 2017*

Ada A. Hammond, *Chair*  
Gary M. Oliveras, *Vice Chair*  
Nathan Rousseau, *Secretary*

William "Casey" Bulgin	Thomas Lupoli, D.O. <sup>4</sup>
Sel Buyuksarac <sup>5</sup>	Andrew Messer <sup>6</sup>
Rabbi Matthew D. Cohen	Peret Pass <sup>7</sup>
Rocelia Gonzalez	John M. Phillips, Esq.
Walette Stanford	

### COMMISSIONERS WHO SERVED

*During Fiscal Year 2016-2017*

Mario DeCunto  
Michael Stovall  
Michael Wachholz

---

<sup>3</sup> See Footnote 1

<sup>4</sup> Appointed 2/2017

<sup>5</sup> Appointed 8/2017

<sup>6</sup> Appointed 2/2017

<sup>7</sup> Appointed 2/2017



## SUMMARY OF COMMISSION MEETINGS

The full Commission held 10 meetings on the second Tuesday of each month except for July and September, 2017.

- |                          |  |
|--------------------------|--|
| <b>October 11, 2016</b>  | Discussed hosting a “Community Conversation” on improving police & community relations based on concerns being raised by the community.  |
| <b>November 8, 2016</b>  | Approved plans to hold a retreat, in lieu of the December meeting to discuss plans for FY 2017. Nominating Committee recommended 2017 slate of officers: Chair – Ada Hammond, Vice Chair – Gary Oliveras, Secretary – Nathan Rousseau.   |
| <b>December 12, 2016</b> | Identified key strategies for each committee; meeting dates/times were changed for two committees.   |
| <b>January 10, 2017</b>  | Reviewed key strategies developed during retreat; plans were adopted; discussed the Commission’s role, if any, with regards to the HRO.  |
| <b>February 16, 2017</b> | Discussed the Commission’s “Communications Policy” to ensure that all members understand the process for interacting with the media; discussed pending legislation that impacts the Commission: Ordinance 2017-15 (HRO) and Ordinance 2017-16 regarding changes to Chapter 400.  |
| <b>March 14, 2017</b>    | Fire Chief Kurt Wilson, JFRD provided an update with regards to the Settlement Agreement that has been reached, and demographics related to recruiting and hiring efforts. Chief Wilson was commended for efforts to recruit women into the Fire Service; discussed CDBG grant application for \$25,000.00. Discussed changes the Commission needed to make to its website, forms, etc. with the passage of the HRO. |



**April 11, 2017**

Sheriff Mike Williams discussed the pilot program with body cameras and the resulting policies changes, i.e. when officers will be allowed to watch the video and how long the video will be retained; reported on the increase issuance of Civil Citations; and noted the recidivism rate is lower for those who complete the Neighborhood Accountability program. Also discussed plans for the Commission's annual fair housing month activities in recognition of the signing of Title VIII of the Civil Rights Act of 1968 ("The Fair Housing Act").

**May 11, 2017**

Discussed a presentation the Executive Director and Commission Chair will make before the City Council's Rules Committee. The Committee is reviewing the work of all Boards and Commissions. Discussed recommendation to reduce the number of the Commission members from 20 to 11.

**June 13, 2017**

Lewis Buzzell, Chief Assistant to the Public Defender – Fourth Judicial Circuit talked about the changes and challenges faced by the new Public Defender, Robert Cofer. He shared that the culture is changing as new attorneys, investigators and support staff have been hired. He noted that the biggest challenge is the number of cases involving juveniles; one of which has a life sentence.

**July 2017**

**NO MEETING**

**August 8, 2017**

State Attorney Melissa Nelson provided an overview of changes she has made since taking office in January 2017. She has reorganized the office; added a new Human Rights Division to focus on human trafficking, crimes against the elderly, hate crimes and civil citations, and has made changes to the diversion programs involving first time criminal offenders and juveniles. She wants more transparency as a strategy to build trust in the community; supports full disclosure of investigations involving the law enforcement officers. Reviewing best practices and has implemented a Death Penalty Panel and Officer-involved Shooting Board.

**September 12, 2017**

**NO MEETING (due to Hurricane Irma)**



## COMMITTEE WORK

The work of the Commission is processed through three standing committees: Employment, Housing & Public Accommodations and Community Relations.


### EMPLOYMENT COMMITTEE HIGHLIGHTS:

- ✓ Committee met six (6) times during the fiscal year.
- ✓ Continued research on the feasibility of establishing a Wage Recovery Board. In concept, the board would provide a process for employees, who are not covered by the Federal Wage & Hour Division, to recover underpayment or non-payment of wages earned.
- ✓ Organized a *Brown Bag Lunch & Learn* for local employers on the topic: "Emerging Employment Issues". The event was held on April 6, 2017 at the Florida Coastal School of Law and featured Michael J. Farrell, Miami District Director – U.S. Equal Opportunity Commission. Mr. Farrell provided updates on LGBT case law, use of criminal background checks, and equal pay.

### 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.

FREE EVENT & PARKING | SPACE IS LIMITED



**EMERGING  
EMPLOYMENT ISSUES**  
(IMPACTS BY AGING, GENDER, RACE, USE OF CRIMINAL BACKGROUND CHECKS, ETC.)

JACKSONVILLE  
HUMAN RIGHTS  
COMMISSION

**BROWN BAG LUNCH & LEARN**

CHECK-IN  
11:30 A.M.

**THURSDAY APRIL 6, 2017**

PRESENTATION  
12 NOON - 1:30 P.M.

FLORIDA COASTAL SCHOOL OF LAW  
8787 BAYPIKE ROAD, ROOM 455  
JACKSONVILLE, FL 32256

**A Conversation with Mr. Michael J. Parrell, District Director**  
Miami District Office - Equal Employment Opportunity Commission

*Advanced Registration is Required.*  
Please RSVP to [JHRCRSVP@coj.net](mailto:JHRCRSVP@coj.net)  
Lunch can be purchased on campus

For more information or special accommodations request please call (904) 630-4620.







---

## HOUSING & PUBLIC ACCOMMODATIONS COMMITTEE HIGHLIGHTS:

- ✓ Committee met five times during the year.
- ✓ Reviewed the Performance Assessment Report issued by the HUD Region IV Director of Fair Housing & Equal Opportunity (“FHEO”), The JHRC was acknowledged for the work that was done despite the staff shortage. However, the City was advised to develop a plan to increase the housing staff. (The plan was submitted to FHEO in December 2016.)
- ✓ Pursued plans to conduct Phase II of the Housing Discrimination Audit based on Race, National Origin and Familial Status. Plans to have the Jacksonville Area Legal Aid (“JALA”) to assist with this study did not materialize; therefore, contact was made with the Fair Housing Continuum, Inc. in Rockledge, FL. Unfortunately, the cost for was prohibitive based on the budget allocated for the audit.
- ✓ Assisted with plans for the *Fair Housing Symposium* held on April 21 and 22, 2017. In collaboration with JALA, the Commission co-sponsored workshops for housing professionals and providers (April 21<sup>st</sup>) as well as housing seekers (April 22<sup>nd</sup>). Regions Bank provided a continental breakfast and Peck and Bulgin Wealth Management - Raymond James and the Law Offices of John M. Phillips sponsored a boxed lunch for the workshops on April 22<sup>nd</sup>.

### 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



Workshops and Information  
for Housing Professionals  
and Housing Seekers



### 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.

Commission's objective to "promote mutual understanding and respect" among our residents.

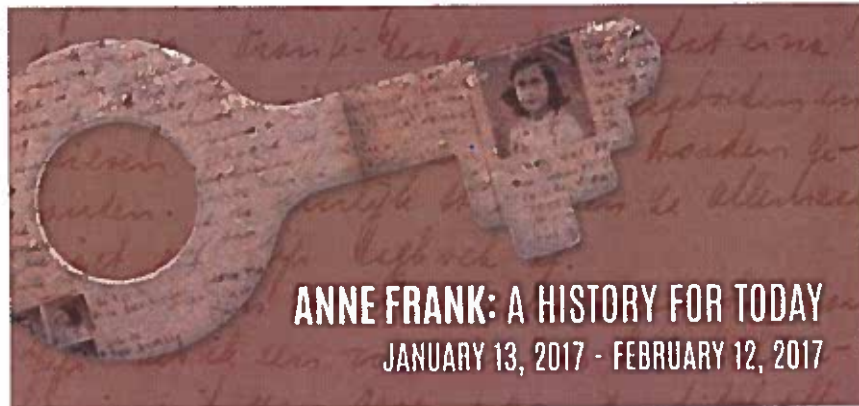
### COMMUNITY RELATIONS COMMITTEE HIGHLIGHTS:

- ✓ Committee met five times during the year.
- ✓ Focused on an objective to improve police/community relations and to establish a working relationship with the leaders of the State Attorney's Office, the Public Defender and the School Superintendent. To that end, the committee extended invitations to the following individuals to make a presentations to the full Commission:
  - Sheriff Mike Williams to discuss the pilot program with body cameras, update on the use of civil citations and plans to improve accountability and transparency as it relates to police-involved shootings.
  - Charlie Cofer, Public Defender – Fourth Judicial Circuit to talk about the changes and challenges.
  - State Attorney Melissa Nelson to provide an update on the reorganization of the office, community outreach efforts, changes to the diversion programs and the use of civil citations to reduce the number of felony charges against juveniles, as well as how investigations involving the law enforcement officers will be handled.
- ✓ Sponsored two events assisted with the Anne Frank exhibit at MOSH as part of the



**MOSH**

Curiosity Welcome.



**VOICES  
OF HOPE**

*Anne Frank: A History for Today*  
**Workplace Discrimination:  
Have we progressed?**

Monday, Feb. 6, 2017 | 6 - 7 p.m.

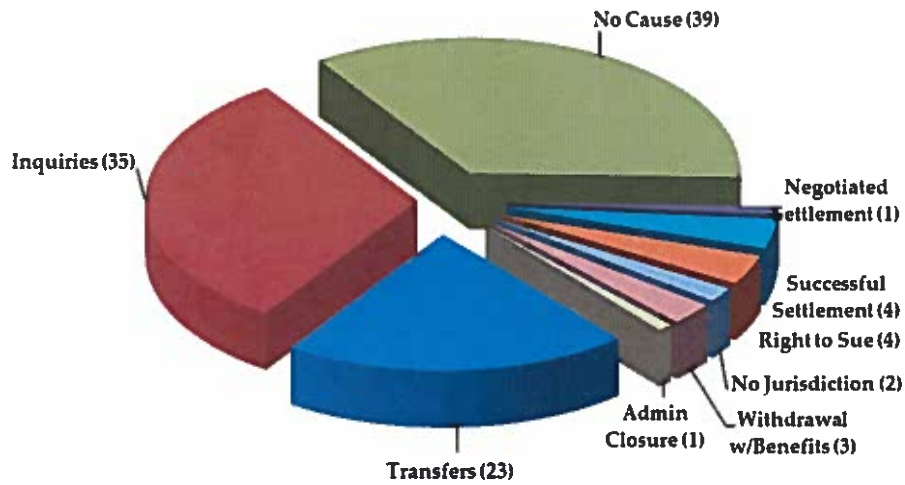
**Museum of Science & History**  
Wells Fargo Room  
1025 Museum Circle  
Jacksonville, FL 32207



## EMPLOYMENT ENFORCEMENT

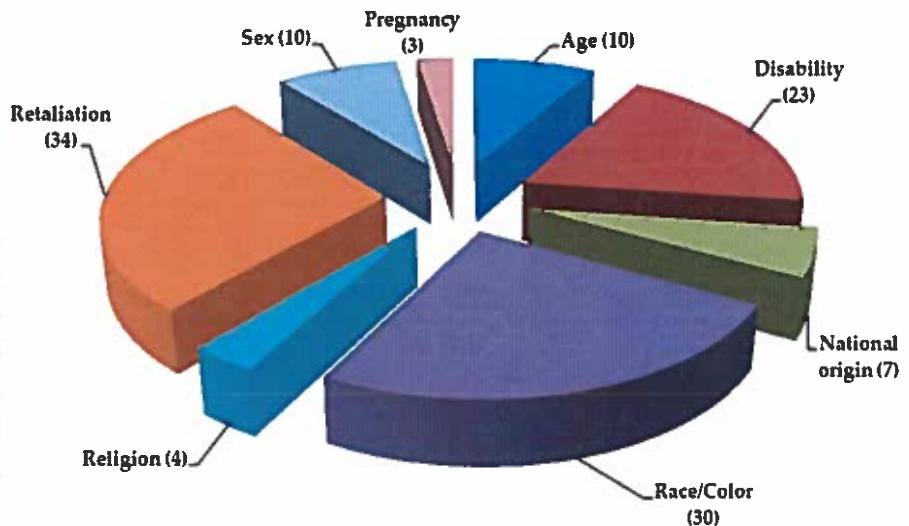
The JHRC processed 112 inquiries and investigations alleging employment discrimination.

**Closures by Type**  
*Charging Parties whose cases were resolved through mediation or negotiated settlements received \$71,810.00 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.*





## SAMPLING OF EMPLOYMENT CASES

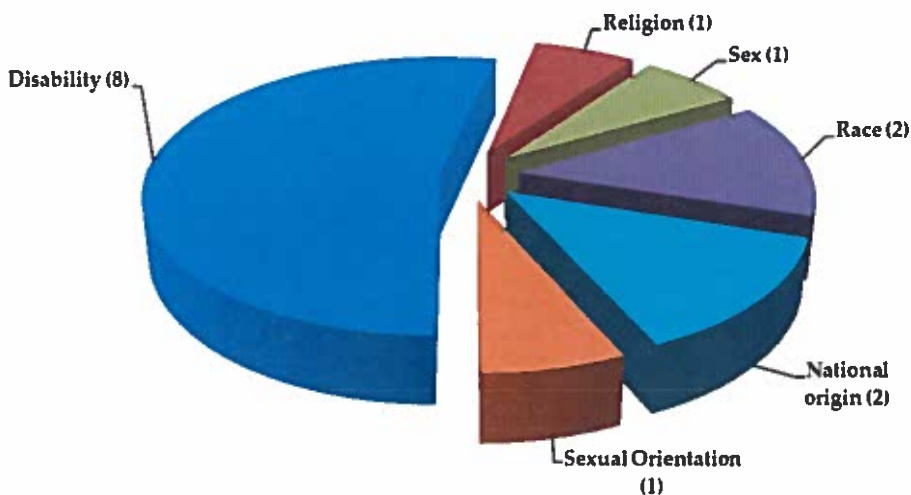
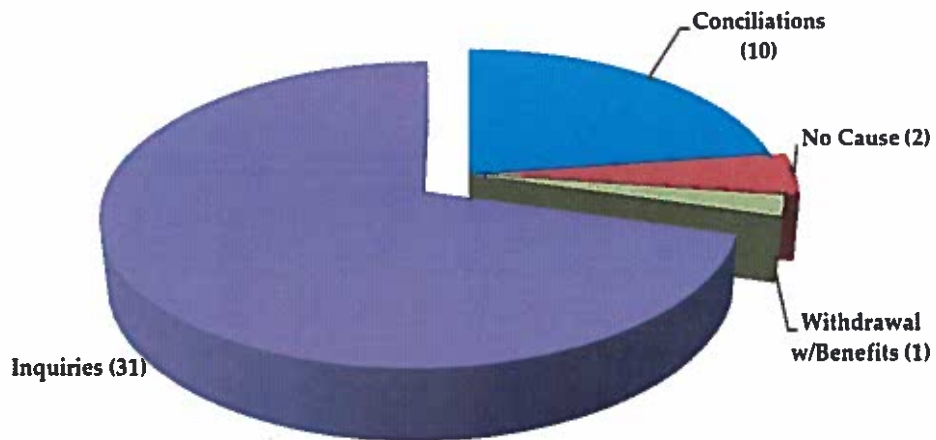
- ◆ The Charging Party alleged that he was denied a reasonable accommodation (modification to call in process and interpreter). Due to his disability, the Charging Party was unable to communicate using a telephone in the traditional sense and only communicated by texting and American Sign Language. He requested the cell phone numbers of his managers so he could comply with call in procedures by communicating with them directly and he also requested an interpreter for important meetings. The Respondent denied the Charging Party's request for an accommodation and he received a written disciplinary action when he had an interpreter "call in" to report he would be absent from work after sustaining an injury and subsequent emergency room visit. Further, the Charging Party asserted that he was harassed in the workplace and was subjected to unequal terms and conditions of employment when other employees were asked to watch him while he was working. The Charging Party asserts he complained to Human Resources, the general manager, regional manager and a person in the company's legal department. However, no appropriate actions were taken to resolve the hostile work environment; and the Charging Party asserted he was forced to resign. *OUTCOME: Mediation was scheduled in an attempt to resolve this charge of employment discrimination; however, mediation was unsuccessful. However, efforts continued and the charge was ultimately resolved for \$20,000.00.*
- ◆ The Charging Party alleged that after making an internal complaint about harassment, she was subjected to retaliatory acts, including being denied a promotional interview, subjected to unequal terms and conditions in the assessment of her work performance, disciplined and terminated. *OUTCOME: The Commission reached a no cause decision in this case. The records reflected that fifty-four candidates applied for the promotion to supervisor; the Charging Party and forty-two others applicants were rejected during the initial screening process. Charging Party's application was rejected because her resume did not contain the required supervisory experience. Further, evidence submitted shows Charging Party and other employees were placed on Performance Improvement Plans, which trigger periodic assessments of their work for compliance. Because the Charging Party's performance did not improve, she was disciplined and ultimately, terminated*

## HOUSING & PUBLIC ACCOMMODATIONS ENFORCEMENT

The JHRC processed 44 housing inquiries and investigations.

### *Closures ~ by Type*


*In housing, Complainants often receive non-monetary benefits, such as parking, neutral references, and policy changes.*




### *Basis for Filing a Complaint*

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

## SAMPLING OF HOUSING COMPLAINTS

- ◆ The Complainant lives in a community designed for age 55+ individuals and requested a religious accommodation after a management sanctioned Thanksgiving celebration in the Clubhouse during which a resident asked everyone to stand and join in a Christian prayer. While the Respondents agreed to stop “Christian only” prayers, they continued to permit, sponsor or encourage overt displays of Christianity to the exclusion of other religious displays at tenant meetings and events. The Complainant alleges that she volunteered and was approved to publish the monthly calendar of activities for the community. However, the offer was withdrawn when the Complainant expressed plans to include Jewish holidays on the calendar. Allegedly, the Respondents were concerned the Complainant would remove the listing of Christian holidays or include holidays from other religions. Further, the Complainant alleges she was issued a 7-Day Notice of Non-Compliance in retaliation for requesting an accommodation because of her religious beliefs. 

***OUTCOME: The complaint was resolved through mediation, prior to an investigation. The Respondents agreed to pay \$7,500.00 to cover the Complainant’s damages and legal fees, to establish a policy regarding observance of religious holidays or events; and to have the staff attend two hours of training on fair housing.***

- ◆ The Complainant uses a motorized wheelchair and alleged the Respondents denied her request for a reasonable accommodation (accessible handicapped parking space and modification (an accessible ramp to her apartment door). While the Respondents did provide an assigned handicapped parking space; it was difficult to access because the ramp to the parking space was blocked by other cars. Further, the Complainant had to use the patio door and maneuver her wheelchair through the grass to enter or exit her apartment. Finally, the Complainant alleged that a church was willing to install a ramp leading to the front door of her apartment; however, the church withdrew from the project after the Respondents imposed several restrictions on the installation of the ramp. 

***OUTCOME: The complaint was resolved through conciliation after a “probable cause” Determination was issued. The Respondents agreed to relocate the Complainant to another apartment, to install a ramp to the front door, provide an assigned handicapped parking space, to pay up to \$400.00 for repairs to the Complainant’s wheelchair and to have staff attend two hours of training on fair housing.***





## EDUCATION & COMMUNITY OUTREACH

The Commission has an obligation to provide technical assistance to persons, as appropriate, to further compliance with Chapters 402, 406, and 408. Further, the Commission is charged with affirmatively furthering fair housing. In compliance with its obligations, the Commission conducted training or participated in the following education and outreach activities in FY 2017 reaching over 1400 residents:

- ◆ Homeless Veterans Stand Down October 2016)
- ◆ 9th Annual Spirit of the ADA (October 2016)
- ◆ Lutheran Services Outreach (November 2016)
- ◆ 4th Annual 2016 Hiring Abilities Employment Symposium & Job Fair (November 2016)
- ◆ Black Expo (December 2016)
- ◆ Fair Housing Training (December 2016)
- ◆ Catholic Charities Outreach (December 2016)
- ◆ Jacksonville Area Refugee Task Force Outreach (January 2017)
- ◆ Refugee Resettlement Community Consultation (January 2017)
- ◆ Annual E3 Empowerment Summit (March 2017)
- ◆ Family Support Services Party in the Park (April 2017)
- ◆ Edward H. White Military Academy of Leadership - ESE Resource Fair (April 2017)
- ◆ Magnolia Gardens Community Resource Fair & Reunion (April 2017)
- ◆ Fair Housing Training (April 2017)
- ◆ Jacksonville Area Legal Aid Symposium (April 2017)
- ◆ JHRC Fair Housing Symposium (April 2017)
- ◆ Community Wealth Building Day (April 2017)
- ◆ Jacksonville Housing Round Table (Wealth Watchers) (May 2017)
- ◆ Family Support Services' Family Self-Sufficiency Program (May 2017)
- ◆ 5th JUNETEENTH Celebration (June 2017)
- ◆ Jax Community Health Fair: Health, Legal, Education (June 2017)
- ◆ Caring for the Caregiver Conference / Caregiver Coalition (July 2017)
- ◆ 3rd Annual City Wide Celebration Housing Expo (July 2017)
- ◆ Fair Housing Training (3<sup>rd</sup> Annual Housing Expo) (July 2017)
- ◆ 9<sup>th</sup> Annual New Town Success Zone Back to School Event(August 2017)
- ◆ Jax Community Health Fair (September 2017)

## LEGISLATIVE AUTHORITY

The Commission has authority for the enforcement of the following ordinance codes<sup>8</sup>:

- ◆ **Chapter 400 – Equal Opportunity<sup>9</sup>:** 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.

---

<sup>8</sup> See Footnote 2

<sup>9</sup> Chapter 400 was amended (Ordinance 2017-16-E) on February 14, 2017 to rename the Assistant Director of Equal Opportunity/Equal Access to Equal Opportunity Manager; requested the Mayor to fill the position and requested the independent authorities to report their diversified workforce during the annual budget process.



---

## 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:

- ◆ Florida Association of Community Relations Professionals
- ◆ Florida Commission on Human Relations
- ◆ Florida Coastal School of Law
- ◆ Florida State University Center for the Advancement of Human Rights
- ◆ Jacksonville Area Legal Aid (JALA)
- ◆ OneJax
- ◆ The City of Jacksonville
  - Housing & Neighborhoods Department
  - Military, Veterans & Disabled Services
  - Municipal Code Compliance Division
  - The Jacksonville Fire & Rescue Department
- ◆ Jacksonville Area Refugee Task Force
- ◆ The Jacksonville Housing Authority
- ◆ The Jacksonville Sheriff's Office
- ◆ The Jacksonville Urban League
- ◆ JEA
- ◆ The U.S. Attorney General's Office – Middle District of Florida
- ◆ U.S. Equal Employment Opportunity Commission
- ◆ U.S. Department of Housing & Urban Development / Office of Fair Housing & Equal Opportunity
- ◆ 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 32 complaints and/or management consultations.
- ◆ Conducted a total of 36 EEO/Diversity training classes reaching 973 employees, supervisors and managers to include on-site Sexual Harassment Awareness training for employees and supervisors assigned to the Neighborhoods Department (eight sessions) and JAXPORT (five sessions).
- ◆ Worked with the Office of General Counsel on drafting Executive Order 2017-01 - the Mayor's Equal Opportunity/Equal Access Program.
- ◆ Provided guidance to the Employee Services Department on the development of recruiting plans based on the City's FY2016 Workforce Report.
- ◆ Participated in meetings with the independent authorities to discuss amendments to Chapter 400 with regards to reporting on the agencies workforce diversity and recruiting plans and the Mayor's Executive Order 2017-01.
- ◆ Assisted JSO's response to a grant audit conducted by Florida Department of Law Enforcement.
- ◆ Provided workforce data to the JFRD for inclusion in their SAFER grant application.
- ◆ Compiled and submitted the mandated EEO-4 Report on the City's workforce by job category, sex and race/ethnicity.
- ◆ Updated and distributed a "STOP" Harassment and Discrimination poster.
- ◆ Compiled and analyzed workforce demographic data in preparation for submission in FY2018 of mandated Equal Employment Opportunity Plan ("EEOP") reports.



## THE COMMISSION STAFF

*Executive Director*  
Charlene Taylor Hill

*Executive Secretary*  
Janine Obando<sup>10</sup>

### *Equal Opportunity Specialists*

*Employment*  
Ronnie Brown  
Linda Grant-Hunter<sup>11</sup>  
Patricia Royland  
Afvrill Thompson

*Housing<sup>12</sup>*  
Mauricio Rueda  
Esther Clarke-Moore

*Office of Equal Opportunity/Equal Access*  
Wayne McGovern

---

<sup>10</sup> Hired – February 2017

<sup>11</sup> Contract Investigator

<sup>12</sup> Non-General Fund Employees

