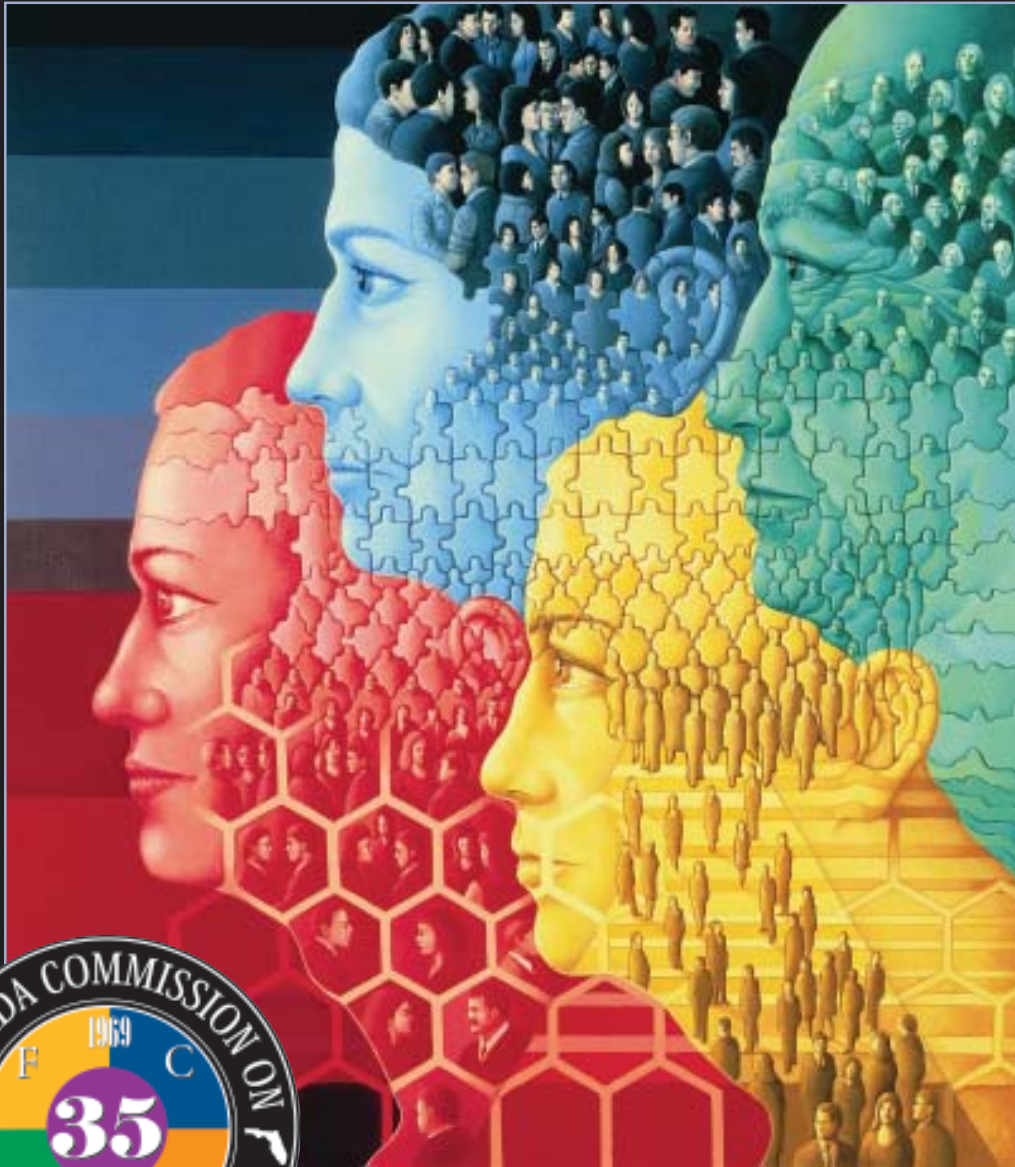


2004 ANNUAL REPORT



*Commemorating 35 Years of Service
to the People of Florida*

1969 - 2004



VISION...

To become the chief resource
on human relations for the State of Florida

MISSION...

Fair Treatment – Equal Access – Mutual Respect

The mission of the Commission is to: (1) prevent unlawful discrimination by ensuring people in Florida are treated fairly and are given access to opportunities in employment, housing, and certain public accommodations; and (2) promote mutual respect among groups through education and partnerships.

CORE VALUES & BELIEFS...

- Every Individual is to be treated with **Dignity** and **Respect**
- **Impartial, High-Quality Service** is the **Foundation** of our **Success**
- **Innovation** and **Creativity** are encouraged
- We encourage **Open** and **Honest Communication**
- Our **Success** depends on **Teamwork**

PEOPLE FOCUSED, TECHNOLOGY DRIVEN, RESULTS ORIENTED



State of Florida Florida Commission on Human Relations



Jeb Bush
Governor

An Equal Opportunity Employer • Affirmative Action Employer

2009 Apalachee Parkway • Suite 100 • Tallahassee, Florida 32301-4857
(850) 488-7082
Web Site <http://fchr.state.fl.us>

Rita Barreto Craig
Chair

Derick Daniel
Executive Director

Dear Friends:

Since our establishment in 1969, the Florida Commission on Human Relations holds the privilege and responsibility of improving the quality of life for the State of Florida. Our mission remains focused on the prevention of discrimination in employment, housing and other select public accommodations.

As we embrace this mission we recognize the profound importance of identifying and sharing best practices with businesses, community groups, state agencies, law enforcement officials, and youth to enlarge the effectiveness of our work. Thus, to commemorate 35 years of service and inclusive community building, FCHR conducted 37 on-site investigations, implemented a new case management system to increase productivity, and helped develop an educational CD-ROM on how to identify and prevent hate crimes among youth.

We are particularly proud to report the resolution of 2,494 complaints—an all time high, resulting in \$2,155,372 in monetary awards. Additionally, the Commission issued 138 Final Orders—the largest in a year in FCHR history—and completed the pilot year of our Literacy, Learning, and Leadership program that teaches youth to be socially responsible leaders through reading and the arts.

The issues of fair treatment and equity are as real today as they were during the civil rights movement of the 60s. It is our task to listen to Floridians as we work to make fairness and equity a reality for the people of our state. Not only must we listen, we must ensure our work reflects the attributes we hold as essential for success.

Our growth, our diversity and, in some cases, economic constraints will require our care to listen, to review and judge fairly—one case at a time. Our reputation requires that; more importantly, the people of Florida require that.

FCHR welcomes the challenges of today's Florida. We are committed to the tenets of fairness that will make our state a place where our children will grow and learn the value of diversity and fairness. This is our task and our mission for a better Florida.

Rita B. Craig
Rita Barreto Craig
Chair

COMMISSIONERS

Donna Elam, Vice Chair
Orlando

Gayle Cannon
Lake City

John Corbett
West Palm Beach

Dominique B. Saliba
Miami Lakes

Keith A. Roberts
Dania Beach

Roosevelt Paige
Orange Park

Gilbert M. Singer
Tampa

Aletta Shutes
Tallahassee

Billy Whitefox Stall
Panama City

Mario Valle
Naples

P.C. Wu
Pensacola

THE FLORIDA COMMISSION ON HUMAN RELATIONS

The Florida Commission on Human Relations (FCHR) was established 35 years ago, in 1969, pursuant to the Civil Rights Act of 1964. Since then, more than 72,000 cases have been closed; more than \$16 million has been negotiated for approximately 1,500 parties through mediation; and thousands of people have been touched by the Community Relations Services unit of the agency. The mission has been amended over the years by legislative action through the Florida Human Rights Act in 1977, and the Fair Housing Act in



1983, which was again amended in 1989. In 1992, major amendments to Chapter 760, F.S., (cited as the Florida Civil Rights Act of 1992), were included, prohibiting discrimination in public lodging, food service establishments, and certain private clubs. In 1999, the Florida Legislature passed the Whistle-blower Act, which protects public employees reporting improper use of government office, gross mismanagement of funds, or any other abuse or neglect of duty on the part of an agency, public officer or employee. The FCHR has the responsibility of investigating complaints of alleged retaliation against any person filing a Whistle-blower complaint. The Civil Rights Act was again amended in 2003 to include places of exhibition or entertainment and other covered establishments.

The FCHR is funded through general revenue appropriated by the Florida Legislature and trust funds that are the result of federal contracts. The trust funds, which amounted to approximately 27% of the 2003-2004 budget, are derived from contracts with the U. S. Equal Employment Opportunity Commission (EEOC) and the U. S. Department of Housing and Urban Development (HUD). When EEOC or HUD defers cases to the state for investigation, they reimburse the FCHR for a portion of the costs incurred for the investigation and resolution of the discrimination complaint.

The FCHR offers a range of services to individuals, employers and communities to promote fair treatment, equal access, and an inclusive society.

Mediation

In cases of alleged employment discrimination, FCHR offers mediation services prior to the investigative process. Mediation provides for an



exchange of concerns from both the complaining party and the employer to work toward a possible resolution of the dispute that is acceptable to both parties. This process is voluntary, confidential, and free of charge.

Employment Investigation

If a complaining party and the employer are unable to reach agreement through mediation, the FCHR will investigate the complaint. The employment investigator will determine whether or not there is cause to believe the complaining party was discriminated against based on race, sex, color, religion, national origin, age, handicap, marital status or retaliation.

Housing Investigation

The FCHR, as an agency substantially equivalent to the U. S. Department of Housing and Urban Development, conducts investigations of alleged housing discrimination. Under the Fair Housing Act, no person shall be subjected to discrimination



because of race, color, religion, sex, handicap, familial status or national origin in the sale, rental or advertising of dwellings, in the provision of brokerage services, or in the availability of residential real estate-related transactions. The investigators also provide technical assistance and guidance to the parties involved in the complaints, their legal representatives, and the general public. Conciliation attempts continue throughout the investigative process.

Other Investigations

The FCHR also conducts investigations of claims of retaliation filed under the Florida Whistle-blower Act, and complaints of accessibility of certain public accommodations (food and lodging establishments, certain private clubs and places of exhibition or entertainment such as stadiums, sports arenas, and theaters).

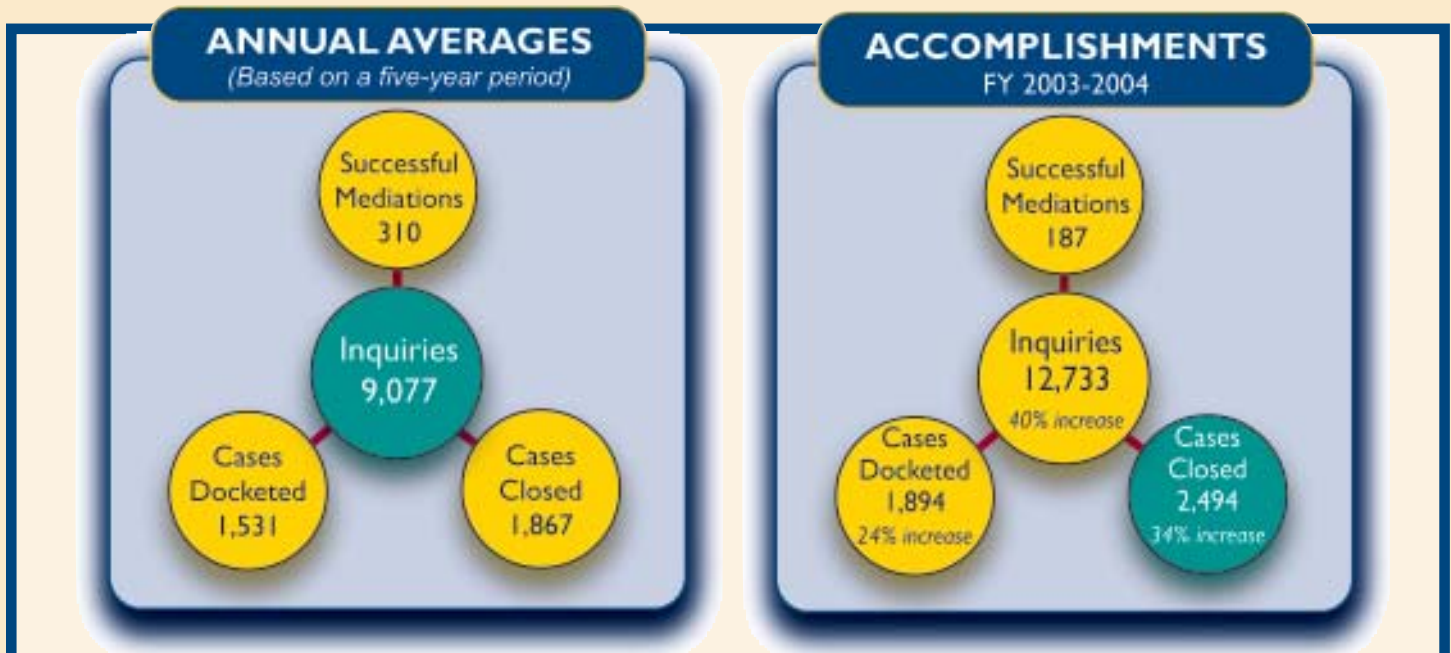
Community Relations Service

The Community Relations Service (CRS) is the outreach arm of the FCHR. The goal of the unit is to prevent and resolve community conflict and tension arising from actions, policies and practices initiated by public or private agencies that are perceived to be discriminatory. CRS acts as a catalyst and serves communities as a facilitator by creating effective partnerships between government and community to assist in the conciliation of such conflict.

Training

The FCHR provides training to agencies, businesses and community groups to educate them on the Florida Civil Rights Act. The Commission believes that if businesses know the law, knowledge of the law will result in a reduction of the number of cases filed. Thus, providing a cost savings to potential parties and the State of Florida. Training can be tailored to the specific needs of the organization. Workshops include:

- **Harassment in the Workplace**
- **Diversity and Cultural Competence**
- **Dispute Resolution**
- **Violence Prevention**
- **Current Trends in Employment and Housing**



- Increased the overall percentage of complaints docketed within five days from the time of filing to 64 percent (compared to 2 percent in 2001; 15 percent in 2002; and 51 percent in 2003)
- Successfully conciliated 29 housing cases with settlements in excess of \$55,000
- Issued 138 Final Orders, the most in any fiscal year for the Commission
- Developed an educational CD-ROM on how to identify and prevent hate crimes among youth *in collaboration with* the Regional Community Policing Institute, FDLE, the FBI, and the U.S. Attorney's Office for the Middle District of Florida
- Implemented a new case management system to increase productivity and efficiency
- Completed the pilot year of 3L (Literacy, Learning, and Leadership) program, a cultural diversity program that teaches youth to be socially responsible leaders through reading and the arts. The 3L program is modeled after Governor Jeb Bush's "Just Read" campaign.

2004 LEGAL UPDATE

DOAH HEARINGS

Lourdes Guzman v. Elliot L. Miller

The Complainant alleged she was denied rental of an apartment because she has a Seeing Eye dog. After the Commission found reasonable cause to believe that discrimination occurred, the Office of General Counsel filed a petition for relief with the Division of Administrative Hearings.



Ida Heaps v. Barbara Strickland

The Complainant alleged she and her boyfriend were discriminated against on the basis of race (black) when the Respondent refused to rent a mobile home to them. After the Commission issued its determination that there was cause to believe discrimination occurred, the Commission—on behalf of the Complainant—filed a petition with the Division of Administrative Hearings. After a three-hour hearing, the Administrative Law Judge issued a Recommended Order finding discrimination did occur and awarded \$7,000 to the Complainant, attorney’s fees, and costs to the Commission.

DISTRICT COURT OF APPEAL

Clement Mikelis v. Al Coletta

The Office of General Counsel filed an amicus brief with the Third District Court of Appeals in this case. The Appellant is a disabled person who lives on a houseboat and was refused a reasonable modification from his landlord to construct a wheelchair ramp. The circuit court dismissed the Appellant’s claims and ruled that the Fair Housing Act did not apply to the houseboat because the marina where it is docked is not zoned residential. The Appellant appealed and the Commission filed a motion to participate as amicus curiae. After the motion was granted, the Commission



filed a brief wherein it took the position that the Fair Housing Act does apply to houseboats because they can be used as a residence.

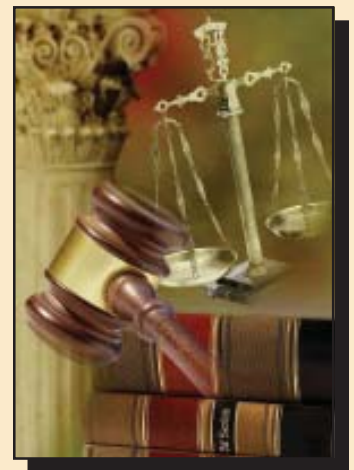
COMMISSION CHARGED CASES

During this fiscal year, the Commission also initiated charges in several housing discrimination cases, and our legal staff took the lead in conducting the investigations. These cases involved individuals who were denied a reasonable accommodation because they requested a service/companion animal for their disability. In a familial status discrimination case, an apartment complex established a curfew and other restrictions on the activities of children living at the complex. These cases were resolved without litigation.

OTHER SIGNIFICANT CASES

Connie Fishbaugh v. Brevard County Sheriff’s Office

The Complainant is a post-operative transsexual who was employed by the Brevard County Sheriff’s Office. She was terminated in 2002, and filed a complaint alleging that she was discriminated against on the basis of disability and sex. The Commission determined that the Florida Legislature, like Congress, did not amend the Florida Civil Rights



Act to include transsexualism and the Act does not reference the more expansive term “gender.” This strongly suggests that the Florida Legislature intended the term “sex” be construed narrowly (i.e. either male or female). Based on this premise, the Commission determined that the Act did not support a claim of sex or disability discrimination on the basis of transsexualism. The Complainant filed a petition for relief and a hearing was held by the Division of Administrative Hearings. The Administrative Law Judge entered a recommended order to dismiss the Petitioner’s complaint.

TRAINING/PRESENTATIONS

The Office of General Counsel continues to respond to many requests for training received from governmental agencies, employers, housing providers, and other organizations from throughout the state. During this past year, our attorneys made presentations to numerous groups, including the following:

- **Legal Advocacy Center of Central Florida**
- **Broward County Civil Rights Division**
- **Miami-Dade Equal Opportunity Office**
- **HUD/Florida State Fair Housing Symposium**

The CRS unit and legal office also conducted two days of diversity training for the Alachua County Tax Collector's Office in April 2004. More than 80 employees were trained in four separate sessions. Specific training was provided on Sexual Harassment in the Workplace, including: 1) Categories of Sexual Harassment, 2) Employer Liability in Sexual Harassment Cases, and 3) Management's Response to Sexual Harassment Complaints. During this session, the Commission provided information on religious discrimination, racial harassment and whistle-blower retaliation to the attendees.

In addition, our attorneys provide continuous training opportunities to the Commission's enforcement staff. The legal staff conducted more than ten training sessions for our staff on legal issues in employment discrimination, housing discrimination, public accommodations and whistle-blower cases.



Predatory Lending

In December, the FCHR and the City of Orlando Office of Human Relations co-hosted a predatory lending seminar. The seminar is designed to enlighten investigators, attorneys, lenders, and the general public on various methods of identifying predatory lending practices aimed toward poor, minority or elderly residents. The Fannie Mae Foundation, the Florida Department of Financial Services, the Florida Attorney General's Office, the Georgia Commission on Equal Opportunity, and the Federal Reserve Bank of Atlanta provided participants with valuable information and solutions for eradicating this unscrupulous activity.

PREDATORY LENDING SEMINAR TOPICS

- **Florida Fair Lending Act**
- **Homeownership Equity Act**
- **Sub-prime vs. Predatory Lending**
- **Interlocal Partnership**
- **Enforcement Efforts**
- **Defining the Problem**

PREDATORY LENDING SEMINAR PARTICIPANTS

- **Alianza for Fair Housing**
- **Big Bend Fair Housing Center, Inc.**
- **Brevard County Housing & Human Services**
- **Center for Affordable Housing, Inc.**
- **Citrus County Division of Housing Services**
- **City of Ft. Pierce**
- **City of Orlando**
- **City of St. Petersburg**
- **Fair Housing Continuum, Inc.**
- **Legal Aid Society of Palm Beach County**

COMMUNITY OUTREACH AND EDUCATION

Diversity Dinner

In celebration of International Human Rights Day, a diverse group of Tallahasseeans joined together for a meal where diversity was the main course. Coordinated like “Speed Dating,” groups of five people at the community dinner and the student dinner sat at a table and were provided with topics to discuss. These topics ranged from general questions like “What is the status of civil rights today?” to current event prompts, like “Should gay marriage be legalized?”



At the college students’ dinner, the topics covered issues students explore in classes as well as current events, such as “Should there be bilingual ATMs and voting machines?” Dinner has long been the forum for some of the world’s most interesting discussions. From great scholars to average Joe’s, everyone enjoys a good conversation over a good meal. This program brings the community together for a fun, delicious opportunity for dialogue. Our hope is to continue the “Diversity Dinner” program statewide.

College Dinner Partners

- Florida A&M University TRIO Program
- Florida State University Interdisciplinary Program in the Humanities



Community Dinner Partners

- Rep. Lorraine Ausley
- Rep. Curtis Richardson
- Tallahassee Mayor John Marks



Youth Civil Rights Tour

More than 300 students and parents from both Miami and Tallahassee received a formal send-off on the steps of the Florida Capitol Building. Before traveling to significant civil rights sites and museums in Alabama, Georgia and Tennessee, students listened to riveting remarks from FCHR Executive Director Derick Daniel, John Jones of the MLK Institute for Nonviolence, Tallahassee Mayor John Marks, Leon County Sheriff Larry Campbell, Tallahassee Deputy Chief of Police John Proctor, and Assistant Superintendent of Leon County Schools Iris Wilson. Visited sites include the Rosa Parks Museum, Tuskegee Institute, Pettus Bridge, National Voting Rights Museum, and the Civil Rights Memorial.



Journal Excerpts:

“Learning history makes me want to make a change.”
—Rodrica Hill, 8th grade

“When I studied all that I could [about MLK] every muscle in my body was tense. It was an experience that I’d hope to gain from this trip.”
—Birausha McCloud, 9th grade

“I also learned that people will try and put you down and tell you that you are not worth anything because of the color of your skin. You can’t let that stop you from doing what you believe.”
—Alexandria Howard, 9th grade

“We are also trying to figure out how we can stop this racism. Because we are the future, we can determine what’s going to happen in the future.”
—Jara Baker, 8th grade

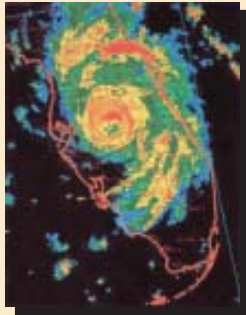
“I think this tour is making me appreciate my independence. I just wanted to thank the people who sponsored me to go on this trip.”
—Jamyria Chapman, 7th grade

Taking the Commission to the Communities (TCTC)

The goal of the TCTC initiative is to provide Florida's communities greater access to the Commission staff, and FCHR services. FCHR worked with community partners in Gainesville, Pensacola, and South Florida to coordinate discussions on the status of civil rights and other pertinent issues as they relate to local human relations issues. TCTC kicked off in April in Gainesville to promote Fair Housing Month where FCHR staff and Commissioners deliberated a case, sponsored a Fair Housing Month poster presentation for elementary school children, co-sponsored with the city a fair housing workshop, and toured five multi-family housing developments. In July, the Commission went to Pensacola where they met various local leaders and toured affordable housing developments in the city. They also had a community tour of Century. The most recent TCTC initiative coincided with a tri-county summit in October in Ft. Lauderdale. The South Florida Summit was planned by Broward County Civil Rights Division, Palm Beach County Equal Opportunity Office, Miami-Dade Equal Opportunity Board, and the Commission and addressed regional civil rights and human relations issues through various workshops and training opportunities.

Hurricane Relief Effort

Two rotations of FCHR employees traveled to areas in northwest Florida that were affected by Hurricane Ivan to assist FEMA with relief and recovery efforts. Partnered with federal (FEMA) and state (SERT) emergency relief workers, FCHR employees canvassed neighborhoods to make sure people in need were aware of the resources available to help them. A third group then visited Century, FL (in a follow-up to the July TCTC visit), to deliver toys, supplies, and computers that were donated by FCHR staff.



Hate Crimes Working Group of North Florida

FCHR, the U.S. Attorney's Office for the Northern District, and the Florida Attorney General's office formed a task force to address hate crimes in North Florida. The working group is a collaborative effort of local community organizations and law enforcement agencies from Tallahassee, Lake City, Gainesville, Panama City, and Pensacola. The core group had its first meeting in May 2004 and has conducted several

follow up meetings throughout the year. The members of the core group consist of representatives from the FBI, FDLE, Tallahassee Police Department, Leon County Sheriff's Office, USDOJ/CRS, Center for the Advancement of Human Rights, the NAACP, Equality Florida, and members from the faith community.

March on Tallahassee

FCHR is dedicated to assisting communities by preventing and/or peacefully reducing racial and ethnic tensions, violence, and civil disorder. On March 2, 2004, the Commission had an occasion to fulfill our role as peacemakers. This year marked the four-year anniversary of the 2000 March on Tallahassee, a protest of the One Florida Initiative. As in 2000, the Commission again served as Marshals for the 2004



Anniversary March on Tallahassee. Seventeen FCHR employees worked along side the U.S. Department of Justice, state and local law enforcement, as well as community leaders and demonstration organizers to ensure a peaceful demonstration of almost 3,500 marchers. There were four basic assignments of marshals: (1) to escort marchers to the Capitol, (2) assist VIPS and dignitaries at the dais, (3) observe the staging area, and (4) monitor critical points at the demonstration site.

3L Program

Eight lessons were conducted at the middle school level in 2004. Topics included Citizenship Day, voting rights, a "hands-on" exploration of having a physical disability, and the formula and consequences of a hate crime. Students from Cornerstone Learning Community received a



special treat at their graduation celebration in April when Superintendent of Leon County Schools Bill Montford came to support the program. The 3L Program continues to work with its first public school, Pineview Elementary, where seven lessons were conducted in 2004. In an extension of the 3L program, FCHR staff also conducted lessons at Harmony Camp in August 2004. In total, 110 Tallahassee students were exposed to the ideas of tolerance, diversity, and multiculturalism through the 3L program.

Civil Rights Tour 2004

Snapshots and Post Cards from the road...



Civil Rights Memorial Mural, Montgomery, Alabama



Students at the Tuskegee Army National Historic Site, Tuskegee, Alabama



Students on the Bus



Dr. Martin Luther King's Burial Site



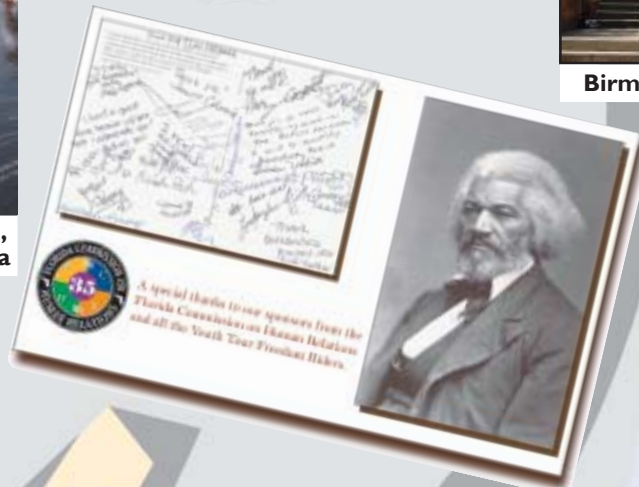
Rosa Parks Museum, Montgomery, Alabama



Civil Rights Memorial, Montgomery, Alabama



Birmingham Civil Rights Institute



Students at Pettus Bridge, Selma, Alabama



Lorraine Motel where Dr. King was assassinated in Memphis, Tennessee



Tour (Pre-departure) Group Shot



Youth Tour Send-Off at the Capitol, Tallahassee



Students at the Black Archives Museum in Tallahassee

2004 HOUSING UPDATE

The FCHR receives a number of complaints related to housing for older persons, which covers issues in communities designated for individuals who are age 55 and older. Florida has a large retirement population. Numerous complaints have arisen because citizens may not be informed about the provision in the Florida Statutes that addresses



these communities. The Commission has provided technical assistance in more than 500 inquiries on this subject during the past year. Under this statute, it is lawful for a housing community to accept only those persons who are 55 years of age or older if certain other requirements are met. The complete list of requirements for these communities may be found in Chapter 760.29(4), Florida Statutes, and under Title 24, Chapter 1, Part 100, Subpart E, Section 100.304 of the Federal Fair Housing Act.

During this year, the Commission also processed a number of complaints for failure to make reasonable accommodations in rules, policies, practices, procedures or services for members of a protected class. This includes:

- Not allowing “emotional support or service animals” in communities that have established a “no pet policy.”
- Not assigning handicap-designated parking spaces for persons with a disability.
- Not allowing a disabled minor to live in an exclusive adult community with their parent.



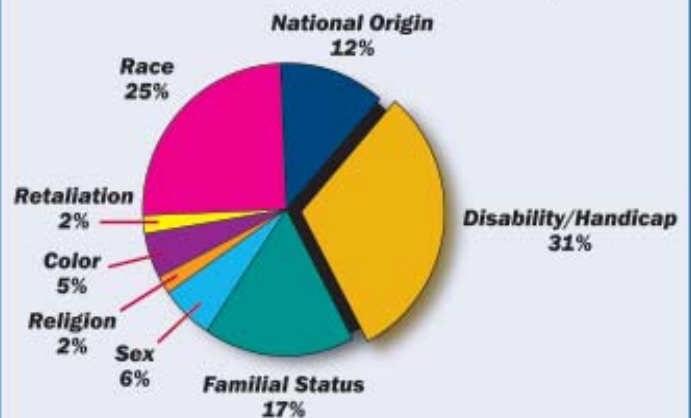
To reach a determination of cause in cases that allege the Respondent failed to make reasonable accommodations, the Commission must establish that:

- The Complainant (a person who has filed the complaint) possesses/demonstrates a physical or mental impairment that qualifies him or her as a disabled person as defined by the Fair Housing Act
- The Respondent (the person or persons the complaint is filed against) knew or should have known the Complainant was a disabled person as defined by of the Fair Housing Act; and
- The Complainant specifically requested permission either in writing or verbally that the Respondent make one or more reasonable accommodations in the rules, policies, practices, procedures or services, and these accommodations were necessary to afford the complainant an equal opportunity to use and enjoy the premises.

For more information on 55+ communities, failure to make reasonable accommodations, or any other housing related questions, please visit our website or contact the Commission.

Housing Case Inventory 2004

**Based on calendar year (January-December)*



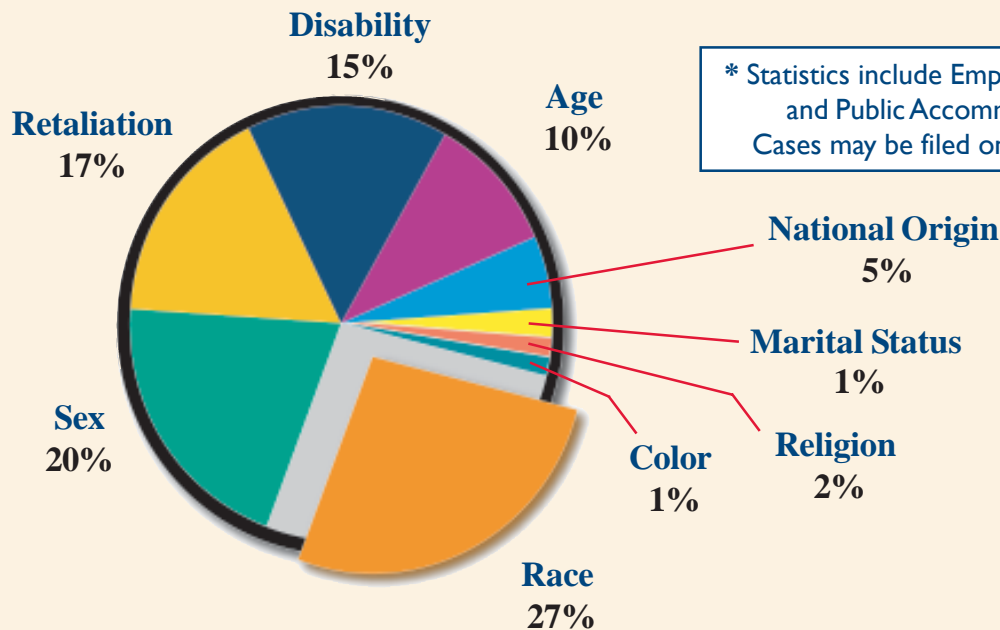
CASE INVENTORY AND PRODUCTION

CASE PROCESSING:	FY 01	FY 02	FY 03	FY 04
Total Inventory				
New Cases Docketed	1,437	1,604	1,944	1,966
Cases Closed	1,626	2,308	2,198	2,494
Cases In Progress (Working Inventory)	2,535	1,831	1,611	1,246
Cases In Progress (Total Inventory)	2,885	2,166	1,921	1,578
SETTLEMENT:	FY 01	FY 02	FY 03	FY 04
Mediation				
Settlement or Withdrawal with Benefits	125	186	180	133
Withdrawal with Benefits (Benefits Unknown)	14	24	22	17
Total Settlements Or Withdrawal with Benefits	139	210	202	150
Other Closure Types	231	184	88	23
Total Mediation Closures	370	394	290	173
Settlement Dollars:	\$2,119,802	\$3,266,411	\$1,974,485	\$1,916,262
Investigation				
Settlement or Withdrawal with Benefits	37	62	55	37
Withdrawal with Benefits (Benefits Unknown)	64	71	86	69
Total Settlements Or Withdrawal with Benefits	101	133	141	106
Settlement Dollars:	\$439,231	\$397,900	\$493,795	\$239,110
Total Settlement Dollars:	\$2,559,033	\$3,664,311	\$2,468,280	\$2,155,372
FCHR BUDGET:	FY 01	FY 02	FY 03	FY 04
General Revenue	\$3,212,456	\$3,074,984	\$3,254,220	\$3,423,984
Trust Fund	\$821,935	\$1,070,883	\$1,222,941	\$1,364,293
Total:	\$4,034,391	\$4,145,867	\$4,477,161	\$4,788,277

TOTAL INVENTORY COMPARISON

Case Type	6/30/2001	6/30/2002	6/30/2003	6/30/2004
• Employment	2,512	2,016	1,695	1,402
• Whistle-blower	18	17	19	14
• Public Accommodation	38	29	43	33
Subtotal	2,568	2,062	1,757	1,449
• Housing	317	104	164	129
Total:	2,885	2,166	1,921	1,578

OPEN INVENTORY ON 6/30/04 *



* Statistics include Employment, Whistle-blower and Public Accommodation inventory. Cases may be filed on more than one basis.

CLOSURES BY STATUTE

STATUTE	FY 2003	FY 2004	Increase/Decrease
Age Discrimination In Employment Act (ADEA)	184	179	(3%)
Americans with Disabilities Act (ADA)	268	265	(1%)
Federal Employment Act (Title VII)	959	1,041	9%
Chapter 760, Florida Statutes only	558	709	27%
Fair Housing Act (Title VIII)	229	300	31%
Total Closures	2,198	2,494	14%

2004 CASE CLOSURE TYPES

CLOSURE TYPE	EMPLOYMENT	HOUSING	TOTAL	Percentage
Settlements	89	0	89	4%
Withdrawal With Benefits	150	8	158	6%
Cause Determination	50	27	77	3%
Conciliations	8	30	38	2%
No Cause Determination	1,154	203	1,357	54%
Right to Sue	333	0	333	13%
Withdrawal Without Benefits	136	24	160	6%
No Jurisdiction/ Filed Civil Action	219	6	225	9%
Other Administrative Closures	46	0	46	2%
Fail to Locate/ Fail to Cooperate	9	2	11	1%
	2,194	300	2,494	100%

CIVIL RIGHTS TIMELINE

1835 Plantation economy flourishes in Florida displacing Seminole Indians. Some take refuge in the Everglades, most are relocated West and a small band, under Chief Osceola, resist but are eventually forced West.



Chief Osceola

1842 President John Tyler ordered the end of military actions against the Seminoles. Over \$20 million had been spent, 1500 American soldiers had died and still no formal peace treaty had been signed.

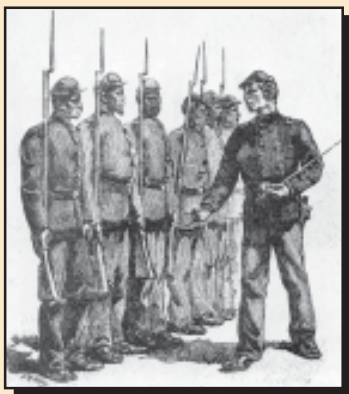
1845 Florida admitted to the Union as a slave holding state.



1848 The resolution calling for woman suffrage passed at the Seneca Falls Convention convened by Elizabeth Cady Stanton and Lucretia Mott.

1857 The first Jewish institution in Florida, The Jacksonville Hebrew Cemetery, was established.

1861-65 The Civil War - Many African Americans were enlisted in the Union Army to fight for their freedom. With President Abraham Lincoln's issuance of the Emancipation Proclamation in 1863, the Civil War became a war to save the union and about states' rights. Approximately 180,000 African Americans comprising 163 units served in the Union Army during the Civil War, and many more African Americans served in the Union Navy. Both free African Americans and runaway slaves joined the fight.



1862 Congress passed the Morrill Act, which established land grant colleges in rural areas. Through them millions of women earn low-cost degrees.



Gibbs Cottage at FAMU

1863 President Abraham Lincoln issues the Emancipation Proclamation freeing slaves in the southern seceded states.



1865 13th Amendment to the Constitution abolishes slavery.



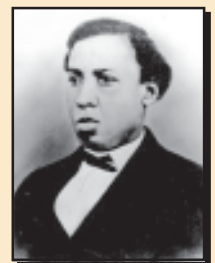
1866 American Equal Rights Association founded, first U.S. organization to advocate women's suffrage.

1866 First Civil Rights Act declares freed blacks U.S. citizens.



1868 14th Amendment to the Constitution passed, granting blacks full citizenship and equal civil rights.

1868 Jonathan C. Gibbs was the first black man named to serve as Florida Secretary of State. Gibbs later served as State Superintendent of Public Instruction in charge of Florida schools. Gibbs is also considered the original author of the Sunshine State Standards, believed to be the first set of statewide educational standards promulgated in the country.



1868 Florida Constitutional Convention wrote the original State Constitution after the Civil War. Nearly 1/3 of the delegates were black. A smaller number took part in the Constitutional Convention of 1885.



(Timeline content compiled from various sources)

1870 15th Amendment grants male suffrage regardless of “race, color or previous conditions of servitude.”

1872 Alexander Graham Bell opens a speech school for deaf teachers in Boston. Bell reportedly believed “that deaf children should be educated orally and in day-school situations.”



1875 Civil Rights Act gives blacks the right to equal treatment in inns, and public facilities and prohibits their exclusion from jury duty.

1876 The first Florida Jewish congregation, Beth El, was established.



1885 Offense of “Gross Indecency” created, making sexual acts between men illegal.

1896 United States Supreme Court rules *separate but equal* is constitutional in Plessy vs. Ferguson.

Late 1800s Cubans rebelling against Spain receive sanctuary and aid in Florida.



1904 Mary McLeod Bethune founds her school in Florida.



Mary McLeod Bethune

1919 Race Relations Commission founded.

1920 19th Amendment grants women the right to vote.

1920 Florida’s Ocoee Riot occurs.

1920 The collapse of the frontier Seminole economy threatened the Florida Native Americans with assimilation and extinction.



1921 A report that a black man raped a white woman in Levy County, Florida started a riot. A white crowd went on an arson and killing spree, destroying the black village, Rosewood.



Rosewood

1922 First anti-lynching legislation approved by U.S. House of Representatives.

1923 Student uprising at FAMU ends with three major campus buildings burned.

1930s Jews in Europe began to be persecuted with the beginning of the Holocaust.



1932 Franklin D. Roosevelt, a wheelchair user since a bout with polio more than a decade earlier, becomes the 32nd President of the United States and will be reelected for an unprecedented four terms before dying in office in April 1945.



Franklin Delano Roosevelt

1932 The National Recovery Act forbids more than one family member from holding a government job, resulting in many women losing their jobs.

1933 Frances Perkins is appointed by President Franklin D. Roosevelt as first female Secretary of Labor. In the New Deal years, at the urging of First Lady Eleanor Roosevelt and Democratic women’s leader Molly Dewson, many women gain positions in federal social service bureaus, including Mary McLeod Bethune, director of the Negro Affairs Division of the National Youth Administration.



Eleanor Roosevelt and Mary McLeod Bethune

1937 Black Florida public school teachers filed suits in state and federal courts for equal pay based on training and experience.

1938 More than 80,000 acres were set aside for the Seminoles in the Big Cypress, Hollywood and Brighton areas. Few Seminoles moved onto these reservation lands, however, mistrusting the government.



1941 The U.S. District Court in Pensacola rules that teachers should benefit from equal pay regardless of race or color.



1944 Florida outlaws the white primary spurring registration and voting among blacks as well as the creating of the Florida Voters League.



1946 The Florida Democratic Party drops its formal bar to participation by African Americans in party elections.



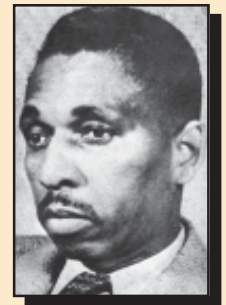
1948 President Truman creates the Fair Employment Board to eliminate racial discrimination in federal jobs (armed forces).



1950s Florida Circuit Judge M.B. Smith gerrymandered blacks out of the city limits of Altamonte Springs, Florida.

1951 Sheriff Willis McCall allegedly shot and killed one of the black men accused in the 1949 raping of a white woman when they allegedly tried to escape while being transported to jail in Groveland, Florida.

1951 The Ku Klux Klan assassinates Harry T. Moore and his wife on Christmas night at their home in Mims.



Harry T. Moore

1953 Abe Aronowitz, Miami's first Jewish mayor was elected.

1954 Brown vs. Board of Education of Topeka, Kansas. U.S. Supreme Court rules that segregated schools in public education are "inherently unequal".

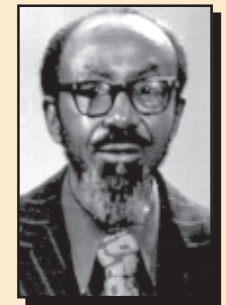
1955 Rosa Parks is arrested and fined for not giving up her seat on a bus to a white person in Montgomery, Alabama.



1955 Louisiana State University has 250 black students enrolled while Florida is still trying to decide if one black student will be admitted to the University of Florida, yet Florida was considered moderate on race.

1955 The first lesbian organization, Daughter of Bilitis, is founded.

1956 18-month Tallahassee Bus Boycott begins, led by Rev. C.K. Steele and FAMU students.



Rev. C. K. Steele

1958-59 Political refugees of the Cuban revolution pour into Florida.

1959 Four white youths raped a black woman at gunpoint and were subsequently prosecuted and sentenced to life in prison due to activism of FAMU students and community leaders.

1960 The Civil Rights Act of 1960 gives federal government responsibility in civil rights issues.



1960 First lunch counter sit-in staged in Tallahassee.



1960 More than 175,000 Jews resided in the state. Many elderly Jews began to retire to South Florida.

1961 Illinois repeals its sodomy laws making it the first U.S. state to decriminalize homosexuality.

1961 Organization later known as The American National Standards Institute, or ANSI, publishes the first accessibility standard titled, *Making Buildings Accessible to and Usable by the Physically Handicapped*. Forty-nine states adapted accessibility legislation by 1973.



1963 More than 200,000 civil rights demonstrators march on Washington where Dr. Martin Luther King Jr. delivers “I Have a Dream” speech.



1964 Civil Rights Act of 1964 prohibits discrimination in public places.



President John F. Kennedy (left). President Lyndon B. Johnson signs the Civil Rights Act of 1964 as Dr. Martin Luther King looks on (middle). Johnson and King (right).

1965 Title XIX of the Social Security Act creates a cooperative federal/state entitlement program that pays for medical care for certain individuals and families with low incomes. This program, Medicaid, is now the largest source of funding for medical and health-related services for those with disabilities.

1968 Eunice Kennedy Shriver founds the Special Olympics to provide athletic training and competition for persons with mental disabilities.



1968 Dr. Martin Luther King is assassinated.



Dr. Martin Luther King

1968 President Johnson signs 1968 Housing Act prohibiting discrimination in sale, rental or lease of housing.

1969 Women’s rights activist Roxcy Bolton successfully challenged the practice that many restaurants had of keeping a separate “men only” section.



Roxcy Bolton and Eleanor Roosevelt

1972 After nearly 50 years, Equal Rights Amendment passes both houses and is signed by President Richard Nixon. Civil Rights Act bans sex discrimination in employment and education.

1972 Shirley Chisholm is first black American to run for president.



Shirley Chisholm

1972 Section 504 of the Rehabilitation Act of 1973 makes it illegal for federal agencies, public universities, federal contractors, etc. to discriminate on the basis of disability.

1973 The United States Supreme Court legalized abortions.

1980 More than 125,000 Cubans – seeing no prospect of leaving Cuba by normal means and seeing no possibility of a regime change or human rights future – left the island in boats and sailed to Miami.



1982 U. S. Center for Disease Control and Prevention replaces the acronym GRID (Gay Related Immune Deficiency Syndrome) with AIDS (Acquired Immune Deficiency Syndrome).

1984 Geraldine Ferraro is first woman from a major political party nominated as Vice President.

1987 Arab Americans won protection from discrimination based on ethnicity from the U.S. Supreme Court.



Early 1990s Florida becomes the receiving ground for thousands of Haitian refugees following a 1991 military coup of the country.



1990 Americans with Disabilities Act is passed forbidding discrimination based on physical or mental handicap.

1992 Age added to the Human Rights Commission Act of 1977 as a ground of discrimination in employment.



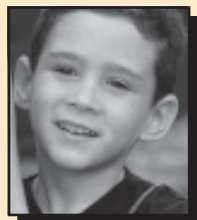
1994 Wave of Cuban refugees hit Florida soil.

1994 Pensacola abortion doctor and his escort are slain outside an abortion clinic by a single gunman, who was executed in 2003.

1995-Present Ward Connerly, California Civil Rights activist, mounts anti-discrimination movements in California, Washington and Florida.

1998 President Bill Clinton signed landmark legislation- the Haitian Refugee Immigrant Fairness Act of 1998 (H.R.I.F.A). HRIFA allowed 49,500 Haitian Nationals to apply for their green cards.

1999 Elian Gonzalez is found floating off the Florida coast. Seven months of legal battles followed, over whether Elian would remain with relatives in Florida or return to his father in Cuba. The U.S. Supreme Court sent Elian home to Cuba with his father.

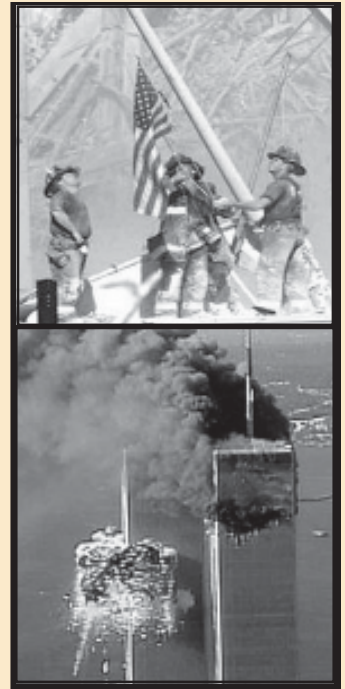


1999 NAACP launches campaign against television networks to increase number of minorities in shows.

2000 More than 11,000 people marched and demonstrated in Tallahassee to protest Governor Jeb Bush's "One Florida" Plan to reshape affirmative action.

2001 September 11- Terrorists strike the United States of America.

2001 USA Patriot Act passed; non -citizens can be jailed for mere suspicion; Americans can be investigated for criminal matters without probable cause; law enforcement is given more leeway to conduct searches and expands terrorism to include domestic acts of terror.

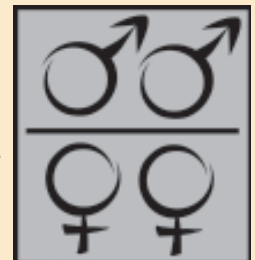


2002 Man crashes truck into the front of a mosque in Tallahassee.

2002 Three Muslim medical students are detained for 17 hours by law enforcement officials under suspicion of a possible terrorist attack along Alligator Alley in South Florida.



2003 The United States Supreme Court struck down a Texas law banning private consensual sex between adults of the same sex.



2003 Supreme Court upholds Affirmative Action in higher education.

2003 The Florida cities of Gainesville, Tampa, Key West, Sarasota, Miami Beach and counties of Alachua, Broward, Escambia, Leon and Miami-Dade all have passed local ordinances to ban discrimination in the workplace.

FLORIDA COMMISSION ON HUMAN RELATIONS



- **Jeb Bush**
Governor



COMMISSIONERS

- **Rita Barreto Craig**
Chair
Palm Beach Gardens
- **Dr. Donna Elam**
Vice-Chair
Orlando
- **Gayle Cannon**
Lake City
- **John Corbett**
West Palm Beach
- **Roosevelt Paige**
Orange Park
- **Keith Roberts**
Dania Beach
- **Dr. Dominique B. Saliba**
Miami Lakes
- **Aletta Shutes**
Tallahassee
- **Gilbert Singer**
Tampa
- **Billy Whitefox Stall**
Panama City
- **Mario Valle**
Naples
- **Dr. P. C. Wu**
Pensacola
- **Derick Daniel**
Executive Director

Contact Us:

FLORIDA COMMISSION ON HUMAN RELATIONS

2009 Apalachee Parkway, Suite 100,
Tallahassee, FL 32301-4857

Website: <http://FCHR.state.fl.us>

Phone: 1-850-488-7082
Suncom: 278-7082

Fax: 1-850-488-5291

**Toll Free
Message:** 1-800-342-8170

E-mail: fchrinfo@dms.state.fl.us



People with Communication Impairments:

TDD 1-800-955-8771 • TDD ASCII 1-800-955-1339 • Voice 1-800-955-8770