



THE MONITOR

CITY OF TULSA HUMAN RIGHTS DEPARTMENT

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DR. LANA TURNER-ADDISON1

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“Action Leads to Opportunity”
Lana Turner-Addison, Ed.D.

FROM THE DESK OF DR. LANA TURNER-ADDISON



With every new year, we embark upon new commitments. The commitment for the Human Rights team this upcoming year is to remain steadfast in accomplishing all we can for the betterment of Tulsa.

Tulsa is a great city where citizens have:

- An opportunity to have meaningful involvement;
- An opportunity to contribute to further development;
- A voice that shapes the present and future of the City of Tulsa.

Tulsa, Oklahoma is known throughout the United States. I resolve in 2012 to accomplish things that will matter most to families and our underserved and disadvantaged populations which consists largely of minorities, females and individuals with disabilities. I resolve to support efforts focused on increasing access to education for our diverse population.

Through outreach and involvement in the community, the department will continue to promote human and civil rights initiatives and programs. The department will carry out this role by providing support and information, speaking at events, and presenting information at schools, universities, churches, businesses and civic organizations.

Educational information provided by the department is designed to enhance a greater awareness of the importance of human and civil rights. Education serves as an avenue that equips individuals with the tools they need for self-development to better equip them to sufficiently provide for their families.

If you would like someone from the Human Rights Department to speak or share information with your organization, give us a call

at (918) 596-7818. We may be able to assign a speaker or participate as an exhibitor at your event. The department’s 2012 topics will focus on:

1. Fair Housing
2. Americans with Disability Act (ADA)
3. Diversity Training
4. BRIDGE Business Certification
5. Minority/Female Business Enterprise Utilization (M/FBE)
6. Citizen Participation

Thank you for your service and willingness to support the promotion of civil and human rights in the City of Tulsa. Wishing you the best in the upcoming year.

NOTABLE QUOTES

By, Dr. Martin Luther King, Jr.

The function of education is to teach one to think intensively and to think critically. Intelligence plus character - that is the goal of true education.

Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.

Life's most persistent and urgent question is: What are you doing for others?

If You Think

If you think you are beaten, you are. If you think you dare not, you don't! If you want to win, but think you can't, it's almost a cinch you won't. If you think you'll lose, you're lost; For out in the world we find success begins with a fellow's will; It's all in the state of the mind. Life's battles don't always go to the stronger and faster man, But sooner or later the man who wins is the man who thinks he can.

- Walter D. Wintle



LOOKING BACK TO 1963

(Excerpts of information contained in the Report of the U.S Commission on Civil Rights, 1963)

Report of the United States Commission on Civil Rights, 1963

The United States Commission on Civil Rights was created by the Civil Rights Act of 1957. Congress established the Commission as a bipartisan agency to study and advise the President and Congress on conditions that might deprive American citizens of equal treatment under the law because of their color, race, religion, or national origin, and to make recommendations to the President and Congress for corrective action. The Commission has published three general reports since its establishment.

This selection is a portion of the Preface to the Commission's Civil Rights Report, issued on October 1, 1963, and a summary of the Commission's recommendations. Noteworthy is the fact that the two white southern Methodist University Law School, and Dr. Robert S. Rankin of Durham, North Carolina, head of the Department of Political Science at Duke University-concurred with the other members in recommending strong voting rights proposals, although they had opposed such proposals in past years. Their concurring statement is included in the selection.

Civil rights carry with them civil responsibilities. So, too, States' rights carry with them state obligations to all its citizens.

That the granting of funds for construction and operation of schools under the impacted area program be conditioned upon assurances that all children in the district be assigned without regard to race.

SUMMARY

Summary of the recommendations of the United States Commission on Civil Rights, 1963:

Voting

Limit state voter disqualifications to age, length of residence, legal confinement, judicially determined mental disability, conviction of a felony and failure to complete six grades of formal education or its equivalent.

Education

Require every school board maintaining schools to which pupils were assigned on basis of race to adopt a desegregation plan within 90 days. If the board failed to do so, the Attorney General would be authorized to institute legal action.

Employment

Establish a right to equal opportunity in employment that is assisted by Federal Government or which affects interstate commerce with authority to institute action vested in administrator in Department of Labor.

Direct that affirmative steps be taken to ensure that employment directly or indirectly generated by Federal loan, grant or aid programs be open to qualified persons regardless of race, creed, color or national origin.

Justice

Empower the Attorney General to intervene in or initiate civil proceedings to prevent denials to persons of any rights, privileges or immunities guaranteed by law or the Constitution.

Health Facilities and Services

Assure that grant recipients comply with nondiscrimination requirements of the Hospital Survey and Construction Act of 1946.

Urban Areas

That the President direct that corrective action by undertaken by the Navy to assure equality of opportunity for Negroes to serve as officers and enlisted men and to broaden their occupational assignments and promotional opportunities.

Armed Forces

That the granting of funds for construction and operation of schools under the impacted area program be conditioned upon assurances that all children in the district be assigned without regard to race.



Statue of Liberty

Citation - 1963 Commission on Civil Rights Report (Washington, D.C.: U.S. Government Printing Office, 1963)

FAIR HOUSING WORDSEARCH

ACCESSIBILITY

ADA

DISCRIMINATORY PRACTICES

FAIRHOUSING

HOUSING CHOICE

HUD

IMPEDIMENT

LENDERS

MORTGAGE

OCCUPANCY

PREDATORY LENDING

REDLINING

RENTERS

TESTING

C	O	H	Q	H	Q	E	L	R	I	R	C	H	L	Z	R	F	U	O	D	N	B	S	D	J
D	O	H	O	Z	Y	C	O	V	E	J	Q	E	W	Q	X	R	C	E	S	V	U	I	S	N
A	D	A	S	N	M	I	P	U	K	D	T	J	E	S	M	G	B	N	I	J	S	U	K	S
K	R	G	Y	M	G	O	G	C	V	A	L	P	B	A	R	K	C	D	Q	C	O	V	M	F
A	F	L	S	J	Z	H	I	I	D	I	I	I	H	S	S	E	H	Q	R	F	Q	D	B	Z
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B	M	L	R	O	G	U	L	N	O	C	X	A	T	M	G	I	A	G	H	C	P	B	X	Z
Q	B	Z	W	W	Y	O	R	H	Y	B	X	O	H	A	I	G	F	E	V	O	X	G	F	U
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F	R	K	J	V	H	I	H	N	W	Y	I	E	R	I	M	P	E	D	I	M	E	N	T	Z
J	U	S	T	X	A	D	C	L	P	F	F	L	H	A	L	A	M	V	E	O	B	S	T	E
I	Y	H	H	F	G	O	K	R	J	U	X	U	I	D	B	Q	L	A	C	O	O	Q	V	V
D	U	T	B	Z	Y	L	A	X	T	Y	S	M	D	B	O	Y	V	F	G	C	G	X	D	O
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D	S	G	L	A	Z	P	V	S	Q	R	P	T	W	C	J	K	A	M	Z	C	S	A	X	Q
F	J	T	V	T	L	P	G	U	G	N	I	T	S	E	T	C	S	V	O	Y	A	O	I	K
X	J	M	J	C	W	B	N	Y	Q	E	K	F	K	J	P	H	B	S	R	B	D	Q	V	A

DEFINITIONS OF TERMS

ACCESSIBILITY - The public or common use areas of the building can be approached, entered, and used by individuals with physical disabilities.

ADA - Americans with Disabilities Act.

DISCRIMINATORY PRACTICES - The prejudicial treatment of an individual based on their membership in a certain group or category.

FAIR HOUSING - The practice of outlawing discrimination in the rental or purchase of homes and a broad range of other housing-related transactions

HOUSING CHOICE - A unitary housing market in which a person's background (as opposed to financial resources) does not arbitrarily restrict access

HUD - The U.S. Department of Housing and Urban Development.

IMPEDIMENT - Defined as "any actions, omissions, or decisions taken because of race, color, religion, sex, disability, familial status, or national origin that restrict housing choices or the availability of housing choice" or "any actions, omissions, or decisions that have this effect".

LENDERS - Usually a bank or other financial institution, though Lenders may also be investors who own an interest in The mortgage through a mortgage backed security. In such a situation, the initial lender is known as the mortgage originator, which then packages and sells the loan to investors.

MORTGAGE - Is a loan secured by real property through the use of a mortgage note which evidences the existence of the loan and the encumbrance of that realty through the granting of a mortgage which secures the loan

OCCUPANCY - The use or intended use of a building or part thereof for the shelter or support of persons, animals or property.

PREDATORY LENDING - Occurs when a lender or insurer particularly targets minority consumers, not to deny them loans or insurance, but rather to charge them more than would be charged to a similarly situated majority consumer

REDLINING - The practice of denying, or increasing the cost of services such as banking, insurance, access to jobs, access to health care, or even supermarkets to residents in certain, often racially determined, areas.

RENTERS - Also known as a "Tennant" a party who pays for the temporary use of a good, service or property owned by another.

TESTING - A way of measuring the quality, quantity, and content of information and customer service given to potential renters, home buyers, etc. by housing provider based on a protected class under fair housing law

Holiday Recipes

Pichelsteiner Stew

- | | |
|---|---|
| 1 lb Beef Roast | 1 tbsp Bal-samic Vinegar |
| 1 lb Pork Sausage | 3 tbsp Horse-radish sauce |
| 1 lb Lamb (ground beef may be substituted) | 2 tbsp Salt |
| 2 large Onions | 2 tbsp Pepper |
| 2 tbsp Minced Garlic | 1 tbsp Paprika (smoked) |
| 1 ½ lbs Fresh Carrots (or 2 cans of sliced carrots) | 1 tbsp Cayenne Pepper (or other hot pepper) |
| 1 bunch of Celery (include tops) | 1 tbsp Marjoram |
| 3 large Potatoes | ½ tbsp Basil |
| 1 small Cabbage | ½ tbsp Sage |
| 1 quart Chicken Broth | 1 tbsp Parsley |
| 1 can Stewed Tomatoes | 1 tbsp French's Yellow Mustard |
| ½ stick of unsalted Butter | 1 tsp Celery Salt |
| ¼ C Vegetable Oil | |



Cut meats and onions into 1/2 inch chunks. In large stock pot, heat oil and butter with onion, garlic, and meats. Brown all meat until done. Slice all vegetables into 1/2 to 1 inch chunks. Add all remaining ingredients. Add enough water to cover all vegetables. Bring to boil. Reduce heat to a low simmer. Cook covered for 3-4 hours, stirring occasionally. When the cabbage and potatoes are tender to the touch, cook 1 additional hour. Serve with bread of your choice.

- From the Kitchen of Michael Dickerson, Human Rights Department

Simple Christmas Sugar Cookies

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|---|---|
| 2 C all-purpose flour (leveled) | sprinkling (at least ¼ C of colored sugar) |
| 1 tsp baking powder | 1 large egg |
| ½ tsp salt | 1 tsp pure vanilla extract |
| ¼ tsp baking soda | ¼ C sour cream or heavy cream (milk may be substituted) |
| 8 tbsp (1 stick) unsalted butter (at room temperature soft) | |
| 1 ½ C sugar, plus more for | |



Preheat oven to 350 degrees, with one rack in upper third and another in lower third. In a medium bowl, whisk together flour, baking powder, salt, and baking soda; set aside.

Using an electric mixer on medium-high, beat butter and sugar until light and fluffy, 2 to 4 minutes. Add egg and vanilla; beat well to combine. With mixer on low, add half the flour mixture, followed by sour cream, then remaining flour mixture; mix just until smooth. (Dough will be stiff, you may need to finish mixing it by hand with a wooden spoon.) Chill for 10 to 15 minutes.

- From the Kitchen of Carmen Pettie, Mayor's Commission on the Status of Women

Marinated Green Beans

- | | |
|---------------------------------|----------------------|
| 2 cans French style green beans | ½ C slivered almonds |
| 1 medium onion - cut in rings | 6 tbsp sugar |
| 8 bacon strips, fried | 6 tbsp vinegar |

Drain beans and place in a casserole dish. Put onion rings on top. Crumble bacon over onions. Combine sugar, vinegar and bacon drippings and pour over beans. Cover and refrigerate overnight. Bake at 350 degrees for 45 minutes.

- From the Kitchen of Emily Harris, Human Rights Commissioner

Pawnee Pete's Wild Horse Cornbread

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|--|---|
| 3 tbsp butter | 1 ½ tsp fine grain sea salt |
| 1 tsp red pepper flakes | 1 C buttermilk |
| 1 C whole wheat pastry flour | 1 large egg |
| ¾ C instant cornmeal (or instant polenta) or fine-grain cornmeal | 2 ½ C corn, fresh (or at room temperature if previously frozen) |
| ¼ C natural cane sugar (or brown sugar) | more butter for drizzling (optional) |
| 1 tbsp aluminum-free baking powder | |



Preheat your oven to 350F degrees, with a rack in the middle. Just before you make the batter, in a small saucepan, melt the butter, stir in the red pepper flakes, and pour into a 9-inch pie tin or better yet use your old cast-iron skillet or equivalent baking dish. Place in the hot oven.

- From the Kitchen of Dr. Michael Smith, Human Rights Department

Hot Chicken or Tuna Salad Supreme

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|------------------------------|-------------------------------------|
| 3 C of diced chicken or tuna | 1 C of mayonnaise |
| 2 C of chopped celery | 2 tbsp of lemon juice |
| ½ C of sliced almonds | 2 C of cheddar cheese mild (grated) |
| 2 tbsp of chopped onion | 1 C crushed potato chips |

Put diced chicken or tuna in large bowl, add celery, almonds, onions, mayonnaise and lemon juice. Mix together. Put in 9-inch dish or pan, bake for 15 min. Take out and spread cheese and then chips and bake for another 15 min or until chips are brown at 400 degrees.

- From the Kitchen of Darlene Jewel Hall, Human Rights Department

Human Rights Department Team Wishing you and yours Happy Holidays!



Pictured left to right: Jamie Glover, Jesse Morrow, LaKendra Carter, Nathan Harvill, Dr. Michael Smith, Dr. Lana Turner-Addison, Rod Wade, Vanessa Young, Michael Dickerson, Terri Gateward and Darlene Hall

BRIDGE SUCCESS



BRUNER TRUCKING LLC was established in 1999. Bruner Trucking has received Disadvantaged Business Enterprise (DBE) and Building Resources in Developing and Growing Enterprises (BRIDGE) certifications issued by the Oklahoma Department of Transportation (ODOT) and the City of Tulsa Human Rights Department as a Minority Business Enterprise. The certification of Bruner Trucking, LLC as a City of Tulsa BRIDGE participant was ratified by the BRIDGE Certification Committee in 2008.

Nick Bruner, owner/operator, has over 20 years of experience in road maintenance and construction, as well as operating various types of construction equipment. Mr. Bruner is a member of the Oklahoma Minority Truckers Co-Op (OMTC), the first minority trucking cooperative. Mr. Bruner applies a high level of attention to detail to all areas of his work in order to deliver high quality, professional results. He has strong work ethic and approaches all tasks with commonsense, enthusiasm and commitment.

He is available to meet your service needs. You can contact him by calling (405) 279-3410 or email nicbrunermeeker@yahoo.com

Bruner Trucking is a company that strives to achieve beyond expectations. Bruner Trucking - for all your Trucking needs.

DON'T FORGET TO SAVE THE DATE "5TH ANNUAL BRIDGE EXPO"

Don't forget to mark your calendars and plan to attend the City of Tulsa Building Resources in Developing & Growing Enterprises (BRIDGE) Expo on March 8, 2011. The expo will provide an excellent avenue for developing and growing businesses to receive valuable information which promotes building business capacity, increased opportunities to network with others, and further access to City of Tulsa contracting departments and prime contractors. Attendance at this event provides a unique opportunity for BRIDGE participants to enhance their bottom line. If you would like more information about the upcoming BRIDGE Expo, contact the Human Rights Department at (918) 596-7818.

CITY GEARS UP FOR 2012

MARTIN LUTHER KING, JR. PARADE

Help the City of Tulsa celebrate Martin Luther King, Jr.'s Birthday by marching with City employees in the MLK Parade on **January 16, 2012**. In the words of Coretta Scott King, "This is not a black holiday; it is a people's holiday"

President Ronald Reagan signed the King Holiday Bill into law on Nov. 2, 1983. This year MLK Society theme is: *"All People, All Races, All Religions: The Dream Lives!"*

For more information, or if you would like to purchase a sweatshirt, contact Rod Wade at (918) 596-7692.



HUMAN RIGHTS DEPARTMENT TOP 5 INTAKE/REQUESTS (1/1/2011 - 11/30/2011)

BRIDGE.DBE & M/FBE	516
Internal / Other	202
Affirmative Action Plan	143
ADA	90
Discrimination	72

CONGRATULATIONS TO 2012 PINNACLE AWARD RECIPIENTS

The Mayor's Commission on the Status of Women and the Tulsa Women's Foundation are pleased to announce the winners of the 2012 Pinnacle Awards. The awards honor Tulsa-area women who serve as role models in their professions, take risks on behalf of others, perform voluntary community service, and demonstrate a commitment to women's issues and concerns.

The 2012 Pinnacle Award recipients are:

- Health: Kayse Shrum, D.O., Provost and Dean, Oklahoma State University Center for Health Sciences;
- Education: Cathy Burden, Ph.D., Superintendent, Union Public Schools;
- Arts/Humanities: Alicia Latimer, Coordinator, African-American Resource Center, Tulsa City-County Library;
- Community Service: Mary Wheeler Brown, Board member of the Oklahoma United Methodist Circle of Care/Community volunteer;
- Corporate/Business: Leah Wietholter, Owner/Certified Fraud Examiner, Workman Forensics; and
- Spirit: Flo Potts, Ed.D., Provost, Tulsa Community College, Metro Campus.

ANNOUNCEMENTS

UPCOMING MEETINGS & EVENTS

- 2012 Mayor's Commission on the Status of Women** - meetings are held the first Friday of each month at noon in City Hall
- 2012 Mayor's Commission on the Concerns of Tulsans with Disabilities** - meetings are held the fourth Tuesday of each month at 3 pm. in City Hall
- 2012 BRIDGE Certification Committee** - meetings are held the second Monday of each month at noon in City Hall
- 2012 Greater Tulsa Area Indian Affairs Commission** - meetings are held the third Tuesday of each month at 6 p.m. in City Hall
- 2012 Greater Tulsa Area Hispanic Affairs Commission** - meetings are held the second Thursday of each month at 6 p.m. in City Hall
- 2012 Human Rights Commission** - meetings are held the third Monday of each month 3:30 p.m. in City Hall
- 2012 HUD Grant Prioritization Committee** - meetings are held the second Tuesday of each month at 6 p.m. in the City Council Chambers in City Hall

PAST EVENTS & ACTIVITIES

- Mayor's Commission on the Status of Women - Annual Retreat** - Held at the Herman and Kate Kaiser Library on December 2, 2011
- Consolidated Annual Performance and Evaluation Report (CAPER) 2010-2011 Public Hearing** - December 7, 2011 at City Hall
- COT Departmental ADA Coordinator Training on Service Animals** - December 13, 2011 at City Hall from 1:00pm—2:30pm. Presentation conducted by Susan L. Hartman, Executive Director for Therapeutics Service Dogs of Oklahoma.
- Therapeutics** - Enriching the lives of Oklahomans with physical disabilities one doge at a time. Therapeutics Service Dogs of Oklahoma is a non-profit organization working to enhance the lives of individuals living with physical disabilities by providing them with highly trained service dogs. It is based in Tulsa, Oklahoma but serves individuals across the state of Oklahoma. For more information contact Susan Hartman, Executive Director of the Therapeutics at (918) 270-4226 or visit: www.therapeutics.org

If you would like more information please contact
City of Tulsa Human Rights Department at (918) 596-7818
THE MONITOR NEWSLETTER AVAILABLE ONLINE

www.cityoftulsa.org/humanrights