



# IN JACKSONVILLE

THE STATUS AND IMPACT OF  
OUR GLBT COMMUNITY



AN ISSUE FORUM REPORT BY JCCI *FORWARD*  
FOR THE NORTHEAST FLORIDA COMMUNITY

SPRING 2007

# INTRODUCTION

In 2006, JCCI *Forward* decided to learn more about Jacksonville's gay, lesbian, bisexual and transgender (GLBT) community. They wanted to know: Who is the Jacksonville gay, lesbian, bisexual, and transgender community and what is their status in and impact on the broader community? This was the first time in Jacksonville that the GLBT community was addressed in open dialogue by a neutral convener, and the topic proved to be challenging.

Some thought the topic might be too difficult for discussion. These concerns led the committee to limit the discussions to the fact that gay, lesbian, bisexual, and transgender people live in our community. The group did not discuss morality or values because consensus on deeply-held personal beliefs is not needed. However, creating consensus on the status and impact of GLBT lives in Jacksonville is urgently needed.

This issue forum, *Out in Jacksonville: Status of and Impact of our GLBT Community* sought:

- to define and understand the identities and experiences of various sexual minorities in Northeast Florida, including gay men, lesbians, bisexuals, and transgender persons;
- to explore the perceptions (internal and external) and visibility of Northeast Florida GLBT community;
- to examine the rights and protections granted and withheld from sexual minorities; and
- to learn about the status and impact of GLBT residents in other communities.

The committee was comprised of volunteers who were straight, gay, lesbian, bisexual, and transgender, reflecting the diversity of Jacksonville. At its first meeting, the committee recognized that fear of sexual minorities permeates daily life of many people in our society. Bryant Rollins, an expert on diversity in organizations, defined diversity as “all the ways we are similar and different - both seen and unseen.” He asked the committee to look within, and without, to recognize the deeply-held belief that heterosexuals are normal and GLBT people are abnormal. Everyone on the committee, and in Jacksonville, lives within this implicit belief system. Both straight and GLBT people (sometimes consciously and many times unconsciously) act in ways that affirm heterosexuality as the accepted norm. This discomfort, fear, rejection of “otherness” (perceived as being different, and therefore, wrong) became a central point of discussion and learning for the committee in the following weeks.

The management team recognized the deeply emotional aspect of the issue, and wanted more than data. To provide this personal perspective, meetings began with a five-minute “point-of-view” account, which offered narratives of life experiences. The committee heard stories of: a military service's ‘outing’ that, despite exemplary performance reviews, resulted in a discharge; a lesbian mom who carries seven documents to prove legal guardianship of her two sons; two people who stated they overcame their gay identities and offer to counsel others; and the daily challenges of a transgender student attending a public university.

The issue forum committee explored five areas: legal rights and protections, work and the workplace, schools and education, religion and worship, and health and well-being. After six weeks of hearing from knowledgeable community resource speakers and exploring additional sources of information, the committee came to consensus on the following findings.

***“All meaningful change begins on the inside.” Martin Luther King, Jr.***

## WHO IS OUR GLBT COMMUNITY?

The first challenge in assessing status and impact of our GLBT community is the lack of adequate statistics of both coupled and single GLBT populations “in and out of the closet” in Jacksonville and Northeast Florida. In attempting to determine the occurrence of homosexuality in the community, the only indicator cited was the 2000 U.S. Census of Households and Families. Unmarried same-sex partner households represented 0.7 percent or 2,331 households of a total of 333,132. In Jacksonville, zip code 32204 ranks thirteenth in number of same-sex households amongst all Florida zip codes (5.6 percent) based on the 2000 U.S. census. According to the Urban Institute, Florida ranks fourth in the nation in same-sex households with a greater concentration in southern Florida. Some researchers estimate the GLBT population as 4 –10 percent of the general population. Based on our current population of 880,000 in Duval County, this would mean GLBT residents number somewhere between 35,000 to 88,000 residents.

Not included in this census data are single gay men, lesbians, bisexuals, and transgender people. Demographics for these populations are unknown. There is no reliable data showing Northeast Florida’s GLBT population’s characteristics, such as race/ethnicity, age, education, income, employment, religion, housing, healthcare needs, or number of children. Without being able to identify the GLBT population, the broader community cannot be aware of and understand the issues facing the GLBT community in Jacksonville. Even with the Gay Pride Festival, some bars, two newspapers, a handful of gay-welcoming churches, and a number of support organizations, the GLBT community remains invisible in Jacksonville. GLBT people can “pass” as straight in public, fly under the radar, and come out to only an inner circle of trusted friends. The general public has little awareness of the costs of being a gay, lesbian, bisexual, or transgender person in Jacksonville and Northeast Florida.

The committee asked some basic questions:

- What are the rights, protections, limitations, and costs to GLBT individuals?
- And what impact does this have on the broader community if Jacksonville fails to recognize, or chooses to ignore their place in the community?

### Glossary

Biological Sex – XX females of XY males and 1.7% of the population who are intersexual, having genitalia of both sexes in various degrees.

Gender Identity – how we perceive, express, and call ourselves in terms of expectations of feminine and masculine.

Gender Expression – outward expression of one’s gender identity to others.

Sexual Orientation – sexual and emotional attraction.

Heterosexual –emotional and/or sexual attraction to the opposite sex.

Homosexual, gay –emotional and/or sexual attraction to the same sex.

Lesbian –emotional and/or sexual attraction between women.

Bisexual –emotional and/or sexual attraction to both sexes.

Transgender - transgression of male or female gender identity and expression. Trans people are straight, gay, asexual and bisexual.

GLBT or LGBT – gay, lesbian, bisexual, transgender acronym can be use interchangeably.

## STATUS OF RIGHTS AND PROTECTIONS FOR GLBT RESIDENTS

All citizens are granted equal protection of the law under the Constitution of the United States. While many people believe that the rights of GLBT residents fall within a protected class, there is no federal, state, or local statute which extends basic legal protections to GLBT residents. Some public and private institutions (such as colleges and corporations) make the conscious choice through policy to extend basic protections.

The City of Jacksonville does not include sexual orientation or gender identity in its non-discrimination policy. Consequently, the Jacksonville Human Rights Commission does not track complaints of discrimination made by GLBT residents.



*Committee members review summaries of weekly meetings.*

Florida State law recognizes bias-motivated hate crimes based on sexual orientation but not those based on gender identity (Fla. Stat. § 775.085 (2001)). The number of hate crimes rose 21.5 percent statewide in Florida from 2003 to 2004, according to a report issued by State Attorney General (now Governor) Charlie Crist. In 2004, sexual orientation-motivated hate crimes were ranked second, following race-motivated hate crimes. While Duval County reported no crimes based on sexual orientation in 2004, hate crimes against GLBT victims often go unreported, and resource speakers noted that violent attacks in the past two years are on the rise, especially against transgender persons.

Florida statute expressly prohibits civil marriage between same-sex partners because it defines marriage as the "legal union between one man and one woman as husband and wife." GLBT Americans now find that the majority of states have taken steps to outlaw civil marriage between same sex partners either by constitutional amendment, state statute or both. In addition, a movement to amend the Florida Constitution is now underway. The constitutional amendment will prohibit same-sex couples from marrying and prevent recognition of domestic partnerships as well.

For same-sex partners, no equivalency exists for the rights and privileges that civil marriage grants to heterosexual unions. Without expensive and burdensome legal documents, one cannot determine a life partner's medical treatment, burial arrangements, or inherit his/her property or pension. Social security and other benefits are denied. A few counties in Florida offer domestic partner registries, which provide some recognition for same-sex couples, as well as opposite-sex couples (many of whom are seniors). Florida is the only state in the nation that prohibits by state statute adoption of children by gays and lesbians. However, gay men and lesbians are permitted to provide foster care.

## SCHOOL AND EDUCATION

Protections were also discussed in relation to the public schools. Currently, Duval County Public Schools (DCPS) prohibits sexual harassment. Although school policy supports diversity, it does not protect sexual orientation or gender identity/expression in its discrimination policy for students and teachers. The shortcomings of this policy gap are reflected in the reality of school culture and students' behavior. According to a Harris Interactive survey, nearly two-thirds of all Florida teachers and students report that students are bullied or harassed because they identify as, or are perceived to be, GLBT. Nearly 90 percent of students reported hearing "you're so gay,"—a derogatory remark meaning stupid or worthless.

The survey found that biased language is commonly heard and pervasive in Florida schools; students often reported feeling unsafe in school; most students never report incidents of harassment and assault to teacher and staff – and those who did were often ignored or received an ineffective response.

Among Florida students attending schools that have policies that protect GLBT students, nearly a third (32%) said that teachers intervened often or very often when homophobic remarks were made. In contrast, less than one-fifth (17%) of students attending schools that lack protections reported interventions by teachers. Less than half the schools (45%) have protective policies. The consequence of not including sexual orientation and gender identity/expression in school policy is reflected in school climate, and ultimately, in educational performance. When school is a hostile environment, students without support become hopeless, perform poorly, cut classes, and frequently drop-out.

The committee learned that no complaints of harassment or discrimination based on sexual orientation or gender identity/expression have been filed with the Duval County Public Schools Equity Office. Yet DCPS employs 14,000 teachers and staff and serves 130,000 students. If a specific type of harassment is not acknowledged, recognized, or even documented, the school system does not have to concede the problem exists for students or teachers.

Recently, the DCPS Superintendent created the Council of Educational Equity and Inclusion to address these concerns. A resource speaker assured the committee that changes are being made on the administrative level. But adequate resources are needed: language/policies need to be in place; incidents of harassment must be reported; trained staff is necessary to assess, provide support, and address GLBT issues as they arise; and finally, consequences for harassment must be enforced.

The University of North Florida (UNF) is one of two Florida universities with a GLBT resource center located on campus for students. The GLBT Resource Center at UNF opened in 2005, after a survey showed a discrepancy between how GLBT students and staff perceived their safety and how the larger UNF community perceived their safety.

During a point-of-view presentation to the committee, a transgender student spoke to basic needs: facility considerations – adequate bathrooms and dorms; healthcare staff that is knowledgeable about transgender mental and physical healthcare needs; and a safe and supportive place to meet and socialize. He noted that something as simple as a student being able to choose a preferred name for attendance purposes shows support and understanding.

## WORK AND THE WORKPLACE

In the workplace and community, diversity and inclusion are compelling business propositions. Corporations such as Citicorp, Shell Oil, Verizon, Apple, Wachovia, and Aetna find that GLBT inclusiveness is a critical component to the success of their businesses. Richard Florida's book, *The Rise of the Creative Class*, indicates that a gay population is a dependable indicator of the environmental factors – tolerance, openness to diversity, and lots of urban-oriented amenities – that are critical for attracting world-class workers. Jacksonville ranks forty-seventh out of fifty cities on Richard Florida's diversity index.

Corporations strive to be the employer, the service provider, the business, and the neighbor of choice in the global market. According to the Human Rights Campaign (HRC) Report Card for GLBT Equity in Corporate America, out of the 2006 Fortune 500 companies, 436 companies (87%) have policies prohibiting discrimination based on sexual orientation. Three hundred and ninety-one companies offered diversity training that includes sexual orientation. Two hundred and three companies, (an increase of 75% over the previous year) prohibit discrimination based on gender identity and/or expression.

In June 2006, the HRC reported that more than half of the Fortune 500 companies offered domestic partner health benefits to employees, which included medical, dental, vision, and dependent coverage. Out of 138 companies that scored 100% on the report card, only one, Tech Data Corporation in Clearwater, was based in Florida.

Even though national corporate policy may protect sexual orientation and gender identity, and offer benefits for gender transition, business culture and norms vary from city to city depending on its openness and inclusion of GLBTs. Resource speakers noted that corporate policy may protect against harassment, but GLBT employees might not feel comfortable being 'out.' This is the case in Jacksonville. Employees might feel safe and be "out" to a small circle, but not to the larger workplace. In Jacksonville, Wachovia has "Safe Space" stickers for managers that are comfortable addressing GLBT concerns. Blue Cross Blue Shield is creating a GLBT affinity group for its workers. These are efforts by businesses to "do the right thing," address the reality that a better work environment creates a better product, and is more attractive to potential employees.

One of the largest employers in the Jacksonville area is the U.S. Navy. Openly gay or lesbian citizens are prohibited from serving in the military. The policy of "Don't ask; don't tell" keeps many GLBT service men and women in the closet. And if they are 'outed,' they are subject to reassignment and discharge. The reality that one can be fired based on sexual orientation rather than performance is a reality to GLBT employees.

The number of businesses in Jacksonville that protect GLBT employees is not known. It is believed that medium and small businesses are the least tolerant of gay employees while larger businesses are more supportive.

***"Out beyond all notions of wrong-doing or right-doing – there is a field.  
I will meet you there." Rumi (Sufi teacher)***

## RELIGION AND WORSHIP

The primary and most vocal opposition to equality for GLBT residents in Jacksonville, the Southeast, and the United States, is from the religious community. Resource speakers and committee members all referred to Jacksonville as a religious conservative southern city where certain core religious beliefs and values create a “hostile environment” for GLBT persons. Faith-based organizations define the traditional family based on a literal interpretation of scripture. This religious perspective is perceived to extend throughout City Hall, the schools, to businesses, and the media.

One African-American minister commented that many African-American churches consider homosexuality as taboo and shameful. A dean from a downtown Episcopal Church noted that for the past 30 years, gay congregants have been included, but open displays of affection or expression are not tolerated or accepted. Recently, the election of a gay bishop has caused division in the Episcopal Church both locally and nationally. As a result, twelve congregations left the Florida Diocese.

Christ Church of Peace’s (CCOP) pastor asserted that all people are created equal, and therefore, all people are equally welcomed in his congregation. CCOP recently created an online website “Know Thy Neighbor,” based on a Massachusetts gay rights organization, to add a different and valid Christian voice regarding homosexuality and same-sex marriage. “Know Thy Neighbor” publishes the name and address of Florida voters who have signed the petition proposing a constitutional amendment restricting marriage to opposite-sex couples.



*The Issue Forum committee*

## THE HEALTH AND WELL-BEING OF THE GLBT COMMUNITY

A healthcare speaker pointed out that no specific studies have addressed GLBT health in Jacksonville. He noted there are few healthcare providers who advertise their services to GLBT consumers. The Gay Lesbian Medical Association (GLMA) lists only two local healthcare providers – one an OB/Gyn and the other a Pediatric Medicine specialist in the Northeast. Word-of-mouth is the current method of finding gay knowledgeable and gay-supportive healthcare providers. Transgender persons experience serious lack of basic healthcare in Northeast Florida. A transgender person spoke of the inability to have a gynecological exam without traveling to Atlanta, Georgia.

In addressing mental health and well-being, a mental health counselor described the human costs and impact of discrimination on GLBT individuals (both youth and adults) as:

- Self-hate, internalization of stigmatizing beliefs (homophobia)
- Loss of family, loss of friends; homelessness
- Harassment at school, at work, in public
- Fear, anxiety, and inhibition of creativity
- Mental and physical stress and distress
- Social isolation
- Increased drug abuse
- High risk sexual behavior
- Silencing, compromised skills
- Suicide

GLBT youth are especially vulnerable while establishing their gender identity and coming out. The reality of inequality - experiencing harassment in schools, social distancing by friends, and rejection by family - results in high rates of suicide, substance abuse, and other risky behaviors. The National Gay and Lesbian Task Force reports that 25-50 percent of youth living on the streets in the U.S. are GLBT. Other research suggests that GLBT youth are three times more likely to attempt suicide as compared to heterosexual youth.



*GLBT's Issue Forum  
chairs are Joseph Nairon,  
Vice-chair  
and  
Clanzenetta "Mickee"  
Brown, Chair*

## THE COSTS OF INEQUALITY: INDIVIDUAL AND COMMUNITY

The committee asked about the status of gay, lesbian, bisexual and transgender individuals in Jacksonville institutions – schools, families, places of worship, healthcare, and the workplace. In each of these areas, there was evidence of negligence, ignorance, and even hostility towards Jacksonville residents identifying as, or perceived to be, GLBT. The impact of discrimination and exclusion diminishes human potential and full participation in community life.

***“We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.”***

***Jimmy Carter***

Resource speakers spoke repeatedly about the negative outcomes stemming from a lack of diversity and respect for differences. In schools, the price of that lack of diversity and disrespect includes students dropping out of school due to harassment and a sense of hopelessness. Moreover, GLBT people who try to protect their families' wealth and property face financial costs in order to enjoy the same protections that heterosexuals enjoy for free. Despite high-cost legal services, there is no guarantee of parental rights or wealth preservation. In the workplace, corporations lose the potential of workers who have to adjust or hide because colleagues are ignorant about, or hostile toward, GLBT colleagues. The stresses of living a double-life or living with the consequences of discrimination make GLBT residents vulnerable to substance abuse, social isolation, and other conditions leading to poor health outcomes. The cost of intolerance is high. While few resource speakers placed a concrete dollar figure to the losses (e.g. loss of family wealth and property; the cost of not finishing high school; disorders related to discrimination), the committee felt that the sum of these intangible costs adversely affects the entire City of Jacksonville.

When one group of people is oppressed, the entire Jacksonville community loses the gifts that these residents would have brought to work, family life, worship, and school. In essence, the Jacksonville community is malnourished when any one group starves.

### **Action Goals**

The Committee met and after reviewing the report findings, decided to address community action in the following ways:

- Develop measures of the status and impact of the GLBT community in Jacksonville and track progress of these measures over time. Use Out in Jacksonville report as a benchmark.
- Educate the greater community about GLBT protection for all.
- Create a Speakers Bureau to give a 'face' to the GLBT community in Jacksonville.

The Action Team will decide which action(s) to address first. The team meets from April 2007 to March 2008. If you would like to join, please contact the *Forward Planner* (396-3052) for further information.

*This report was reviewed and accepted by the JCCI Forward Executive Committee on May 8, 2007.*

## ISSUE FORUM MANAGEMENT TEAM AND COMMITTEE

Clanzenetta "Mickee" Brown, Chair	James Conner (Action Plan Team Leader)	Helen Parnell
Joseph Nairon, Vice-chair	Jim Crooks	Alain Raymond
Shane Denmark*	Laura Crooks	Karen Rieley
Dan Merkan*	Gary DeBusk	Emily Rokosch
Jill Matejcek*	Shane Denmark	Frieda Saraga
Jimmy Midyette*	Beth Figuera	Michelle Simkulet
Laura Lane*	Brian Fuller	Kevin Washington
David Andress	Fionnuala Geoghegan	Cindy Watson
Dan Ashdon	Brenda Hauk	Barbara Whitehead
Garrett Boardman	Tricia Highfill	J. Allen Wilkes
Edi Castro	Owen Holmes	Dottie Wilson
Richard Ceriello	Ken Hurley	Amanda Zievis
Toni Chadwell	Mark Lemmenes	Joshua Zmroczek
Minor Chamblin	Kathleen McKenzie	(attended two or more meetings)
Robert Charlton	Bobbie O'Connor	
Michael Connolly		

## RESOURCE SPEAKERS

(Weeks 1 through 6)	Dr. Leon Seymore – Minister, Tabernacle of the Temples Fellowship
Bryant Rollins - President of MountainTop Institute	Pastor Gary DeBusk – Christ Church of Peace
Nadine Smith - Executive Director, Equality Florida	Very Reverend Edward Harrison - Dean, St John's Episcopal Church
Stephen Wilson - Communication consultant	Cindy Watson – Executive Director JASMYN
Edi Castro - Wachovia, Team leader	David Andress - Program Coordinator, Duval County Health Department
Honorable Judge John Merrett Duval 4th District Court	Richmond Wynn - Coordinator of Outreach and Consultation, UNF Counseling Center
Josephine Jackson – Equity Officer, Office of Equal Opportunity, Duval County Public Schools	
Emily Rokosch - Coordinator, LGBT Resource Center, University of North Florida	

## RESOURCE LIST

The Rise of the Creative Class. Richard Florida. Basic Books 2002.  
"From Teasing to Torment: A Report on School Climate in Florida"  
<http://www.glsen.org/cgi-bin/iowa/all/library/record/1871.html>  
"Income Inflation: The Myth of gay affluence among lesbian, gay, and bisexual Americans." M.V. Lee Badgett  
<http://www.iglss.org/media/files/income.pdf>  
Human Rights Campaign Corporate Equality Index: A Report Card on Gay, Lesbian, Bisexual and Transgender  
Equality in Corporate America [www.hrc.org](http://www.hrc.org)  
The complete readings from the issue forum Out in Jacksonville are available in the JCCI library.

## JCCI FORWARD EXECUTIVE COMMITTEE 2006-2007

Jordan Boss - Chair	Jennifer Gornto - Vice-chair Marketing & Communication
Michael Connolly - Vice-chair Issue Forums	Fionnuala Geoghegan – Vice-chair Recruitment
Brian Fuller – Vice-chair Action Plans	Heather McEachen – Vice-chair Training
Elexia Coleman-Moss - Vice-chair Social	
Ajani Dunn - Vice-chair Leadership Development Workshops	

## What is JCCI *Forward*?

*Established in July of 2000, JCCI Forward is an initiative of JCCI that seeks to involve developing leaders and community-minded people with important issues facing our community. With an emphasis on developing rising leaders from the ages of 25 to 45, JCCI Forward provides the information, tools, and resources needed to develop strong leadership skills and to affect positive change in our community.*

### **Mission**

The mission of *JCCI Forward* is to empower emerging leaders and community-minded individuals to affect positive change in Northeast Florida through a platform of results-oriented issue forums and leadership development programs.

### **Why Join JCCI *Forward*?**

*JCCI Forward* is an ideal way to interact with city leaders, to experience leadership development, and to build a network of friends and associates who all share the common goal of improving our community.

### **Activities & Events**

*JCCI Forward* provides the information, tools, and resources needed to develop strong leadership skills and to help affect positive change in our community. Like JCCI, *JCCI Forward* hosts its own community forums and workshops, all with the three-fold aim of studying the issues which are central to our community's growth, providing an opportunity to meet, interact and work with our community's existing leadership structure, and focusing on the skills critical to assuming a leadership role in our community's future.

### **Issue Forums**

Issue Forums offer participants a venue to interact with respected community leaders and resource experts on issues of concern to Northeast Florida's citizens. Participants explore issues critical to the community's growth, seek understanding of related problems, and come to consensus on proposed action plans that can be implemented locally.

### **Leadership Development Workshops**

Leadership Development Workshops are half-day seminars devoted to keeping *JCCI Forward* members involved, engaged, and connected. These workshops offer a foundation for leadership skills by allowing members to study important community issues in a dynamic setting, while interacting with expert resource speakers.

### **Trainings**

Trainings offer *JCCI Forward* participants opportunities to learn and improve their leadership skills, such as facilitation, consensus-building, and how to run effective meetings.

### **Leadership Opportunities**

While *JCCI Forward* is supported by JCCI, it maintains an Executive Committee and several established committees that offer opportunities for individuals to get involved and hold leadership positions. Additionally, Issue Forum Management Teams provide participants with hands-on planning experience.

### **Other Events**

Networking Socials allow members to connect with each other, strengthen relationships, and learn more about *JCCI Forward*. Mystery Guest Lunches provide participants with access to local leaders in the intimate setting of lunch with a community leader. Food For Thought gatherings offer an additional way for members to connect, network, and discuss community issues.

### **How to Join**

*JCCI Forward* members are also members of JCCI and are encouraged to participate in all JCCI and *JCCI Forward* functions.

Name: \_\_\_\_\_ Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Phone Number: \_\_\_\_\_ E-mail Address: \_\_\_\_\_

#### **Please select a membership category from the following:**

- Basic Member: \$50 Receives bimonthly newsletter, annual report, and invitations to JCCI and *JCCI Forward* events.
- Family: \$75 Two family members receive basic member benefits.
- Patron: \$150 Receive basic member benefits plus the Quality of Life Report, a JCCI study, and a sponsored membership.
- Visionary: \$225 Receive patron benefits plus a second sponsored membership and a VIP Reception invitation.
- Corporate/Business: \$250 Receive visionary benefits plus a third sponsored membership

Complete the above and send it along with your check to JCCI *Forward* 2434 Atlantic Blvd., Jacksonville, FL 32202. For more information please visit us online [www.jcci.org/forward](http://www.jcci.org/forward)

**ISSUE FORUM****FORUM CHAIR****FORUM VICE CHAIR**

2000 - Emerging Business/Workforce Preparedness	Valerie Williams	Les Roberts
2000 - Transportation System	Trip Gulliford	Steve Diebenow
2000 - Arts Education in Public Schools	Sara Roberts	John Zell
2000 - Public School System Education Plan	Tricia Booker	Bill Joel
2000 - Voter Education	Carla Marlier	Brian Smith
2001 - Preparing for the Super Bowl	Mike Barile	Richard Clark
2001 - Downtown Living	Carol Brock	Nancy Kilgo
2001 - Professional and Community Theatre	John Zell	Brandi Cook
2001 - Truancy	Bill Joel	Michelle Smith
2001 - Voting Irregularities	Brian Smith	Dan Davis
2002 - Business as a Partner in Education	Melissa Gross-Arnold	Martin Harrell
2002 - Downtown as an Entertainment Center	Marcus Haile	Bill Kwapil
2002 - Pathways to Power	Earl Johnson	Jim Varian
2003 - Convention Business	Bill Kwapil	Vitina Pellot
2003 - Financial Literacy	Martin Harrell	Dawn Gilman
2003 - Role of the Mayor in Education	Jim Varian	Lee Brown
2003 - Job Growth	Dawn Gilman	Pat Ponder
2004 - Ecotourism	Lee Brown	Ajani Dunn
2004 - Community Health	Al Ocasio	Chris Kuhn
2005 - Downtown...Greentown?	Vitina Pellot	Martin Edwards
2005 - The Underground Connection	Michael Connolly	Rosalind Marshall
2005 - <i>Forward</i> Thinking: How to Effect Change in Jacksonville	Art Graham & Amy Hays Holliman	
2006 - Creative Community: What's in it for Us?	Rosalind Marshall	Jennifer Mansfield
2006 - Streetscape to Skyline: Do We Need Higher Design Standards for Downtown Jacksonville?	Martin Edwards	Heather McEachen
2007 - Out in Jacksonville: The Status and Impact of our GLBT community.	Mickee Brown	Joseph Nairon
2007 - Youth Suicide: Hidden Crisis	Jennifer Mansfield	Rudy Jamison



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