



ILLINOIS COMMISSION ON
DIVERSITY & HUMAN RELATIONS

NEWSLETTER (MARCH 2020 – JUNE 2021)

ICDHR TO HOST THE 52ND ANNUAL DR. MARTIN LUTHER KING JR. REMEMBRANCE DINNER AND CONCERT FEATURING FIVE-TIME GRAMMY AWARD WINNING ARTISTS “THE FIVE BLIND BOYS OF ALABAMA”

The Illinois Commission on Diversity and Human Relations (ICDHR) will sponsor their “rescheduled” 52nd Annual Dr. Martin Luther King, Jr. Remembrance Dinner and Concert on Saturday, November 13, 2021 at 7:00 p.m. at the Renaissance Hotel in Schaumburg Illinois located at 1551 North Thoreau Drive, Schaumburg, Illinois.

This event will mark the 52nd anniversary of the death and life of Dr. King, who on April 4, 1968, while standing on the balcony of the Lorraine Hotel in Memphis, Tennessee was shot and killed by James Earl Ray. Since that time, the ICDHR has sponsored a tribute to him to insure that his life and work are never forgotten.



The event, to be held at the Renaissance Hotel on Saturday, November 13, 2021 will bring together hundreds of community leaders from across the country.

The Five Blind Boys of Alabama has performed across the world including the World's Fair and the New Orleans Jazz Festival. They also received the Pulitzer and Toy Awards and have been honored by the National Endowment of the Arts. Many great artists, including Willie Nelson, Hank Williams, Prince and the Oak Ridge Boys have adopted the musical style of the Five Blind Boys. Tickets are on sale now and can be secured by calling (708) 772-8752 or via e-mail at cbrooks@icdhr.org.

THE NATIONAL ANTHEM

Historian and writer Jon Schwarz conducted considerable research into former San Francisco 49ers quarterback Colin Kaepernick's continued refusal to stand for the playing of the national anthem. Colin's action has caused considerable discussion throughout the nation.



For persons interested in better understanding why he took this action, the following are highlights of the article written by Schwarz that could be of assistance in reaching an understanding: "Almost no one seems to be aware that even if the United States were a perfect country today, it would be bizarre to expect African American players to stand for the national anthem. Why? Because it literally celebrates the murder of African Americans.

Few people know this because we only sing the first verse. However, in reading the third verse, you may determine that the national anthem is not just a musical atrocity, but contains lyrics unacceptable to citizens who truly care:

“No refuge could save the hireling and slave from the terror of flight or the gloom of the grave and the star-spangled banner in triumph doth wave, o’er the land of the free and the home of the brave.”

The National Anthem was written by Francis Scott Key about the Battle of Fort McHenry in Baltimore during the War of 1812. The war was a war of aggressions that began with the attempt by the United States to grab Canada from the British Empire.

At the time of the war, the British had counter attacked and overrun Washington, D.C., setting fire to the White House. As a part of its military strategy, the British recruited African American slaves to augment its forces. We all know that African Americans were brought to the United States against their will. Black women were raped, their children molested and the men castrated and hung. Therefore, the slaves, who were not Americans at the time, eagerly found their way to the ships of the British who accepted everyone and pledged that no slave would be returned to their owners.

On the night of September 13, 1814, the British bombarded Fort McHenry. Francis Scott Key, a slave owner himself, was inspired to write the lyrics of the national anthem. So, when Key penned “No refuge could save the hireling and the slave from the terror of flight or the gloom of the grave, he was taking great satisfaction in the death of slaves who’d freed themselves by joining the British army. With them in mind, think about the next two lines: “and the star-spangled banner in triumph doeth wave, ore the land of the free and the home of the brave.”

“The reality is that there were human beings fighting for freedom with incredible bravery during the war. However, the national anthem glorified American’s triumph over them.

After a peace treaty between the United States and the British was signed, the United States government demanded the return of its property, their runaway slaves. Slaves at that time numbered about 6,000. The British refused. Most of

the freed slaves settled in Canada with some going to Trinidad. Francis Scott Key became the district attorney for Washington, where he defended notorious police officers who stole the property of the freed slaves. The common response from unaffected persons continues to be: “get over it, which was a long time ago.” To this “get over it” talk, we dare them to tell our Jewish brothers and sisters to get over the holocaust so why would they suggest that African Africans continue to forget the slave trade, slavery and Jim Crow.”

EFFORTS OF SOME TO RETURN JIM CROW

In states where Republicans are in control, there is a concerted effort to return to “Jim Crow” laws in those states led by Republican leaders. Jim Crow laws were state and local laws that enforced racial segregation. The laws were enforced until around 1965. The origin of the phrase “Jim Crow” has been attributed to “Jim Crow,” a song and dance caricature of blacks performed by white actor Thomas Rice in blackface.

Voter turnout dropped throughout the South as a result of “Jim Crow” measures. By 1910, only 700 blacks were registered to vote, less than 0.7% of eligible black men. Poll taxes were used to disenfranchise African Americans and poor whites in the South. In some states, the poll tax had to be paid for several years prior to being eligible to vote. The constitutionality of the poll tax was upheld by the Supreme Court in 1937 (*Breedlove v. Suttles*) and again affirmed in 1951 by a federal court in *Butler v. Thompson*. The poll tax was officially prohibited in 1964 by the 24th Amendment. Today, many of these states who promoted “Jim Crow” laws in the 1800 and 1900 hundreds are again attempting to remove the right of black Americans from voting via a series of acts, including the closing of voting booths, eliminating absentee voting along with other hindrances to free voting.

OPPORTUNITIES: SUBURBAN POLICE DEPARTMENTS

Many suburban police departments complain that African Americans cannot be found for sworn police opportunities. The major reason for this belief is that they rely only on the internet for recruiting African Americans.



While taking a series of tests are required to become a sworn officer, tests are not required for non-sworn positions where only the police chief can employ and yet, there continues to be a deficit in the employment of marginal groups, primarily African Americans in these non-sworn positions. Persons interested in such positions should contact the ICDHR.

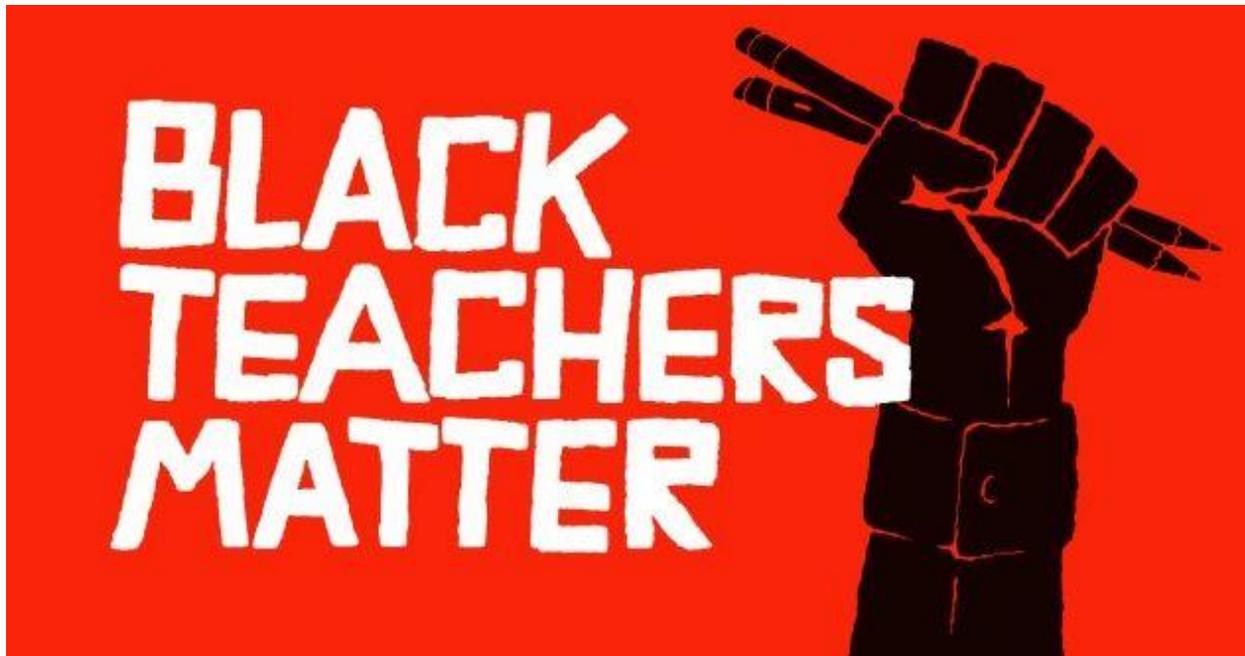
Common qualifications for non-sworn positions such as Community/Public Service Officer range from being a high school graduate to 30+ hours of college work. In addition, excellent communication skills and an appreciation for details and willingness to work flexible working hours are also requirements, knowledge of office equipment and computers along with a valid driver's license are required.

Persons with felony convictions are not qualified.

The positions normally come with excellent benefits, uniforms and paid vacation, holiday and sick leave. Persons interested in these positions should contact ICDHR via e-mail (cbrooks@icdhr.org).

OPPORTUNITIES: SUBURBAN ELEMENTARY AND HIGH SCHOOL TEACHERS

Most suburban public schools have serious deficits in the employment of African Americans and other people of color. School officials have indicated a desire to address this deficit.



Therefore, the ICDHR is seeking African Americans and other marginalized persons interested in teaching in a suburban elementary and/or high school interested in such positions. Interested persons should hold an Illinois teaching certificate. Persons without a certificate but with teaching experience who would like to serve as a substitute teacher are needed as well.

WHAT WE CAN DO TO HALT THE GROWTH OF HATE AND RACISM

The rise of hate groups throughout the United States continues to accelerate and affects millions of Americans. However, there are things that can be done to minimize this “sickness.”

For example:

- *Expose you child or grandchild to multicultural experiences.
- *Become concerned with the quality and correctness of what is being taught in schools attended by your children.
- *Support groups like the ICDHR in efforts to address hate and racism. It is not enough to say “I am against hate and racism.”

- *Examine policies of your municipality, schools and police departments on diversity, equity and inclusion.
- *Serve as a model to follow. Remember that silence to speak and act makes us complicit in not addressing hate and racism. Remember that hate can never be separated from racism.
- *Do not deny that racism exists, especially in your own community. There is no between racism and hate.
- *Speak out when you hear and/or see acts of hate and racism. Review the letter written by Dr. Martin Luther King, Jr. entitled “A Letter from a Birmingham Jail.”
- *Does your pastor speak at the Sunday morning service on hate and racism? Raise the question.
- *Stop saying that “color does not matter.” It does matter. Begin to look for it within your police department, libraries, municipalities, media, etc. Don’t be dismissive.
- *Hold you elected officials responsible for the openness or a lack of in your community.
- *Hold coffees, meetings and workshops on Implicit Bias.

ICHDR PROVIDES NEEDED TRAINING

The ICHDR has entered the third year in providing Diversity, Equity and Inclusion training for schools, police departments, municipalities and community groups.

Dr. Destiny Peery, an attorney and former professor at Northwestern University has joined the ICDHR as the head of its DEI Department.



Workshops conducted by Dr. Peery's (pictured above) department are:

- *Critical Thinking
- *Implicit Bias
- *Micro aggression
- *Cultural Enrichment

The ICDHR also provides guidance to interested companies and institutions in the development of DEI policies and action plans and the conducting of employee surveys to determine human relations deficits and/or successes.

LET'S NOT FORGET: OUR HEROS OF THE PAST

- *Barbara Sizemore, Educator: 12/1927 to 2004
- *Allen Stringfellow, Artist: 07/1923 to 06/2004
- *William White, Judge: 07/1914 to 02/2004
- *Vernon Jarrett, Journalist: 06/1918 to 05/2004
- *Irma Josephine Barber: Seamstress: 03/1904 to 02/2004

*Charles Duncan, Attorney: 10/1924 to 05/2004

*Johnnie Carr, Montgomery Boycott Leader: 06/1911 to 02/2008

DR. GEORGE S. MOTTO TO LEAD ICDHR OUTREACH

In launching the November 13, 2021 Dr. Martin Luther King, Jr. Remembrance Celebration, Dr. George Motto of Arlington Heights will lead efforts to involve hundreds of community residents in this 52nd Annual event honoring the life and work of Dr. King.

Dr. Motto attended Chicago's Loyola University and Stritch School of Medicine, graduating in 1966. After a long and successful medical career, Dr. Mott, along with his wife, have devoted their lives to improving human relations between and among community residents.

FAMOUS SAYINGS BY DR. MARTIN LUTHER KING, JR.



“It may get me crucified. I may even die. But I want it said that even if I die in the struggle that “He died to make men free (1962).”

“The question is not whether we will be extremist but what kind of extremists will we be. Will we be extremists or will we be extremists for the preservation of injustice or will we be extremists for the cause of justice (Letter from a Birmingham Jail, April, 1963)?”

“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but the content of their character (The March on Washington, August 28, 1963)”

ELK GROVE VILLAGE SERVES AS A MODEL IN RECRUITMENT

Few if any Human Resource Departments in Northwest Chicago municipalities has an African American executive with major responsibilities. Elk Grove Village is an exception. The village serves as a model in serving as a model.

Lamar Jones, an African American, serves as the Director of Human Resources.



Lamar Jones, BA, MPA, PHR

Assistant Director of Human Resources for the Village of Elk Grove Village

Lamar started with the Village of Elk Grove in 2016 as an Administrative Intern and was promoted in 2017 to the position of Management Analyst. Lamar was made Liaison to the Elk Grove Fire and Police Commission where he coordinates hiring, promotions, and disciplinary hearings for the Elk Grove Police and Fire Departments.

In 2020, Lamar in partnership with the Chief of Police restructured the Elk Grove Police Department promotional process to include procedural justice, civil rights, and unconscious bias as core components to the process.

In October of 2020, Lamar was promoted to Assistant Director of Human Resources and he looks forward to having an expanded role that includes being a part of the Village's senior leadership team and further involvement with the community.

Lamar hopes to be a city manager in the Northwest suburbs where he both lives and works.

Lamar has a Bachelor of Arts in Criminal Justice from Indiana University, and a Master's in Public Administration from Northern Illinois University.

Under his leadership, a major agreement between the village and the ICDHR has been negotiated.

FORMER ICDHR SCHOLARSHIP WINNER SHARES ACADEMIC PROGRESS

Nicholas Tarleton, a 2013 an ICDHR academic scholarship winner shares his amazing achievements as a former University of Illinois Urbana-Champaign student with the ICDHR below.

Dear Illinois Commission on Diversity & Human Relations and Motorola Solutions:

I hope this letter finds you well. My name is Nicholas Tarleton and I was a recipient of the 2013 College Bound Program Scholarship Award presented by Reverend Clyde H. Brooks and Ms. Michero Washington.

I wanted to express my gratitude for not only providing this scholarship opportunity to me which has greatly assisted financially being able to afford a college education but the opportunities that came along beginning and completing my undergraduate collegiate journey. I am proud to share that I have successfully graduated from The University of Illinois at Urbana-Champaign with a Bachelor of Science in Food Science and Human Nutrition in May 2016.

Choosing to attend The University of Illinois at Urbana-Champaign was one of the best decisions I have made in my life. When arriving on campus in Champaign, IL, and learning throughout my freshmen year, I could honestly declare this was the first time that I'd ever been challenged when it came to learning and my education, in general.

The University of Illinois at Urbana-Champaign not only provided me an opportunity to break barriers as a minority student on campus, sharpen my leadership and collaborating skills, and improve my communication and relationship building skills, but more importantly, it also provided me the opportunity to learn from world-renowned professors, faculty, and support staff who have mentored and challenged me in a way that I would never have received elsewhere.

Though I was able to accomplish a vast of accomplishments and recognition, which included:

- being 1 of 20 students named to the 2015 Homecoming Court
- 1 of the top 100 graduating seniors of the Class of 2016 selected to receive the Senior 100 Honorary Award
- receiving the Outstanding Senior in Food Science Award
- being selected as the keynote speaker for my middle school's graduation in 2015
- and campus milestone events
- addition receiving the Dr. Martin Luther King Jr. Service Award signed by President Barack H. Obama all 4 years while an undergraduate student at The University of Illinois at Urbana-Champaign

my greatest accomplishment was receiving the honor of being the very first Black male to graduate with a Bachelor of Science in Food Science and Human Nutrition since the College of Agriculture first began in 1868.

This is a huge honor to carry and having the opportunity to mentor several students on campus, I am proud to share the second Black male has graduated with the same degree this year.

If anyone asked me four years ago how much receiving the 2013 College Bound Program Scholarship Award meant to me and all that I would achieve in a matter of four years, I would not truly have known but the experience has helped me identify the leader, in both the food industry and throughout the nation, that I want to be.

I am very proud to share that I will be starting my career as an Associate Scientist at The Kraft Heinz Company and greatly look forward to giving back to my community and communities that did not have the opportunity to attend college.

Thank you for providing me the opportunity to attend college, mentor my peers, give back to communities and proudly declare being the first in my family to attend and graduate with a bachelor's degree.

These are opportunities that I will forever cherish and thank you for realizing my potential for this outstanding scholarship. Looking forward to keeping in touch.

Kindest regards,

Nick Tarleton