Alachua County, FL
Joint Meeting

Meeting Agenda - Final

Monday, February 3, 2020

3:00 PM

City of Gainesville

Approval of items on the Consent Agenda are generally considered to be routine matters and the motion to adopt the Agenda approves all items on the Consent Agenda and is the first action taken by the Board at the beginning of the meeting. There will be no discussion on these items unless requested. Anyone wishing to speak to an item on the Consent Agenda may come forward and request the item be moved to the Regular Agenda prior to the approval of the agenda.

The Board of County Commissioners Regular Meeting offers an opportunity for public comment at 12:00 PM, 5:30 PM, prior to the final vote for each item, and at the end of the morning and evening meeting.

All persons are advised that, if they decide to contest any decision made at any of these meetings, they will need a record of the proceedings and, for such purpose they may need to ensure that verbatim record of the proceedings is made which record includes the testimony and evidence upon which the appeal is to be based. (Section 286.0105 Florida Statutes)

Pursuant to Ordinance 2014-11, Lobbyists are required to register for each employer on whose behalf he/she lobbies before the Board of County Commissioners prior to lobbying for that employer. For more information, visit http://alachuacounty.us/Depts/Clerk/Pages/LobbyRegForm.aspx or call 352-374-3605.

If you have a disability and need an accommodation in order to participate in this meeting, please contact the Alachua County Equal Opportunity Office at (352)374-5275 at least 2 business days prior to the meeting. TTY users please call 711 (Florida Relay Service).

Free parking is available for citizens attending this meeting. Please go to the Alachua County Manager's Office, located on the 2nd floor of the County Administration Building, for more information.

Call To Order

Welcome

Introduction

Mayor Lauren Poe, City of Gainesville

Chair Robert Hutchinson, Alachua County Commission

Adoption of the Agenda

Items For Discussion

1. **20-0090** Redefining the Role/Mission of the Joint Water Policy Committee

Fiscal Consideration: None

Recommended Action: Direct City and County staff to return to their respective Boards with any instruments necessary to establish a Joint City/County Climate and Water Policy Committee.

2. **20-0040** Discussion of Race and Equity Policies

Fiscal Consideration: N/A

Recommended Action: Have a discussion regarding race and equity policies.

RACIAL INEQUITY IN ALACHUA COUNTY.pdf
CHAPTER_111.___HUMAN_RIGHTS.doc
Press Release Memorial Service for the Victims of Lynching in Alachua County.msg
memorialService_invitation.pdf
(1)_Vision Statement_20200303.pdf
(2)_Race and Equity Subcommittee Goals_20200303.pdf
(6)_Resolution - Comp Plan - Race and Equity Core Values_20200303.pdf

3. **20-0091** Truth and Reconciliation Update and Process Overview

Fiscal Consideration: N/A

Recommended Action: Review website, action plan and presentation.

Public Comment

Commission General Comments and Information Discussion

City Commission Comment

County Commission Comment

Adjourn

Agenda Item Summary

Agenda Date: 2/3/2020 Agenda Item No.: 1.

Agenda Item Name:
Redefining the Role/Mission of the Joint Water Policy Committee

Presenter:
Chris Bird and Stacie Greco, EPD

Description:
This is a response to a Board request the existing “Joint City/County Water Policy Committee” be renamed to “Joint City/County Climate and Water Policy Committee” to better coordinate local climate change and water policies and practices.

Recommended Action:
Direct City and County staff to return to their respective Boards with any instruments necessary to establish a Joint City/County Climate and Water Policy Committee.

Prior Board Motions:
On January 14, 2020 the BoCC voted to request the Joint City/County Water Policy Committee expand its purpose to include climate change policy.

Fiscal Consideration:
None

Background:
An emerging local concern is preparing and planning for climate change. Forecasts for North Central Florida suggest that we can expect more frequent and extreme flooding and drought. To adapt to these more extreme weather events, our local adaptation framework is going to require us to continue to protect our drinking water, watersheds, wetlands, and natural resources through the continued support of our land conservation programs and strong local regulations and further strengthening and development of collaborative planning efforts. The expanded roles of the Joint City/County Climate and Water Policy committee will better position us locally to strategically identify policy implications and opportunities for intergovernmental and regional collaboration.

The Joint City/County Water Policy Committee was reinstated on April 13, 2015 with Commissioners Cornell and Pinkoson from Alachua County and Commissioners Warren and Carter from the City of Gainesville. Alachua County Environmental Protection Department staffed the committee, while Commissioner Cornell served as the Chair until February 6, 2017. GRU is currently serving as the staff liaison as Commissioner Ward became the Chair at the August 26, 2019 meeting.

In the summer of 2016 the Committee was expanded to include a Commissioner from one of the

smaller municipalities, with Sue Weller from High Springs being the first to fill this seat.

The Committee has been instrumental as the Countywide Water Quality Code has expanded to include stormwater, irrigation, and fertilizer requirements that apply within the municipalities. Staff often provides joint presentations and even created a joint report on the urban creeks. Currently the Committee is focused on the future of septic systems.

Agenda Item Summary

Agenda Date: 2/3/2020 Agenda Item No.: 2.

Agenda Item Name:
Discussion of Race and Equity Policies

Presenter:
N/A

Description:
N/A

Recommended Action:
Have a discussion regarding race and equity policies.

Prior Board Motions:
December 2, 2019, Joint Meeting:

- Commissioner Ken Cornell moved to add a discussion of race and equity policies to the next joint meeting.
- County motion carried 4-0 with Chair Hutchinson out of the room.

Fiscal Consideration:
N/A

Background:
The 2018 report Understanding Racial Inequity in Alachua County prepared by the University of Florida's Bureau of Economics and Business Research was jointly commissioned by a group of local governments and community organizations including Alachua County to provide a baseline report grounded in quantitative findings to understand and document racial inequity in Alachua County. The Racial Inequity report including its baseline data was incorporated by reference into the update of the Alachua County Comprehensive Plan. Objectives and policies to eliminate the disparities identified in the report have been included in the Economic Element and other Elements of the plan addressing areas including: Economic Diversity and Sustainability; Economic Development Strategy; Education and Employment; Expanding Economic Opportunities and Reducing Poverty; Livable Communities; and programming and funding capital projects needed to meet public facility needs.

For more information on the Racial Equity Alliance, you may visit their website here:
<https://www.racialequityalliance.org/>

UNDERSTANDING RACIAL INEQUITY IN ALACHUA COUNTY

Prepared by the University of Florida

Bureau of Economic and Business Research (BEBR)

(January 2018)

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American Alligator at Paynes Prairie, Gainesville, Florida

FOREWARD

For many years, racial disparities have made an impact on the lives of people in Alachua County, Florida. Many advocacy groups have been working diligently on improving conditions for minorities in order to reduce these disparities. A wealth of data exists exemplifying specific areas that may be helpful to these organizations. The following report provides a baseline of racial disparity data in the county, showing the differences between Whites and four minority groups: Blacks, Hispanics, Asians, and Other. With this baseline, future data has the potential to show changes and trends, illuminating the effects of programs attempting to address the myriad of issues that contribute to these disparities.

We hope that the information contained in this report will be informative to residents of Alachua County and useful to the programs trying to make an impact. We look forward to the possibility of building on this report in the future with updated data on the indicators included as well as other indicators that may further shed light on racial inequities.

We would like to thank the organizations who commissioned this report for giving us the opportunity to perform this work: Alachua County, Alachua County Public Schools, City of Gainesville, Gainesville Area Chamber of Commerce, Santa Fe College, UF Health, and University of Florida. We would also like to thank the many people who contributed to the effort necessary to complete the report. Cynthia Clark moderated the focus group, and Mark House conducted the one-on-one interviews with community members and experts and compiled the information from both formats. UF Bureau of Economic and Business Research students and staff including Mark Girson, Hui Hui Guo, Art Sams, Anthony Chen, Nelsa Vazquez, and others collected data, performed quality control, and managed the project.

We would also like to thank the community members and experts who participated in the focus group and one-on-one interviews, whose involvement made possible the qualitative component of this undertaking.

Finally, we appreciate the work of the University of Florida Program for Resource Efficient Communities research team led by Hal Knowles and Lynn Jarrett, who collected, analyzed and reported on more in depth housing and transportation disparity issues in a separate volume.

Hector H. Sandoval
Project Director
Understanding Racial Inequity in Alachua County

SECTION I: INTRODUCTION

Racial inequity is a long-standing issue in many communities across the United States, affecting the opportunities of minority individuals and families. In March 2016, the United Church of Gainesville and the Alachua County branch of the National Association for the Advancement of Colored People (NAACP) sponsored a weekend-long seminar to focus community efforts on inequities in the Alachua County area. The seminar featured speakers from the Dane County, Wisconsin Race to Equity Project. This project collected existing national, state, and local data documenting racial disparities in the county and comparing those disparities to Wisconsin and the United States overall. Their study led to a community-wide focus on how their community can work together to meet the challenge of narrowing the gaps in quality of life among all racial and ethnic groups.

A group of Gainesville, Florida community leaders representing Alachua County, Alachua County Public Schools, City of Gainesville, Gainesville Area Chamber of Commerce, Santa Fe College, UF Health, and University of Florida saw value in completing a similar project. Wishing to understand and document racial inequity in Alachua County, this group called for the development of a baseline report grounded in quantitative findings to document and provide insights about the extent, nature, and source of racial inequality in Alachua County. The University of Florida Bureau of Economic and Business Research (BEBR) led this project in collaboration with the University of Florida Program for Resource Efficient Communities (PREC). This document contains the main results of this effort. *Please let us know how you are using the information contained in this report by emailing United Way of North Central Florida at research@unitedwayncfl.org*.

Main Goals

Alachua County's population is 19.8 percent Black/African American, 9.2 percent Hispanic, and 6.3 percent Asian. The county is home to two major educational institutions: the University of Florida, the state's flagship university and a highly ranked public research university, and Santa Fe College, winner of the 2015 Aspen Prize for Community College Excellence. Both attract top talent and contribute to the racial and cultural diversity of the region; however, the growing achievement gap between disparate areas of Gainesville has compelled community leaders to examine racial, social, and economic inequality at the local level. There is a shared concern that the racial divisions in Alachua County perpetuate disadvantage and discrimination in many areas such as employment opportunities, housing and transportation, public accommodations, education, and public benefits to disenfranchised populations.

The purpose of this report is to provide a comprehensive picture of the disparities in

Alachua County between each of the minority groups and Whites on several dimensions of human well-being, and to compare race and ethnicity disparities in Alachua County to Florida and the nation. By gaining a more thorough understanding of this issue, community leaders will be better equipped to influence institutional awareness, make policy recommendations and support initiatives that tackle the causes of these problems, resulting in a reduction in these disparities.

Methodology

To compile a comprehensive data-based picture of the racial disparities in Alachua County and to gain a deeper understanding of these disparities, BEBR utilized both a quantitative and qualitative approach. The collection of quantitative data provides a standardized method of comparison across the different minority groups. The qualitative data supplements the quantitative data by providing informative perceptions, experiences, and concerns of Alachua County minority residents as well as the expertise of scholars in racial disparity.

We first collected data on a wide range of indicators representing several aspects of human well-being to provide a quantitative baseline of racial disparity in Alachua County. To accomplish this task, we consulted with experts in racial inequity on each of the following topics: economic well-being, educational achievement, family structure, child welfare involvement, involvement in the justice system, health status, and housing and transportation. Conditional on the availability of data, the outcome of this consultation resulted in the collection of 50 different indicators. For each indicator, the most recent data were gathered for Whites as well as each minority group: African-American, Asian, Hispanic, and a combined group of all other races. We compared each of the minority groups to the non-Hispanic White population in Alachua County, and calculated a disparity ratio to measure racial disparities.[1]

Second, a focus group with Black/African-American residents of Alachua County was conducted. The goal of this part of the project is to assess the perceptions, opinions, and experiences of Black residents in the context of racial inequity. During the focus group, a series of slides were shown that detailed the extent and nature of racial disparities in the area. These slides showed data collected on the seven dimensions mentioned above to motivate the discussion.

In general, the participants acknowledged that they face inequality on a daily basis. In particular, they mentioned that

[1] The disparity ratio is the value of an indicator for a particular minority group at a particular geographic level divided by the value of the same indicator for non-Hispanic Whites at the same geographic level. For some indicators, because we were unable to identify the non-Hispanic White population, the ratio was calculated using the White population.

the history of racism is an important factor contributing to the disparities and that current disparities in the education system and in their interactions with law enforcement are prominent and play an important role.

Third, a total of 10 one-on-one interviews were conducted. Three interviews were conducted with county residents from minority groups other than African-Americans. The remaining seven interviews were with experts in local and national racial disparities from the University of Florida. Similar to the focus group, we asked for respondents' opinions on the picture portrayed by the quantitative data to understand the causes and potential solutions to racial disparities in Alachua County. The residents agreed with the views and experience of the African-Americans that participated in the focus group. The experts provided important insight into the factors and forces behind racial disparities in Alachua County.

Finally, PREC developed a separate, more in-depth supplemental module on housing, transportation, and neighborhoods to expand our understanding of racial inequity in these areas. This module compiles a series of housing, transportation, and neighborhood indicators. Their research serves to shed light on the presence, depth, and breadth of household- and lifestyle-related inequalities across major racial and ethnic demographic groups within Alachua County. This report contains some of their main findings. The complete PREC report is also available.

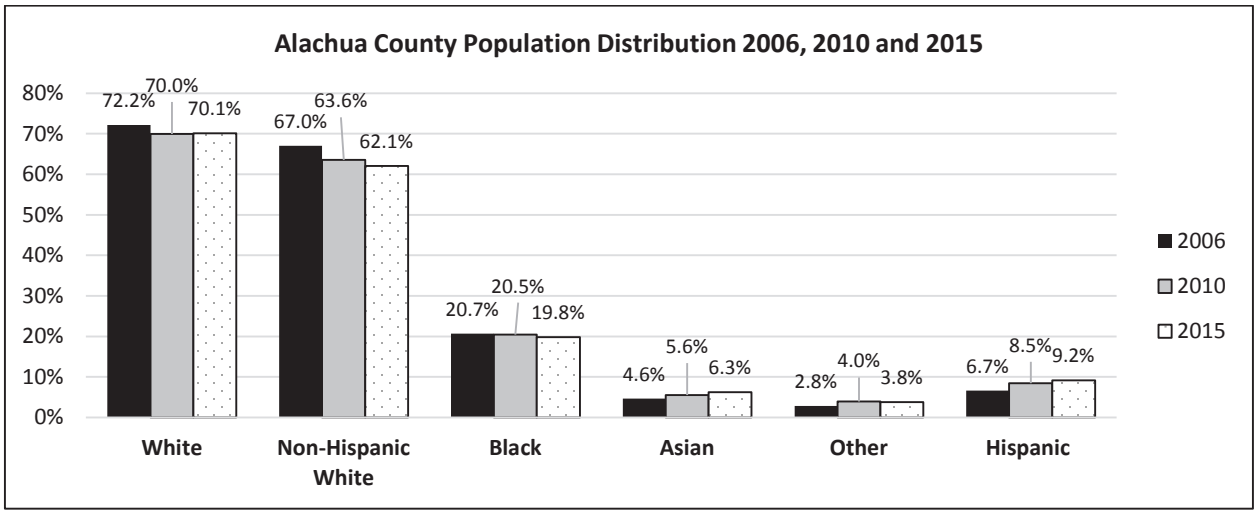
Content

Section II provides a snapshot of the population in Alachua County. Section III portrays the picture of racial disparity in Alachua County as illustrated by the quantitative data. Section IV contains a sample of the main results and insights from the housing, transportation, and neighborhood supplement. Section V describes the factors and forces behind the racial disparities in the county as described by the experts we interviewed. Section VI summarizes the findings derived from our interaction with the minorities through the focus group and the one-on-one interviews. The last section concludes and highlights two potential areas that can contribute to reducing the disparities. Appendix A contains the tables and figures from the main report. Appendix B contains several heat maps showing the location where minority groups reside, the areas where poverty is concentrated, and areas of greater concern within the county.

SECTION II: ALACHUA COUNTY'S POPULATION

The total population of Alachua County is 259,964.[2] Of that total, 70.1 percent are White. More specifically, 62.1 percent are non-Hispanic White, accounting for 161,443 people. The largest minority group in Alachua County are African-Americans,[3] composing nearly 20 percent of the total population, or equivalently 51,528 people. Around 6.3 percent of the population are Asian, or about 16,280 people. The remaining 9,819 individuals, who correspond to 3.8 percent of the population, are identified as having a different race, such as American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, some other race, or two or more races. The second largest minority group are those identified as Hispanic, which corresponds to almost 9.2 percent of the total population in the county.[4] Between 2005 and 2015, Alachua County has experienced a decrease in the fraction of non-Hispanic White, accompanied by an increase in the share of Hispanics and Asians.

Compared to Florida and the U.S., Alachua County is composed of a higher fraction of African-Americans and Asians, and a lower fraction of Hispanics. Around 16.2 percent of the population in Florida and 12.6



Source: U.S. Census Bureau, American Community Survey (ACS) 1-year estimates.

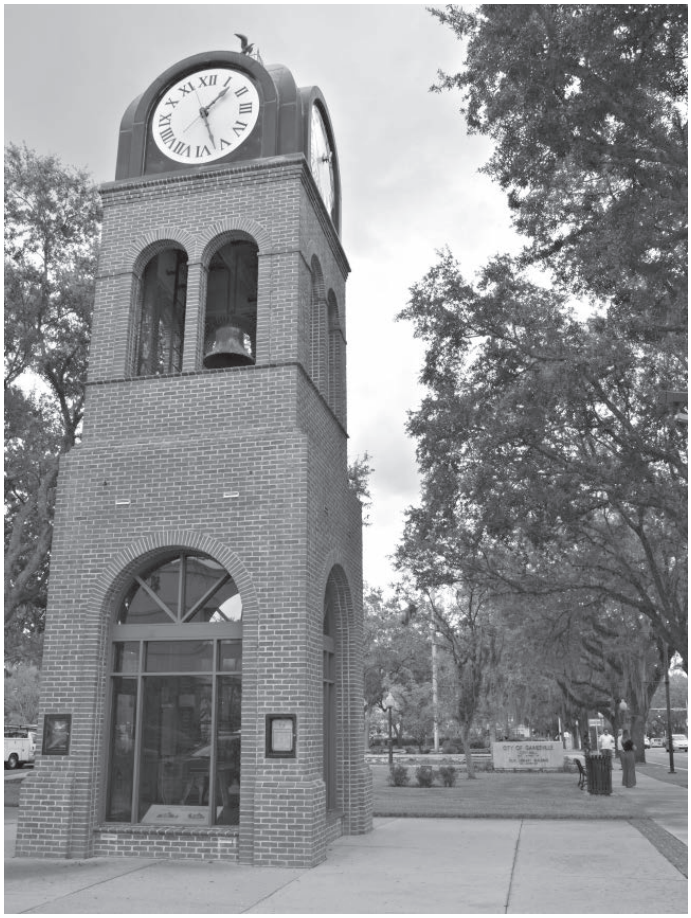
[2] According to the single year estimates of the U.S. Census Bureau American Community Survey 2015. The official estimate calculated by University of Florida's Bureau of Economic and Business Research (BEBR) for 2015 was 254,893. The latter estimate was not used because a complete breakdown by race is not available, and to keep consistency with the data collected across the seven dimensions.

[3] The terms "Black" and "African-American" are used interchangeably.

[4] The U.S. Census Bureau considers race and ethnicity to be different concepts. Race is defined as a person's self-identification with one or more social groups. An individual can report as White, Black or African American, Asian, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, some other race, or with multiple races. Ethnicity describes whether a person is of Hispanic origin or not, and Hispanics may report as any race, for example, as Hispanic-White, Hispanic-Black, etc.
URL: https://www.census.gov/mso/www/training/pdf/race-ethnicity-onepager.pdf

percent in the U.S. are identified as Blacks. Around 2.7 percent of the population are Asians in Florida and 5.4 percent in the U.S. Almost one-quarter of Florida's population is identified as Hispanics, while only 17.6 percent in the U.S.

A large proportion of the county's population is of working age. Around 23.6 percent of the population in Alachua County are under age 20, around 63.5 percent are between 20 and 64 years, and the remaining 12.8 percent are age 65 and older. Although the median[5] age of Florida's population is increasing, with a median age of 41.8, Alachua is among the counties aging less rapidly, with a median age of 31.1;[6] however, within the county, the median ages vary by race and ethnicity. The median age for non-Hispanic Whites is 35, for Blacks is 28.2, for Asians 25.9 and Hispanics 25.1.



Clock Tower, Gainesville, Florida

[5] Median is the point at which 50 percent are below and 50 percent are above.

[6] U.S. Census Bureau, 2015 American Community Survey (ACS) 1-year Estimates

SECTION III: RACIAL INEQUITY IN ALACHUA COUNTY

We collected data to compare the performance of Alachua County minority groups to that of the non-Hispanic White population on a total of 50 different indicators that capture several aspects related to human well-being, such as economic well-being, education, family structure, child welfare, involvement with the justice system, health, and housing. These measures provide insight into the status of local minorities as contrasted with the non-Hispanic White population in the county.[7]

In general, this data shows African-Americans do not fare as well as the non-Hispanic White population in Alachua County, particularly in terms of economic well-being, their interaction with the justice system, education, and access to healthcare. The same is true for the Hispanic population for the economic well-being and education measures. In contrast, Asians outperform the non-Hispanic White population in a number of measures, particularly in education performance and attainment.[8] Additionally, compared to the state and the nation as a whole, African-Americans in the county fare worse. Specifically, greater disparities were found in measures related to economic well-being, education performance and attainment, and involvement with the justice system.

Economic well-being is a concern for all people. For almost all households in the economy, the sale of their labor services provides their major source of income. As a result, losing or not being able to find a job can severely harm a family's economic well-being. Some races are more likely than others to experience this difficulty. The unemployment rate for Blacks in Alachua County is 14.7 percent, with 7.8 percent for Hispanics and 8.5 percent for Asians. By contrast, the unemployment rate for non-Hispanic Whites is 5.8 percent. Calculated as a disparity ratio, this means that African Americans in the county are almost 2.5 times more likely to be unemployed than their non-Hispanic White peers. Similarly, Asians and Hispanics are approximately 1.5 times more likely to be unemployed. Although these disparities exist within Alachua County, Blacks and Hispanics in Alachua County have lower unemployment rates than these minorities in the state of Florida overall.

The differences in employment opportunities within the county for Blacks and Hispanics contribute to the already important income disparities. Although the non-Hispanic White population in Alachua County has a higher median household income ($51,740) than any other group, this income is below the

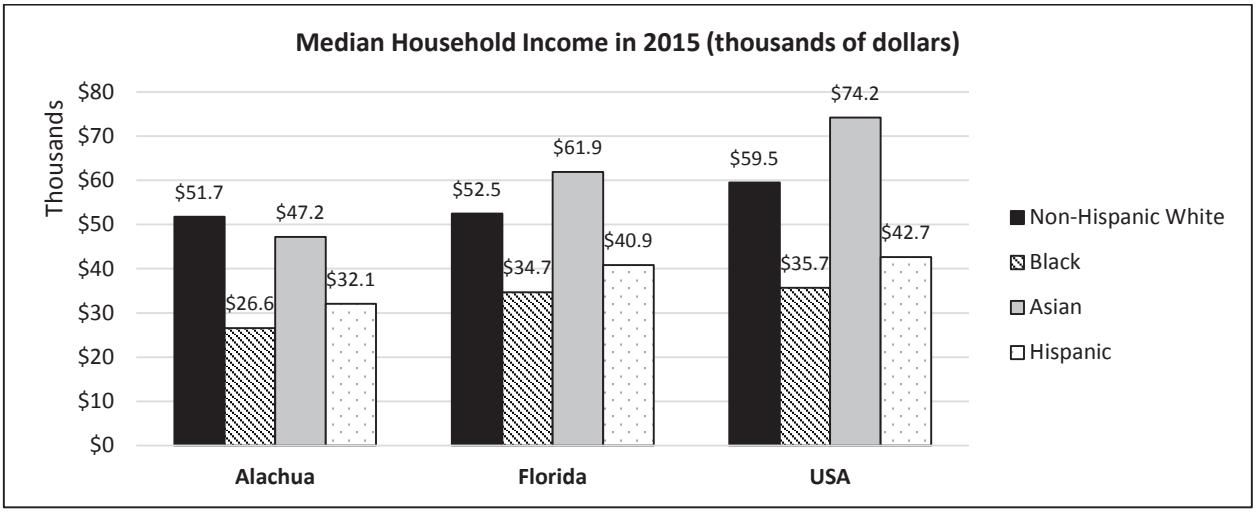
[7] The data collection period took place during the spring and summer of 2017.

[8] According to the 2011-2015 American Community Survey (ACS) 5-year estimates, the percentage that have a bachelor's degree or higher is around 73.3 percent for Asians, 46.2 percent for non-Hispanic Whites, 39.7 percent for Hispanics, and 16.3 percent for African Americans.

state and national levels. More than half of the non-Hispanic White households in the county make more than $50,000 annually. Asians have a median household income of $47,236; however, their income is much lower than their state and nationwide peers. Important income disparities appeared when looking at the incomes of Blacks and Hispanics. The median household income for Blacks is $26,561, which is equivalent to 51 percent of the non-Hispanic White income. Additionally, only 25.7 percent of Black households have an income greater than $50,000. Similarly, for Hispanics the median household income is $32,105, around 62 percent of that of the non-Hispanic Whites, and only 34.3 percent of the Hispanic households have income above $50,000.

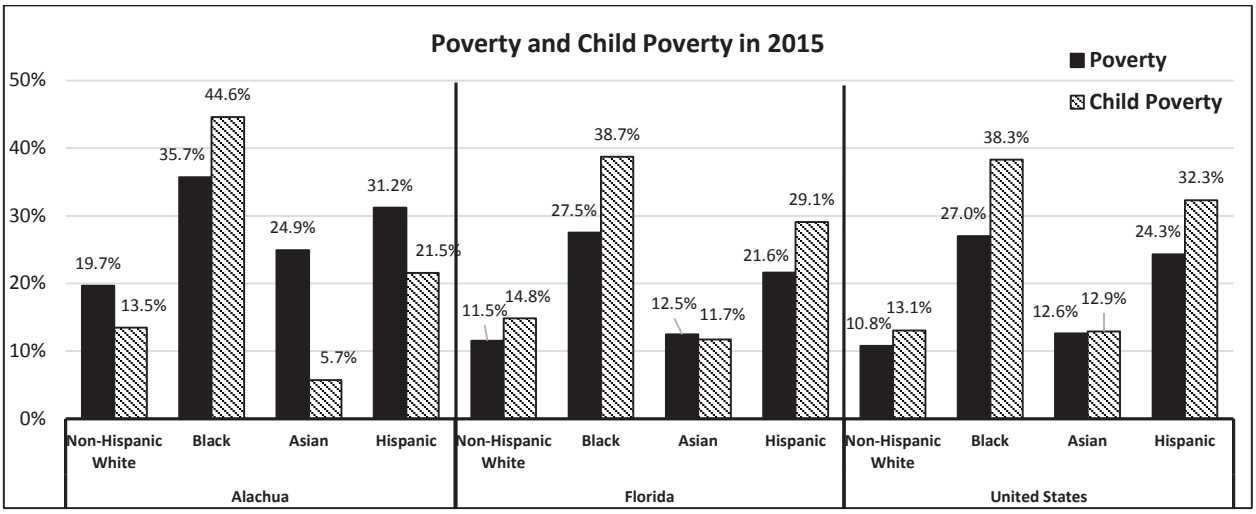
Compared to the median household income for Blacks and Hispanics at the state and national level, the minorities in Alachua County are also making less. For example, the median household income for Blacks in Florida is $34,664 and in the U.S. is $35,695, and more than one-third of the Black households in Florida and in U.S. have income greater than $50,000, compared to the one-quarter in Alachua County. A similar pattern is found for the Hispanic population in the county.

These income disparities are accompanied by higher poverty rates[9] for Blacks and Hispanics. More concretely, 35.7 percent of African Americans and 31.2 percent of Hispanics in the county live below the poverty line. By contrast, the non-Hispanic



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

[9] Anyone living in a household with an income below their relative poverty threshold (poverty line) is considered to be in poverty. The poverty thresholds are income dollar amounts that vary according to the size of the house and the ages of its members accounting for the minimum level of resources that are adequate to meet basic needs. In 2015, some of the thresholds were: $12,331 for a single individual under age 65; $14,326 for a household of two with a householder 65 years or older with no children, and $24,036 for a family of four with two children under age 18. The poverty thresholds are updated annually, available here: https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html

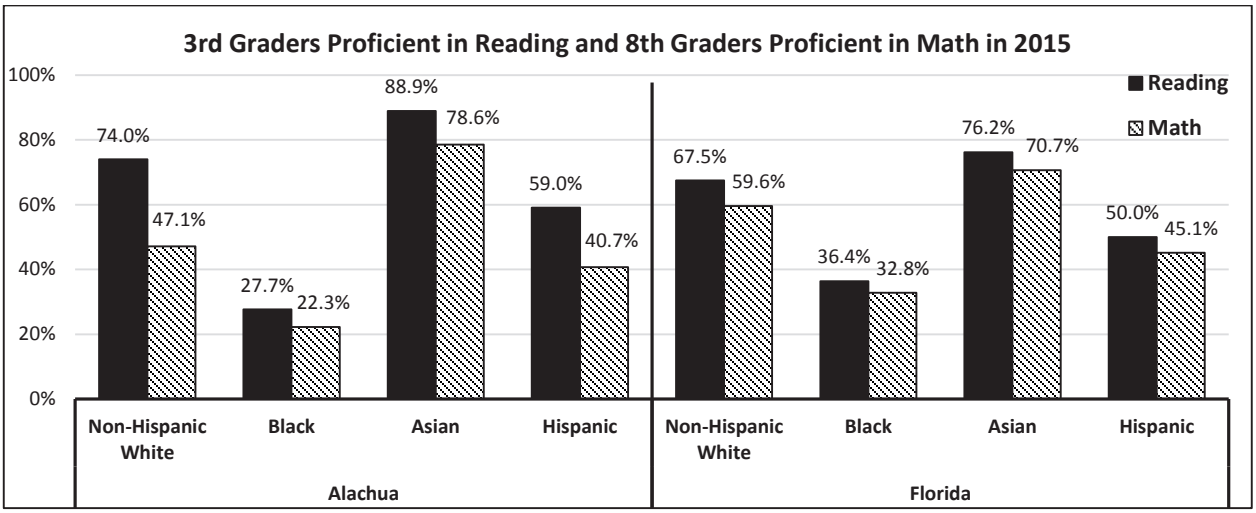


Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

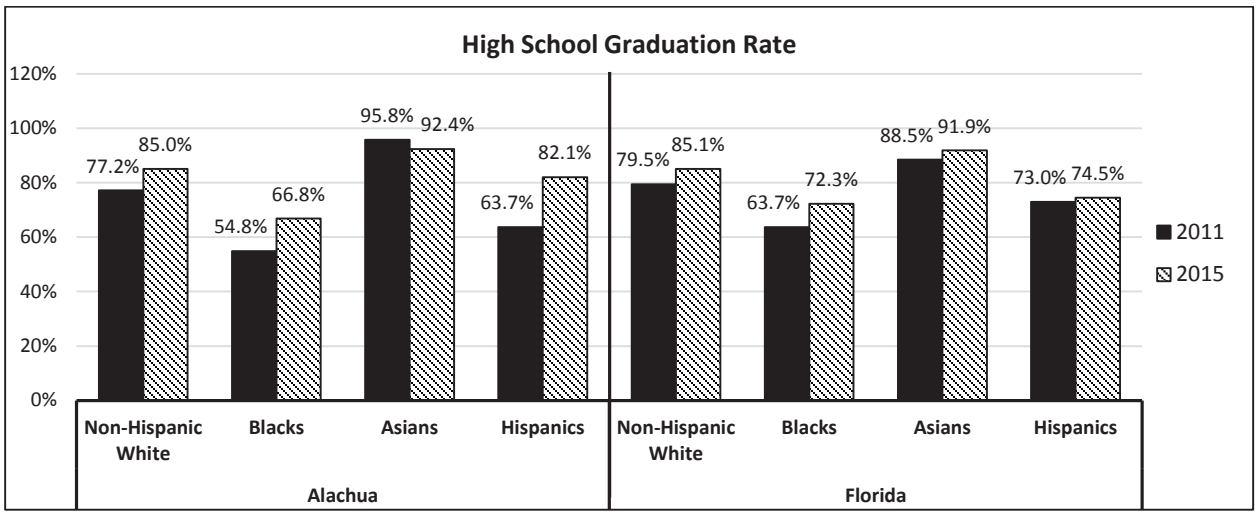
White poverty rate is 19.7 percent, and for Asians is 24.9 percent. Looking into the child poverty rate, the differences are even starker for African Americans. The percent of Black children in poverty is 44.6 percent. Calculated as a disparity ratio, Black children are 3.3 times more likely to be in poverty than non-Hispanic White children.

Income disparities are closely related to school performance and attainment. Lower income not only affects the nutrition of children, but also the ability of parents to support after-school and summer activities. Students who do not partake in enrichment activities during the summer can lose months of progress that must be made up when school starts again. These issues can lead to important disparities in education performance. For example, the percentage of Black third graders proficient in reading in Alachua County is 27.7 percent and for Hispanics is 59 percent, while for non-Hispanic Whites and Asians these levels are 74 and 88.9 percent respectively. A similar pattern is observed for eighth graders proficient in math.

Disparities in education not only appeared in performance, but also in



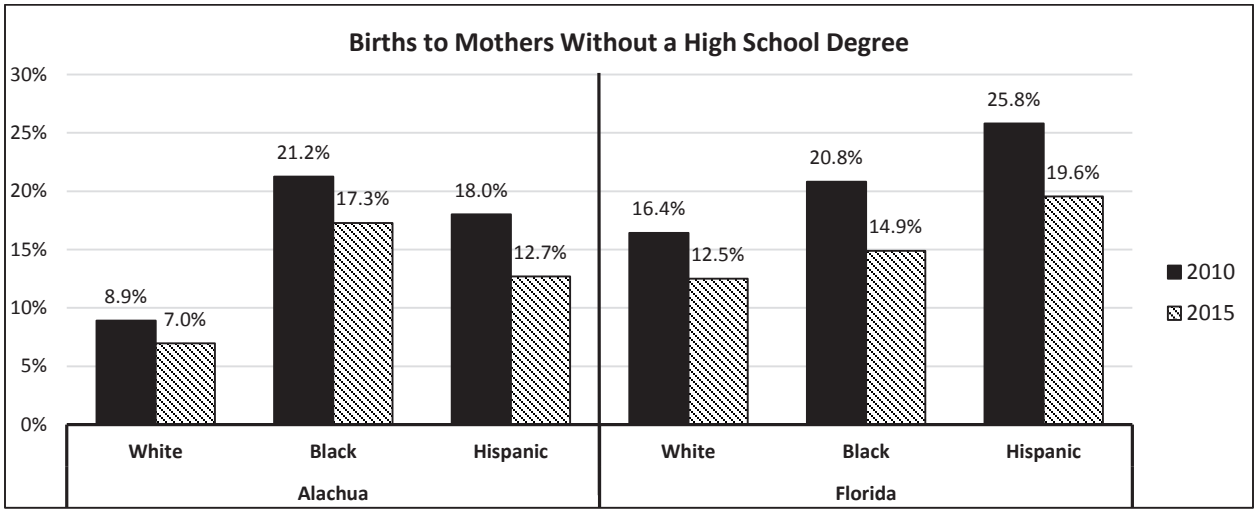
Source: Florida Department of Education.



Source: Florida Department of Education.

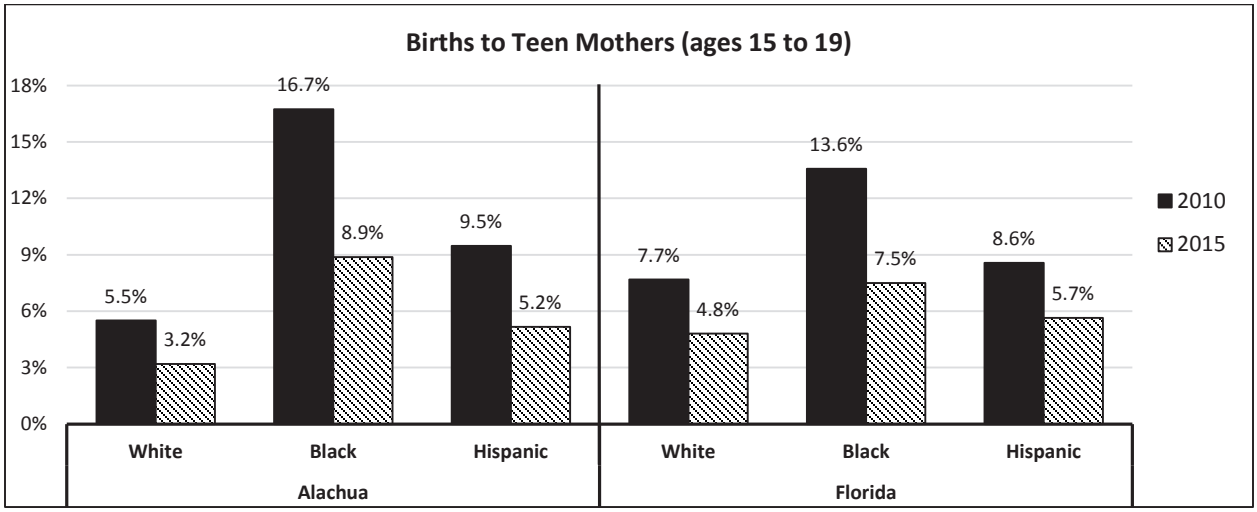
achievement. For example, 85 percent of the non-Hispanic White students graduated from high school, while only 66.8 percent of the Black students graduated in Alachua County.[10] The high school graduation rate for Hispanics is 82 percent and 92.4 percent for Asians. Compared to the Florida graduation rates, only African American students have a lower graduation rate in Alachua County. More than half of those who drop out of high school are Black.

Other factors affect these educational gaps. Some parents may not be able to help their child because they are working and do not have time to help with the homework. Additionally, parents who did not complete their own schooling may feel intimidated about trying to help their own child with academic subjects. Regarding the latter, the Black and Hispanic populations are at greater disadvantage in Alachua County. For example, the percentage of births to Black mothers without a high school degree is 17.3 percent and for Hispanics is 12.7 percent, while for White mothers is 7 percent. The percent of



Source: Florida Department of Health, Bureau of Vital Statistics.

[10] The graduation rate includes standard diplomas but excludes GEDs, both regular and adult, and special diplomas. More information on the calculation of this rate is available at http://www.fldoe.org/core/fileparse.php/7584/urlt/GradRates1516.pdf.



Source: Florida Department of Health, FL Health Charts.

births to teen Black mothers (aged 15 to 19) is 8.9 percent, 2.8 times more than births to White teen mothers, which is 3.2 percent. Teen mothers are further disadvantaged because the obligations of parenting may keep them from advancing their own education.

Another important issue is school suspension. If a student is suspended and must stay at home without any supervision they are more likely to create problems that get reported to the police. In the 2014-2015 school year, around 13.1 percent of Black students and around 3.4 percent of Hispanic students were suspended in the county. While only a small percentage of students are suspended in the county, Blacks and Hispanic students tend to get suspended from school more often than White or Asian students. For example, Blacks are 5.2 times more likely to be suspended than Whites, and Hispanics 1.3 times more likely.

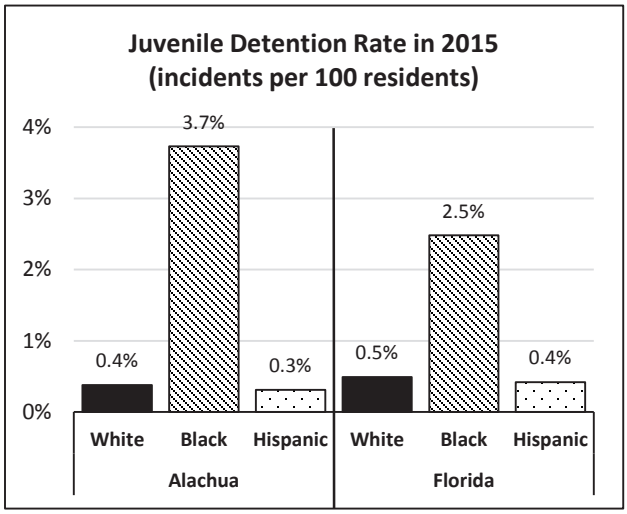
The economic and educational disparities contribute to a pipeline of accumulating factors that result in even more stark differences in the measures considering the involvement in the justice system. Minorities, in particular Blacks, are more likely to be involved with the criminal justice system. The arrest rate for Whites is 3.1 percent and for Asians 0.5 percent, while for Blacks the arrest rate is 12 percent.[11] African-Americans are 3.9 times more likely to be arrested in Alachua County than Whites. There is also a disproportional number of African-American men incarcerated across the state and the country. 2.4 percent of the total Black population in Alachua County are incarcerated, and they represent around 70.8

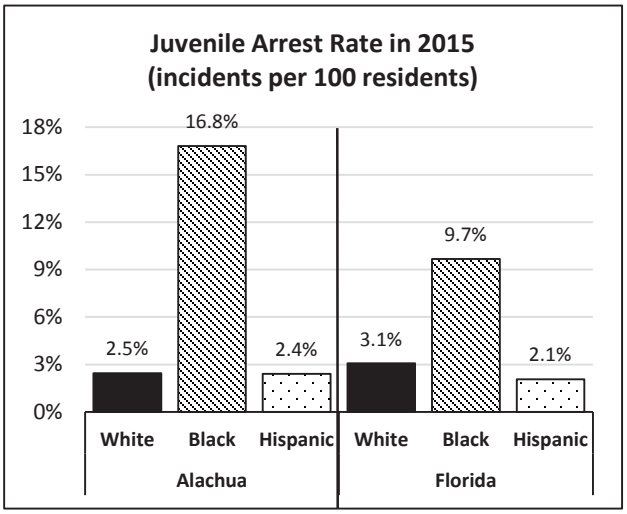
[11] The arrest rate is the number of arrests in each racial/ethnic group divided by the corresponding population. It considers one arrest for each separate instance in which a law enforcement officer takes a youth into custody based on probable cause and charges the youth with a law violation. Because a person may be arrested multiple times during a year, the figures do not reflect the number of individuals who have been arrested; rather, it shows the number of times that persons are arrested. Further clarifications of the definitions are available at http://www.djj.state.fl.us/research/reports/reports-and-data/interactive-data-reports/disproportionate-minority-contact-reports/dmc-profile-fy-14-15.

percent of the total inmate population in the county. Calculated as a disparity ratio, Blacks are 8.8 times more likely to be an inmate than non-Hispanic Whites.

Wider disparities appear when considering the youth population, those aged 10 to 17. The juvenile detention rate for Whites in the county is around 0.4 percent, while for Blacks is 3.7 percent. In other words, Black teens are 9.9 times more likely to be in a juvenile detention center. The juvenile arrest rate for Whites is 2.5 percent, for Asians is 2.4 percent, and for Blacks is 16.8 percent. That is, Black teens are 6.9 times more likely to get arrested. Although data were not available for 2015, the data from 2008 and 2010 showed that Blacks were also disproportionately more likely to be transferred to adult court.

While not as considerable as in the previous measures, there are also important disparities related to healthcare and health status. Racial disparities start with insurance coverage, the primary vehicle providing access to healthcare. The percentage of uninsured non-Hispanic Whites is 11.5 percent and for Asians is 11.6 percent, while for Blacks the percent uninsured is 17.5 percent and for Hispanics is 18.6 percent. Calculated as a disparity ratio, Blacks in Alachua County are 1.5 times more likely to be uninsured, and Hispanics 1.6 times. Compared to the state level, the African-American and Hispanic populations fare better in the county. The percent of African Americans uninsured in Florida is 21.7, while for Hispanics, this rate is 28 percent. Insurance status and a variety of other factors can influence a person's health status. Cancer is the leading cause of death in Alachua County, followed by heart disease and unintentional injury. Stroke and chronic lower respiratory disease[12] complete the top



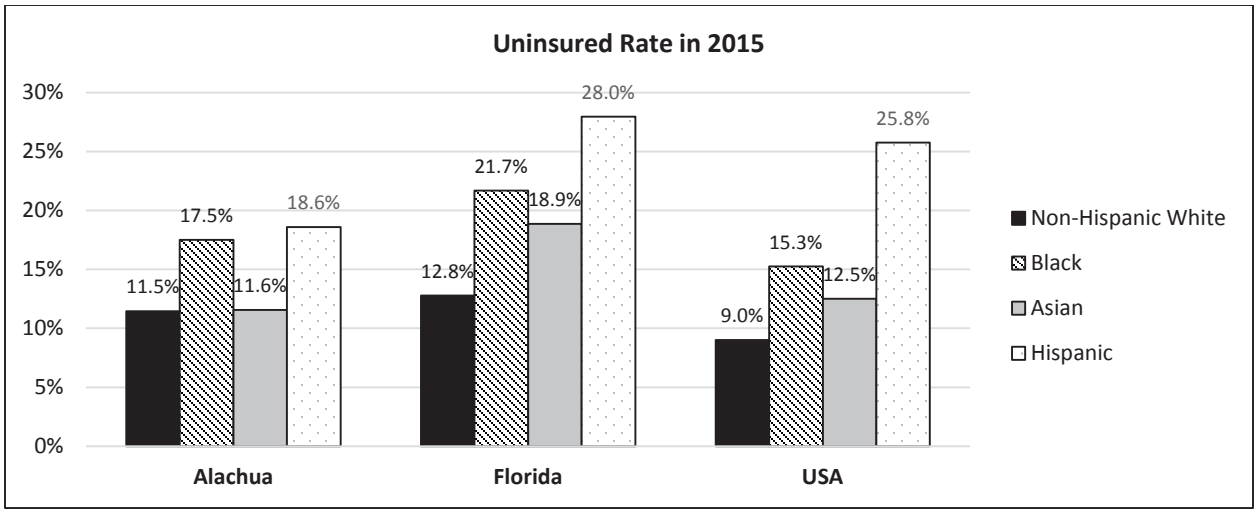


Source: Florida Department of Juvenile Justice.

[12] Chronic lower respiratory disease comprises three major diseases: chronic bronchitis, emphysema, and asthma.

five causes of death.[13] Although in a different order, these same diseases are the top five leading causes of death in Florida. Alzheimer's disease comes in sixth place in Florida, while diabetes comes in sixth in Alachua County.

The heart disease death rate for Blacks and Hispanics has been consistently lower than the rate for Whites over time. The heart disease death rate per 100,000 is 144.9 among Whites, 115.2 among Blacks, and 42.8 among Hispanics. Heart disease is an old person's disease and White people get to an older age more frequently than Black people. In fact, around 14.8 percent of the White population in Alachua County are 65 years old or older, while only 8.4 percent of the Black population is in that age group.



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

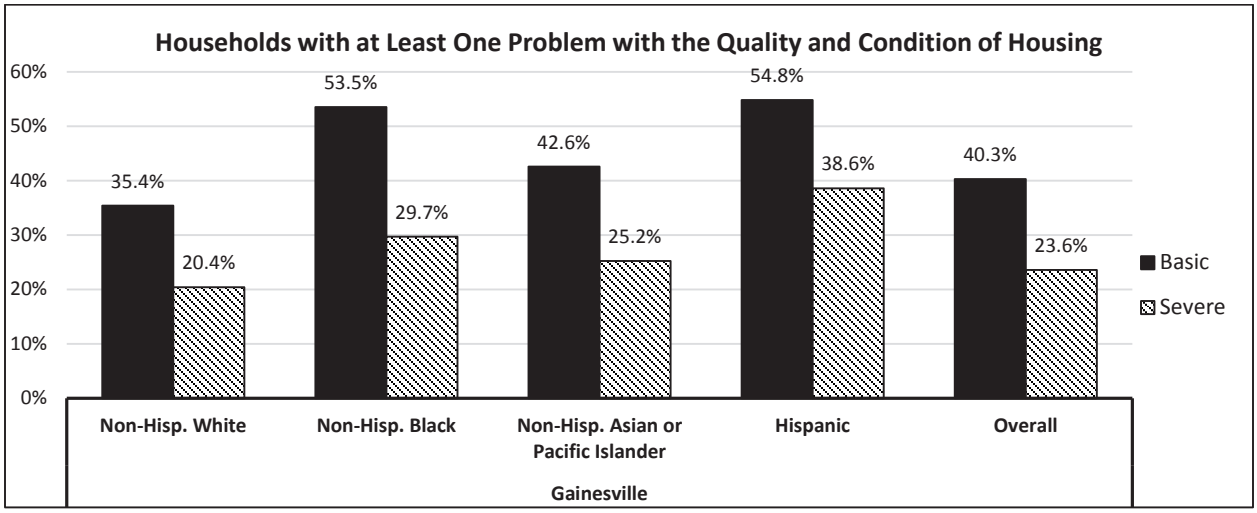
Hippodrome State Theatre, Gainesville, Florida

[13] Department of Health State of Florida. Leading Causes for Death for 2015. URL: www.flhealthcharts.com/ChartsReports/rdPage.aspx?rdReport=ChartsProfiles.LeadingCausesOfDeathProfile

SECTION IV: INSIGHTS FROM THE HOUSING, TRANSPORATION, AND NEIGHBORHOOD SUPPLEMENT

As part of this project, the University of Florida Program for Resource Efficient Communities (PREC) developed a supplemental module on housing, transportation, and neighborhood to increase our understanding of racial inequity in Alachua County. The study joins and analyzes data from several local, state, and federal sources, including the Alachua County Property Appraiser (ACPA) and three utilities in the county—Gainesville Regional Utilities (GRU), Clay Electric, and City of Newberry.[14] This section summarizes the main findings from the PREC supplement.

First, over 40 percent of all households within the Gainesville Core Based Statistical Area (CBSA)[15] have at least one problem with the quality and condition of their housing, such as high monthly cost burden, overcrowding, or deficiencies in the spaces and systems used to prepare, consume, and dispose of food and water. Hispanic households experience the most housing problems, followed closely by Black households. By contrast, White households experience the least housing problems. For example, considering deficiencies in housing quality, 20 percent of Black households have no mechanical air conditioning (cooling) systems of any kind (e.g., neither central ducted, nor window units), a rate which is 72 percent higher than the community average. Furthermore, while Black households



Source: University of Florida Program for Resource Efficient Communities (PREC).

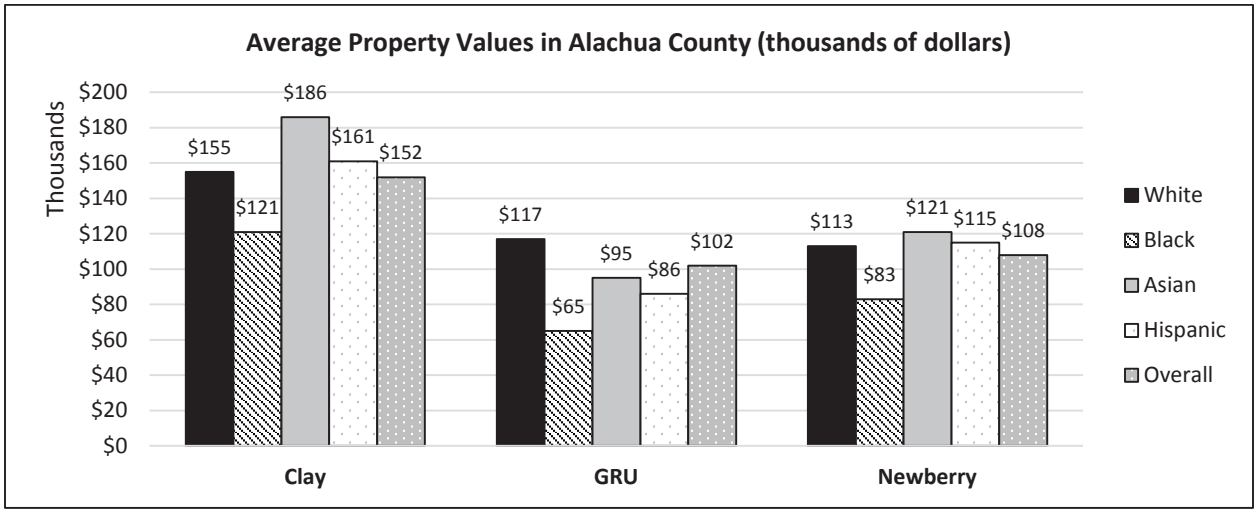
[14] Appendix B contains a map of the electricity territory of the three utilities.

[15] A Core Based Statistical Area (CBSA) is a geographic area defined by the Office of Management and Budget (OMB) that consists of one or more counties (or equivalents) anchored by an urban center of at least 10,000 people plus adjacent counties that are socioeconomically tied to the urban center by commuting. The OMB defines the Gainesville CBSA as comprising Alachua and Gilchrist Counties.

experience slightly lower rates of severe housing problems[16] than the state, Whites and all other minority groups have rates of severe housing problems higher than their equivalent state and national counterparts.

Second, as suggested from evaluating the ACPA data showing building size and appraised property value, the neighborhood blocks with higher percentages of Black residents are appraised at lower values than blocks with higher percentages of White residents, even when comparing for equivalently sized properties. For the three utilities providing data, residential properties within the Clay Electric service territory have the highest property values, with appraisals around $152,000, about 40 percent more than the three utilities' combined service areas. White households served by all three utilities occupy properties valued higher than the community average. Asian households in Clay and Newberry service territories also reside at properties valued higher than the community average. In contrast, Black households reside at properties valued significantly lower than the community average. The greatest property value disparity occurred within the GRU service territory where Black household property values average around $65,000, which is only a little more than half of the average property value of White households at $117,000.

Third, in terms of energy consumption (ekWh),[17] Asian and White households use the greatest amount of total energy per person, about 3.6 percent and 4.1 percent more than the community average respectively. Black households use the least amount of



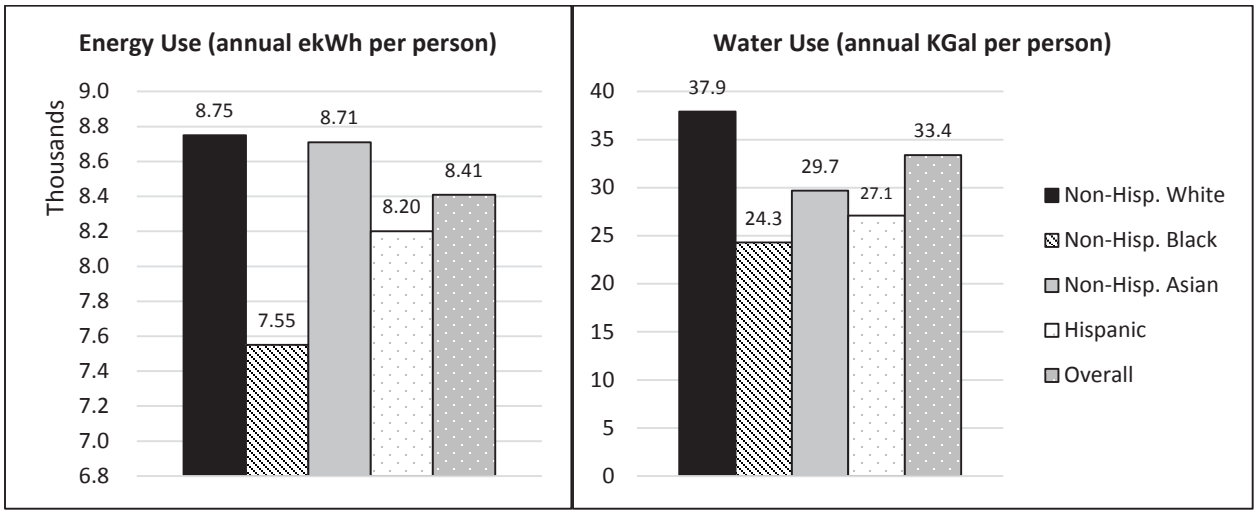
Source: University of Florida Program for Resource Efficient Communities (PREC).

[16] The basic and severe housing problems are indicators that measure four potential housing unit problems: (1) incomplete kitchen facilities; (2) incomplete plumbing facilities; (3) occupant overcrowding; and/or (4) housing costs (including utilities) exceeding 30-50 percent (basic), or greater than 50 percent (severe), of monthly income. For more information, visit https://www.huduser.gov/portal/datasets/cp/CHAS/bg_chas.html or the Florida Housing Data Clearinghouse http://flhousingdata.shimberg.ufl.edu/a/chas?action=indicators&nid=1.

[17] Electricity and natural gas consumption were combined and expressed in equivalent kilowatt hours (ekWh), a standard unit of energy consumption used when combining or comparing across multiple energy sources.

home energy of all demographic groups, about 10.2 percent less than the community average, while Hispanic households use 2.6 percent less. Domestic potable water consumption, measured in thousand gallons (KGal) per person annually, varies greatly between the demographic groups. White households exceed the community average by 13.3 percent. Conversely, Black, Hispanic, and Asian households use 27.3 percent, 18.9 percent, and 11.0 percent less water than the community average respectively.

Looking at energy use by home size, as ekWh per square foot,[18] differences are seen in consumption by race. Asian households consume the least in the county, while Black households consume more per square foot of housing unit floor area than all other households. White and Hispanic households consume around the same across the county when adjusting for home size. One primary factor accounting for the higher energy use per square foot among Black households is that they have the smallest average house sizes for all demographic groups, across all three utility service territories. While smaller houses share similar core energy consuming systems and major appliances with larger houses, the added square feet in

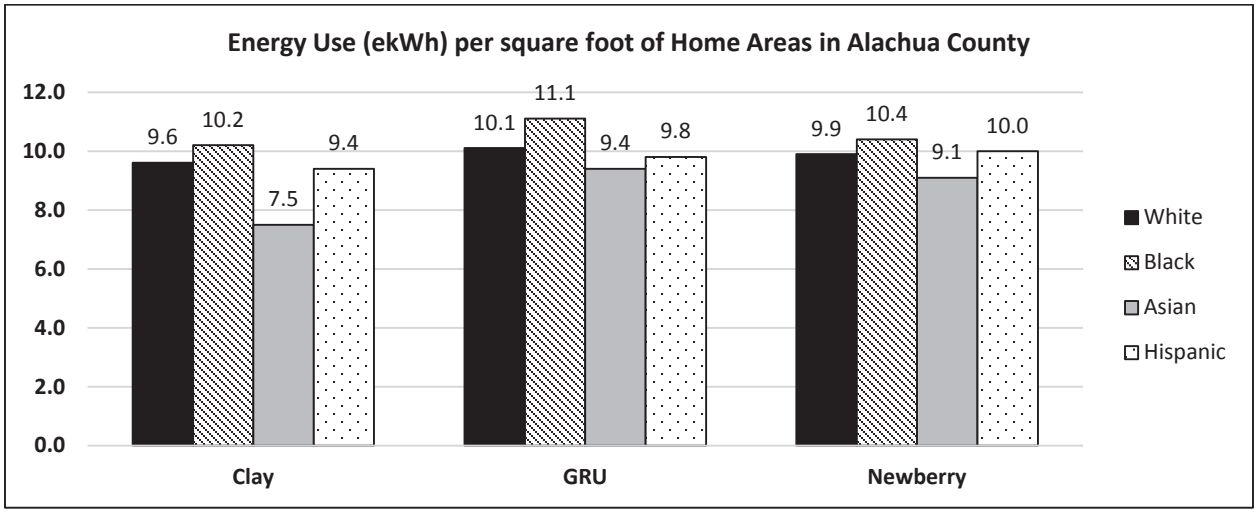


Source: University of Florida Program for Resource Efficient Communities (PREC).

[18] Equivalent kilo-watt hours (ekWh) is a standard unit of energy consumption used to compare energy consumption across energy sources.

larger houses (e.g., extra or larger bedrooms, bathrooms, and living rooms) typically demand less energy (ekWh) per square foot than those areas common to houses of all sizes.[19]

Fourth, following the variation in consumption, a striking difference is seen in the household energy cost burden,[20] when comparing the neighborhood blocks that contained the highest percentages of each racial group. When accounting for the percent of per capita income dedicated to residential energy (including electricity and natural gas) and total utility bills, the greatest disparities are seen between Black and White households. Black households spend the highest share of their income on energy and utility costs, respectively 39.6 percent and 34.8 percent more than the community average, whereas White households pay around 10.3 percentage less for energy and 5.9 percentage less for utilities as a share of household per capita income versus the community average.[21] Because each utility provider uses a consistent rate structure for all households throughout their respective service territories, other factors must account for these differences. The likely primary factor in their higher energy burden is that Black households have the lowest average per capita incomes. Secondary factors may include differences in



Source: University of Florida Program for Resource Efficient Communities (PREC).

[19]This relationship of lower total utility energy bills, yet higher per square foot consumption, echoes other national findings (Drehobl and Ross, 2016). Drehobl, A., and Ross, L. (2016). Lifting the High Energy Burden in America's Largest Cities: How Energy Efficiency Can Improve Low-Income and Underserved Communities (Text) (p. 55). American Council for an Energy-Efficient Economy. Retrieved from http://aceee.org/research-report/u1602

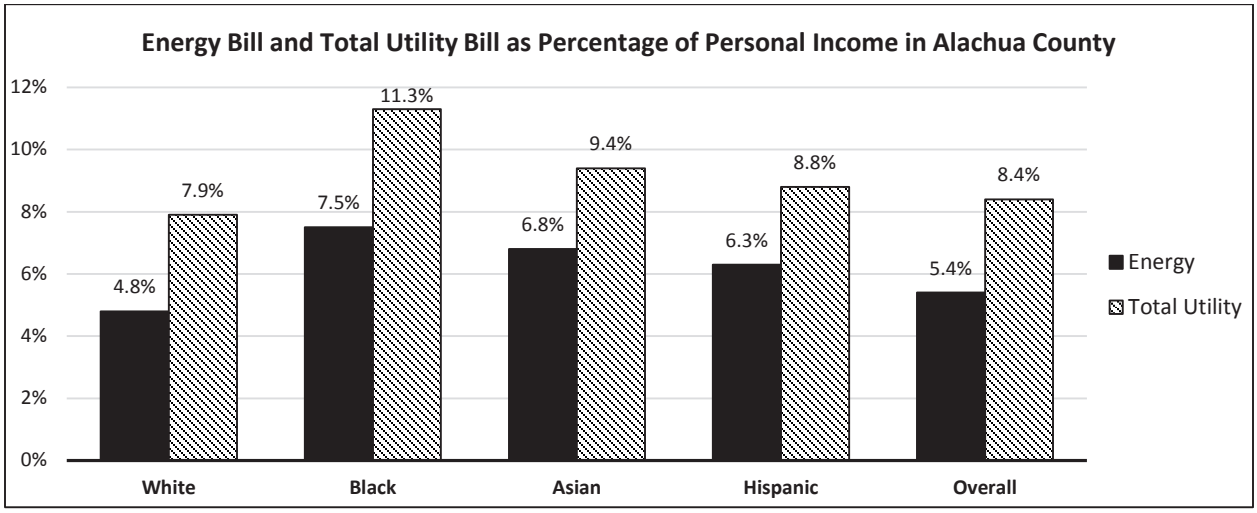
[20]Energy burden is a term used to describe disproportionately higher energy costs for housing and transportation as compared to gross income, and as compared to other necessary costs of living.

[21]Note that all utility costs for GRU households were calculated as if they were located inside the Gainesville City limits and do not include surcharges paid by other Alachua County residents. This was done to avoid obscuring differences between racial/ethnic groups with differences in City/County rate structure, but the true costs paid by GRU residents within unincorporated Alachua County are higher than those reported, due to the (approximately 25% surcharges.

the quality, vintage (year built), and energy performance of their housing stock, major appliances, and space conditioning systems.

Furthermore, considering the overall cost of housing[22] for a median-income, regional-typical family, Asian households, followed by White households share the highest percentages of family income dedicated to housing at the local, state, and national level. Black households have the lowest proportion of family income dedicated to housing. As suggested in the energy and utility cost burden findings, these differences in total housing cost burdens may reflect differences in house size, quality, vintage, location, and related building or neighborhood characteristics. With the exception of Black households whose state average is higher than the local average, the four major demographic groups within the Gainesville CBSA region all have rates of severe housing cost burden higher than their equivalent state and national peers.

Fifth, considering lifestyles and neighborhood opportunities, White households have the highest average per capita income and the lowest rate of racially or ethnically concentrated areas of poverty (R/ECAPs).[23] Black households have the lowest average per capita income and the highest exposure to poverty, 28 percent more than the community average. Additionally, a severe



Source: University of Florida Program for Resource Efficient Communities (PREC).

[22] "For owners, monthly housing costs include mortgage, taxes, insurance, association fees, and utilities. For renters, costs include rent and utilities." Excerpted from the US HUD and US DOT Location Affordability Index (LAI) Data and Methodology Version 1 (November 2013) page 19, http://www.locationaffordability.info/About_TechDoc.aspx.

[23] R/ECAPs is a Census tract-based indicator developed by the US HUD, which joins a poverty test with a racial/ethnic concentration threshold. A Census tract is an area roughly equivalent to a neighborhood, encompassing a population between 2,500 to 8,000 people. See the US HUD AFFH Data Documentation for more information: https://www.hudexchange.info/resource/4848/affh-data-documentation/.

disproportionality exists in the demographic mix of subsidized housing, where Black residents make up between 72 and 90 percent of the publicly supported housing population despite representing only 17 percent of the Gainesville CBSA population. In addition to concentrations of poverty, the City of Gainesville and the larger Gainesville CBSA face challenges in addressing segregation in housing across racial and ethnic communities as captured by the dissimilarity index.[24] While the Non-White/White and Black/White community comparisons showed notably declining segregation from 1990 through 2010 within the City of Gainesville and the larger Gainesville CBSA, the estimated 2016 dissimilarity indices suggest that at both the city and regional scales, the City of Gainesville and the Gainesville CBSA face the highest levels of geographic segregation documented in at least the last 26 years.

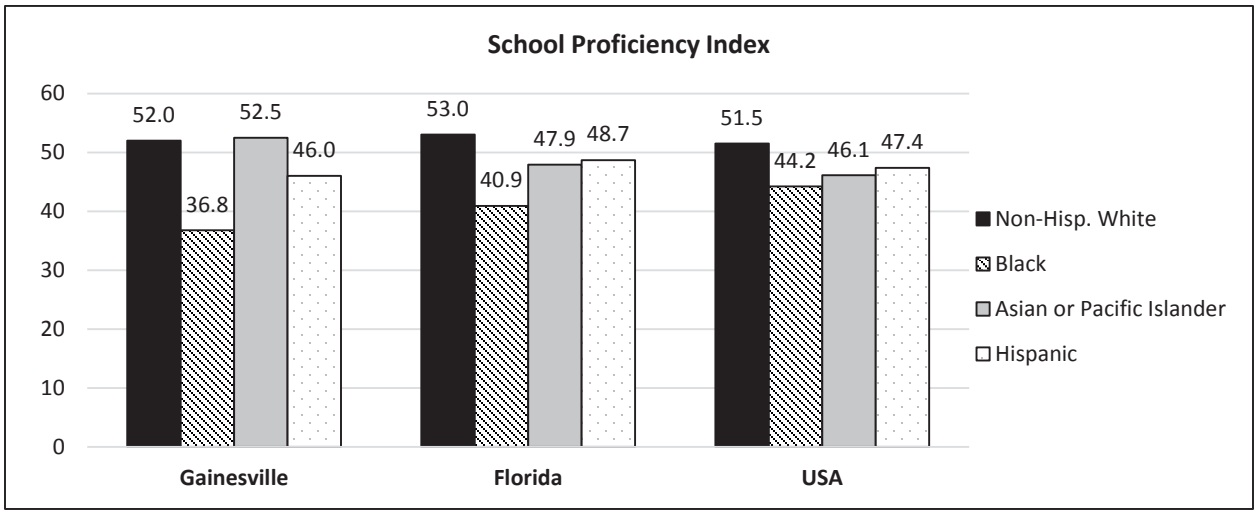
Considering educational opportunities, Asian and White households live in neighborhoods with the highest school

Racial and Ethnic Dissimilarity Index								
Racial/Ethnic Dissimilarity Index	Gainesville, FL (CDBG, HOME) Jurisdiction				Gainesville, FL (CBSA) Region			
	1990 Trend	*2000 Trend*	*2010 Trend*	*2016 Estimate*	*1990 Trend*	*2000 Trend*	*2010 Trend*	*2016 Estimate*
Non-White/White	34.64	31.01	29.82	34.04	29.45	30.82	31.11	35.68
Black/White	46.07	45.16	39.73	47.91	38.43	41.12	40.70	47.79
Asian or Pacific Islander/White	34.40	29.21	34.38	37.66	37.44	34.31	36.23	42.56
Hispanic/White	18.53	19.71	22.02	22.48	21.04	22.61	22.42	24.77

Source: University of Florida Program for Resource Efficient Communities (PREC).

[24] The dissimilarity index represents the extent to which the distribution of any two groups (frequently racial or ethnic groups) differs across census tracts or block-groups. The values of the dissimilarity index range from 0 to 100, with a value of zero representing perfect integration between the racial groups in question, and a value of 100 representing perfect segregation between the racial groups. See the US HUD AFFH Data Documentation for more information: https://www.hudexchange.info/resource/4848/affh-data-documentation/.

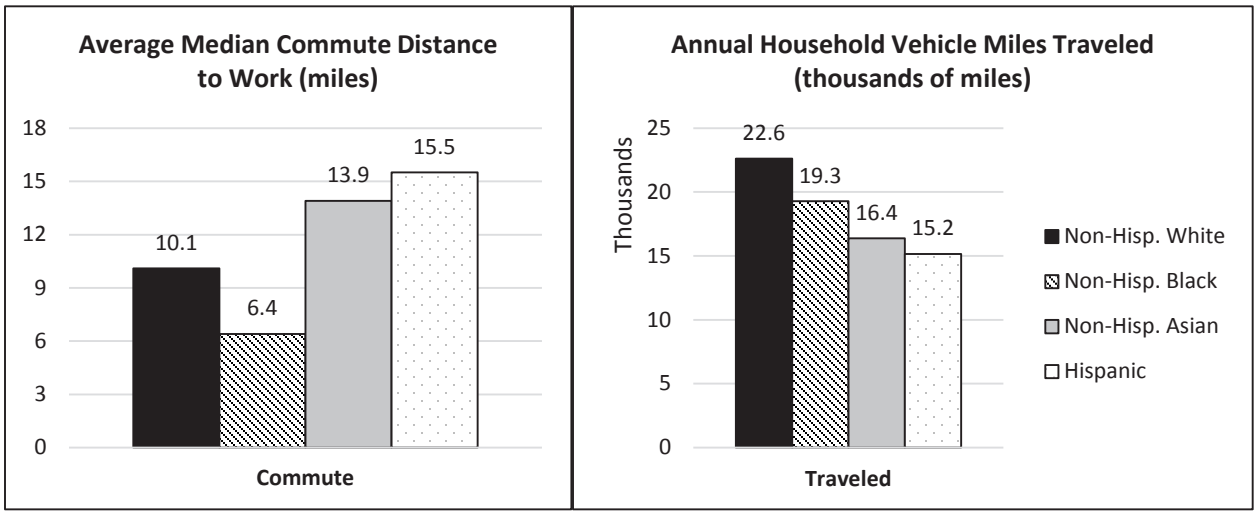
proficiency scores within the Gainesville CBSA.[25] Conversely, Black households live in neighborhoods with the lowest school proficiency scores. In other words, Alachua County's Black residents are the poorest, the most concentrated by race and poverty, and live near the poorest performing schools, while White residents experience the opposite situation.



Source: University of Florida Program for Resource Efficient Communities (PREC).

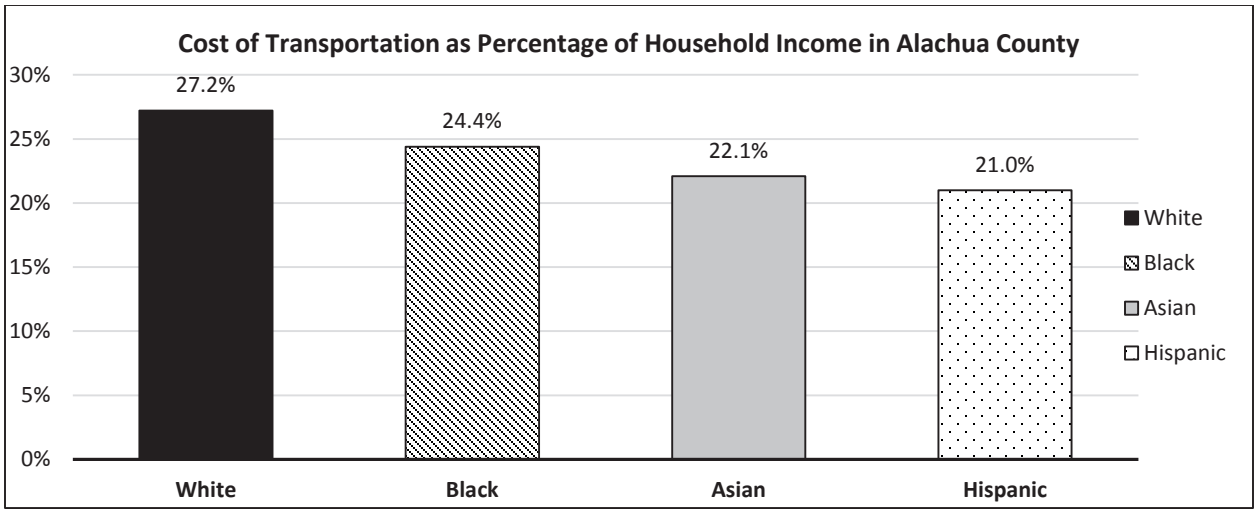
In terms of transportation, local Black residents often live in more urbanized neighborhoods and have the shortest median commute distance to work. Paradoxically, they also have the second highest estimated annual household automobile vehicle miles traveled (VMT), a rate only 9 miles less per day than White households who occupy a disproportionately larger share of the more suburban and rural neighborhoods and have a 58 percent longer median commute distance to work. One potential interpretation of this seeming contradiction between distance to work and VMT may be that Black households have worse geographic proximity to non-work destinations of interest (e.g., supermarkets, places of worship, retail stores, restaurants, parks, and other public spaces), and thus may have disproportionately higher non-work related VMT. This supposition fits within the milieu of urban food deserts and related inequalities, but requires deeper investigation.

[25] The school proficiency index uses school-level data on the performance of fourth grade students on state exams. See the US HUD AFFH Data Documentation for more information: https://www.hudexchange.info/resource/4848/affh-data-documentation/



Source: University of Florida Program for Resource Efficient Communities (PREC).

Finally, in terms of transportation costs, White households have the highest estimated costs as a percentage of household income, possibly due to related patterns, such as the White households living in the lowest density neighborhoods, having the lowest degree of walkability based on urban infrastructure, and having the lowest estimated annual household public transit trips taken. In contrast, Asian households have the lowest costs for transportation as a percentage of household income, live in the densest neighborhoods, have the highest degree of walkability based on urban infrastructure, and have the highest likelihood of public transit utilization.



Source: University of Florida Program for Resource Efficient Communities (PREC).

SECTION V: FACTORS AND FORCES BEHIND RACIAL DISPARITIES IN ALACHUA COUNTY

Racial inequality is a problem in Alachua County as well as in the country as a whole; however, beyond the general conditions that create racial disparities in the United States, Alachua County has a number of specific issues that foster these disparities.

A series of personal interviews with experts who have direct insight into racial disparities in Alachua County were conducted to understand the forces and factors behind the disparities in the county. This section relies solely on these experts' opinions and summarizes them. From these interviews, six important interconnected issues emerged. First, the geography of the county prohibits the development in areas that are traditionally occupied by minorities, which creates isolated and under-resourced areas. Second, the reduced provision of services affects minorities more. Third, there are important issues related to the education system. Fourth, for many generations, minority populations have been unable to accumulate wealth. Fifth, in addition to an important mismatch existing in the labor market, college students are crowding out the job opportunities that would otherwise exist for the local minorities. Finally, there are important issues arising from the interaction of minorities with the justice system.

First, the east side of Gainesville, as it is separated by Main Street, is home to a large percent of minorities. Additionally, some areas of the southwest side of Gainesville and along Tower Road are predominately populated by minorities. In these areas, low education minorities are purchasing homes for lower prices. In contrast, places like Haile Plantation are predominately occupied by educated Whites such as faculty and professionals who have a significantly higher income. This higher income allows them to purchase properties of greater value, which in turn creates a higher tax base for that area. This generates important disparities between regions in Gainesville.

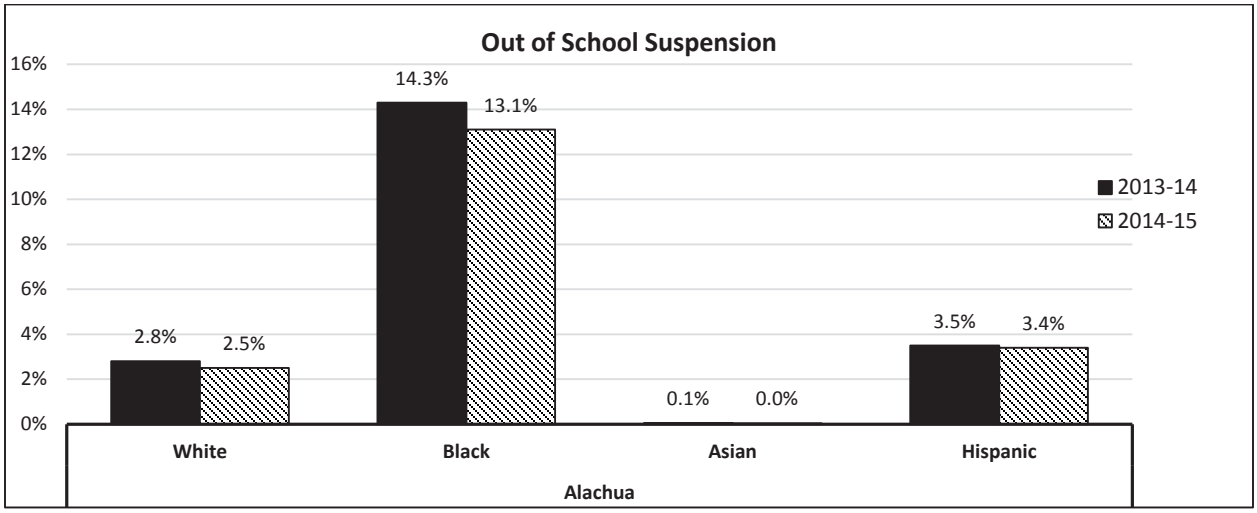
The ability of an area to attract development is critical to bringing in necessary jobs, schools and other services. However, economic development is generally focused on the West side of Gainesville, where minorities are not present because there is very little on the East side to attract developers who are looking for customers with disposable incomes. Moreover, the geography of the East side presents particular difficulties that are absent in the west side. The east side is lower and tends to have more sensitive wetlands, making development difficult in general. In some cases, federal laws that protect these sensitive areas push developers away from the east side into areas that are around the University and primarily on the West side of town, both of which are predominately occupied by Whites.

A second issue is that these pockets of minorities are generally under-resourced in a number of ways. Due to low state and federal funding, for example, teacher pay throughout the county is low, there is low investment in pre-kindergarten programs, and available resources are limited for supplemental programs such as mental health services. This low level of overall funding often affects minority/disadvantaged students disproportionately because they typically have a greater need for such programs.

Additionally, the county budget is restricted. It's not possible to provide adequate social services because the funding to support them is not available. Because Florida is a low-tax state, counties must fund social services themselves. With a large portion of Alachua County off the tax rolls because of the University of Florida and other public institutions, decreased taxes result in decreases services.

Third, in addition to the low investment in education, there are two other factors related to the education system in Alachua County. First, schools pull their student base from the surrounding areas. In neighborhoods that are primarily inhabited by minorities, the result is a student body that is almost entirely composed of minorities. Nationwide, busing students to different neighborhoods was an attempt to integrate different races and create an environment of acceptance between races. Alachua County created magnet schools in minority neighborhoods, thereby attracting higher performing students to these schools; however, when high-performing students are mixed into a group of average or below average minority students, minority's perceptions might be unintentionally reinforced as these minorities perform at lower levels than the students bused in. Minorities who see these high performers may then become discouraged if they mistakenly attribute these differences to race. A second issue is out-of-school suspensions. When a student is removed from school, they quickly fall behind in their classwork, and may also develop a resentment towards the school system. Both of these factors make the student more likely to be disruptive a second time. When they are suspended they are also more likely to be at home alone, which can create a difficult situation for the child. If a student is suspended and must stay at home without any supervision, they are much more likely to create problems that get reported to the police.[26]

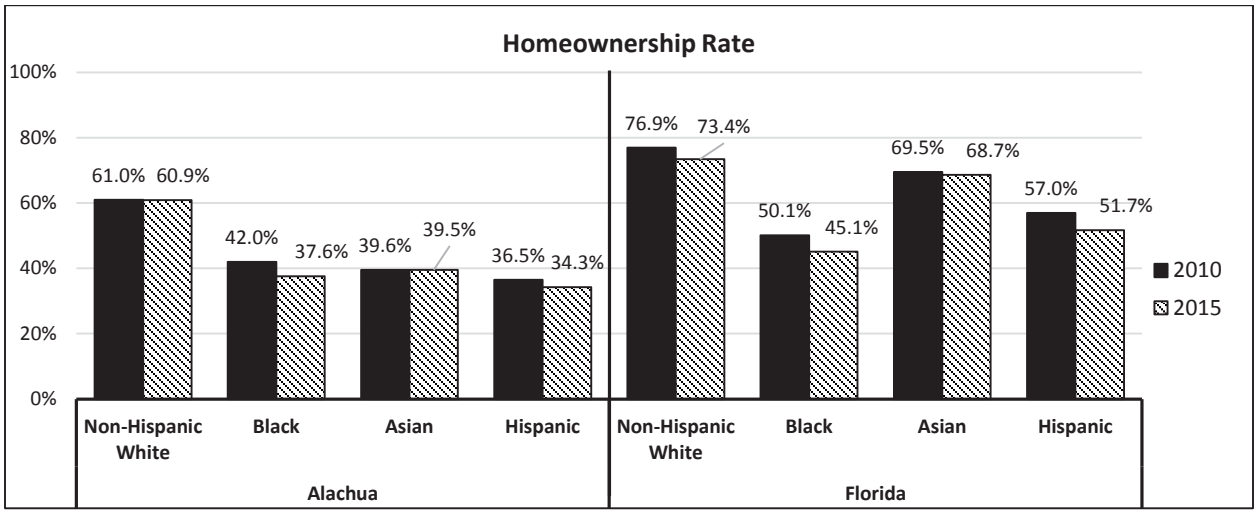
[26]Alachua County Public Schools has implemented policies and programs that have reduced out-of-school suspensions among all students, most significantly among African-American students.



Source: Florida Department of Education.

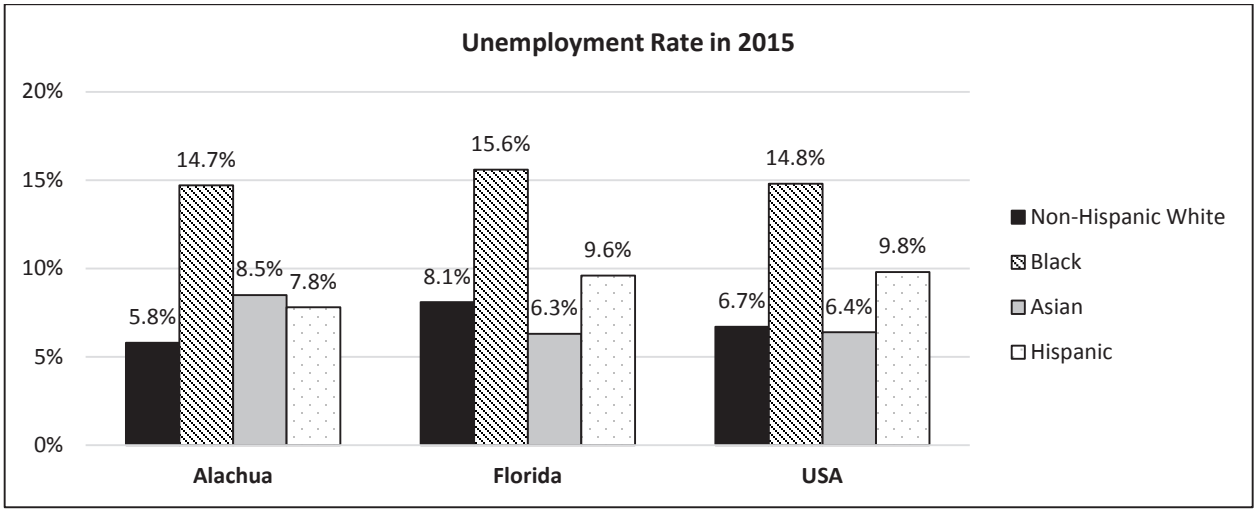
Fourth, though minority populations have lived in this area for generations; they haven't been able to accumulate wealth to pass on to future generations. Wealth and income are very different issues. Wealth includes assets that a person can draw upon in a time of need. Owning a home or property of any sort allows a person to have collateral for a loan if an emergency were to happen. The homes on the east side of Gainesville, where a large portion of minorities live, are worth far less than those in other areas of the city. This reduces the resources available to minority families in a time of emergency. As mentioned previously, the lack of wealth also drives development away from the area because businesses want customers who are able to afford their products and who can make purchases on a regular basis. This lack of wealth also reduces the tax base that can be used for schools and other basic needs.

A fifth issue in Alachua County is related to the labor market. A mismatch exists between the skills acquired and the skills needed. On the supply side, there is a disproportionately higher percentage of minorities with lower educational levels



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

and skills. This disproportionality is most pronounced among African Americans.[27] On the demand side, approximately two-thirds of the jobs require postsecondary vocational training, an associate's or higher college degree.[28] Furthermore, the highest paying occupations represent one-third of the jobs in the county and are in occupations such as legal; health diagnosing and treating practitioners and other healthcare technical; management, business, and financial; and computer, engineering, and science and most of these jobs require a fairly high degree of education.[29] And while jobs exist for both higher and lower skill workers, the labor market shows a higher unemployment rate for lower skill workers in the county.[30] One possible contributing factor to this disparity is that some of the lower skill jobs in the area could employ residents without a higher level of education, but they are sometimes filled with college students who have some advantages over lower skill minority applicants in the eyes of employers. College students can be highly flexible with their schedule and usually have an advanced knowledge of technology that may reduce training costs.



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

[27] According to the 2011-2015 American Community Survey (ACS) 5-year estimates, around 46.2 percent of non-Hispanic Whites have a bachelor's degree or higher and only 5.2 percent have less than high school diploma in Alachua County. In contrast, 16.3 percent of African Americans have a bachelor's degree and 15.4 percent have less than a high school diploma. Around 39.7 percent of Hispanics have a bachelor's degree or higher and only 9.5 percent have less than a high school diploma.

[28] According to the estimates of employment by occupation in 2015 from the Florida Department of Economic Opportunity, around 30.1 percent of jobs require a minimum educational level of postsecondary vocational training to enter the occupation, 37.3 percent require at least an associate's degree, and 30.2 percent require a high school diploma or less.

[29] Occupational categories are according to the U.S. Standard Occupational Classification System. According to the 2011-2015 American Community Survey (ACS) 5-year estimates, the estimated median earnings in the past 12 months (in 2015 dollars) for legal occupations was $62,778, for health diagnosing and treating practitioners and other healthcare technical occupations was $63,222, for management, business, and financial occupations was $49,841, and for computer, engineering, and science occupations was $46,363. These occupations account for 30.9 percent of the total employment in the county. Required educational level data on jobs and occupations are from Florida Department of Economic Opportunity.

[30] According to the 2011-2015 American Community Survey (ACS) 5-year estimates, around 16.9 percent of those with less than a high school diploma were unemployed in Alachua County, while only 8 percent of those with a high school diploma, 7.5 percent of those with some college or an associate's degree, and 2.9 percent of those with a bachelor's degree or more were unemployed.

Finally, employment for anyone convicted of a crime is more difficult because having a criminal record is a strike against them for most employers. African-American men are disproportionally affected because there is a larger percentage of African-American men incarcerated around the country, including in Alachua County. Moreover, the county has a "war on drugs." Although drug use is fairly equally split among races,[31] African-Americans are more likely to be caught with low levels of narcotics or other drugs. One reason is because they are more likely to use drugs in public spaces. Moreover, African-Americans are also more likely to be caught because police patrol minority neighborhoods more. Given the limited resources to control crime, law enforcement uses statistical tools to identify areas of high crime and patrol those areas more often. An area that is patrolled more often is more likely to result in more arrests.

Community Plaza, Gainesville, Florida

[31] According to the Centers for Disease Control and Prevention, in 2015, the use of illicit drugs among people aged 12 and over was 10.2 percent for Whites, 12.5 percent for African American, 9.2 percent for Hispanic, and 4 percent for Asians, https://www.cdc.gov/nchs/data/hus/hus16.pdf#050

SECTION VI: FROM THE VIEWS AND EXPERIENCES OF MINORITY GROUPS IN ALACHUA COUNTY

As part of our qualitative analysis, we conducted a focus group with African-Americans and a series of one-on-one in-person interviews with residents other than Blacks to understand the extent, causes, and potential solutions for racial disparities from their views and experiences. Both Blacks and the other resident minorities hold very similar views about their experience related to racial inequity, and the small discrepancies can be seen as complementary to each other.

In the focus groups, participants acknowledge that they live with inequality on a daily basis. First, African-Americans feel that there is a tradition of racism and mention that this historic background is an important factor maintaining the disparities. Nonetheless, they agree that although progress has been made, this progress isn't enough to say that racism no longer exists in Alachua County. Second, they firmly believe that racism exists in African-American interactions with both the justice system and the way African-Americans are treated in the educational system.

One of the biggest areas of disparities is in African-Americans' dealing with law enforcement. Law enforcement is often seen as biased and unfair in their treatment of African-Americans, and this is generally attributed to racism. One specific request while discussing this issue was about educating the African-American population on legal issues. Understanding the law is seen as a way to reduce the fear that African-Americans feel around law enforcement.

In addition, they understand that having a record creates problems when minorities apply for jobs. In fact, they noted that finding employment is a stressful event as well, and especially difficult when an African-American has a criminal record.

> *"They should have a program for Black men when they come out of prison to help them get a job."*
>
> *(Participant in the focus group)*

Participants recognize that the primary solution to the problem of inequality is education, and noted that children should be encouraged and helped to complete their high school education at a minimum. They also mentioned that the zero tolerance polices affect them and would like schools to deal with behavioral problems internally without involving the justice system. There is a wide recognition of the idea that a child may be having problems in school for reasons related to the child's home environment. For example, the lack of proper food and clothing was often mentioned as an influence for when a child may act out. Problems within the family or the absence of a family member was also cited as a source of stress for African-American children. African-Americans feel that they are

not treated equally in standardized testing, mentioning that the testing language is biased against African-American children.[32]

Minorities other than Blacks also understand that children need to focus on education. They see education offering their children the best chance for success, but work schedules and other personal issues can often greatly hinder these parents' ability to provide this support. Nevertheless, they take responsibility for their child's education, but also realize that teachers play an important role as well. Furthermore, they also noted that some schools are not getting the resources they need to give students a well-rounded education.

Finally, like African-Americans, other minorities are aware of the difficulty of getting jobs in the county, and they also believe that college students are taking the jobs they want.

> *"It's very hard getting a job because more of the college students are coming in. They would rather give the job to a college student than to have the people who live here working."*
> *(Participant in the one-on-one interviews)*

[32] Testing policies are governed for the most part by state requirements.

SECTION VII: GENERAL CONCLUSIONS

As portrayed by the quantitative data, greater disparities appear in terms of economic well-being, education, and involvement in the justice system. From our qualitative analysis, the insights and opinions from the experts were very valuable in highlighting the factors and forces behind the disparities in Alachua County. Furthermore, the minority group residents of the county also complemented our understanding of such forces and factors.

Racial inequity is a massive tangle of issues that are deeply connected and all potential solutions are constrained by the available resources. An important lesson from this project is that all these factors and forces are interconnected and cannot be pulled apart. While an improvement in one area might be possible, it can be negated by other connecting factors that may have resources drawn away from them in an effort to improve that one area. Nonetheless, there are two areas that are worth attention.

First, both the experts and minorities widely recognize that providing a high quality educational experience for them will have a significant impact. A successfully educated resident will have a higher lifetime income, more and better employment opportunities, and is less likely to become involved with the criminal justice system. Additional education beyond a high school diploma is recognized as beneficial, but a high school diploma is perceived to be the baseline. Moreover, going to college is not necessary to get a good job, but getting good skills training is essential.

Second, finding employment is often seen as a challenging task by minority residents. More jobs are needed that pay a living wage; more employers are needed who are willing to hire minorities, even those with a criminal record. Jobs are essential to lift people out of poverty, improve educational outcomes, and reduce crime.

Data Collection

For this project, we have compiled 50 different variables into seven categories: economic well-being, child welfare, education, family structure, health status, housing and transportation, and involvement in the justice system. All of the data on economic well-being, along with multiple other variables (including geographic mobility and some family structure data) come from the U.S. Census Bureau's American Community Survey (ACS). We used both one-year and five-year estimates for each variable. For child welfare, we relied heavily on the trend reports by the Florida Department of Children and Families. Information on education was collected from the Florida Department of Education PK-12 Public School Data Publications and Reports and Alachua County Public Schools. Health status and some family structure data are from the Bureau of Vital Statistics provided by the Florida Department of Health, Division of Public Health Statistics and Performance Management. National health data were collected from the Centers for Disease Control's National Vital Statistics Report. Measures on crime are from Florida Department of Juvenile Justice, Florida Department of Corrections Agency Annual Reports, Florida Department of Law Enforcement Uniform Crime Reports; county data are from special reports generated by the Florida Department of Corrections, and national data is from the FBI Uniform Crime Report.

Many of the data we used did not have breakdowns from the five race categories or were grouped differently; because of this, we were not able to get data for some of the races on some of the variables. For all of the data from the American Community Survey, we graphed Hispanics instead of others for the disparity ratio because of the low population of others. The disparity ratio is the value of an indicator for a particular minority group at a particular geographic level divided by the value of the same indicator for non-Hispanic Whites at the same geographic level. For some indicators, because we were unable to identify the non-Hispanic White population, the ratio was calculated using the White population.

APPENDIX A
DATA TABLES ON DISPARITY MEASURES

APPENDIX A

DATA TABLES ON DISPARITY MEASURES

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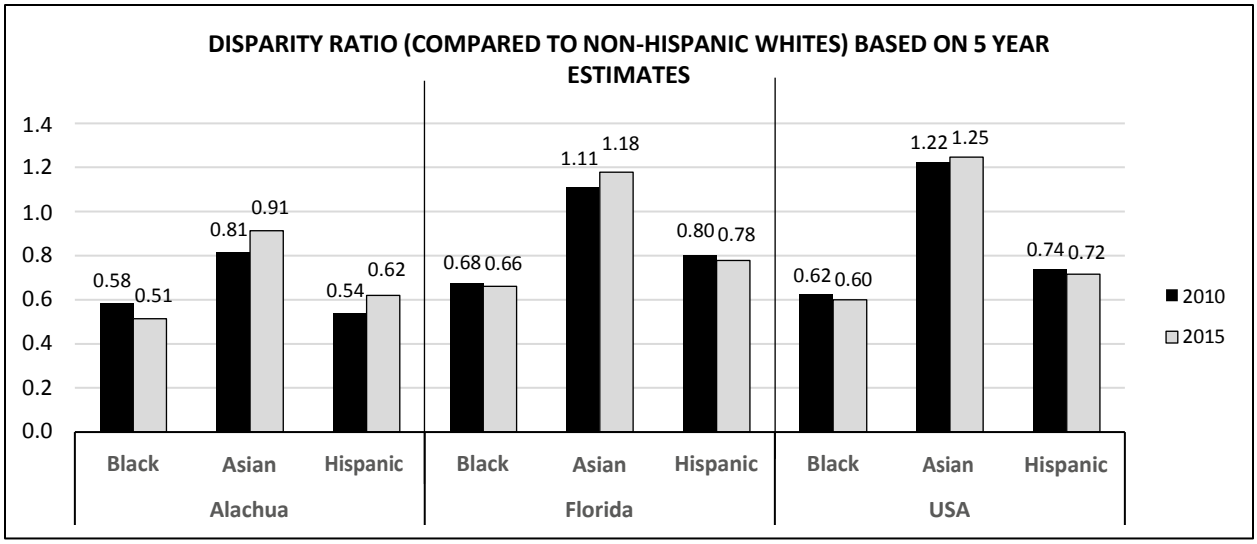
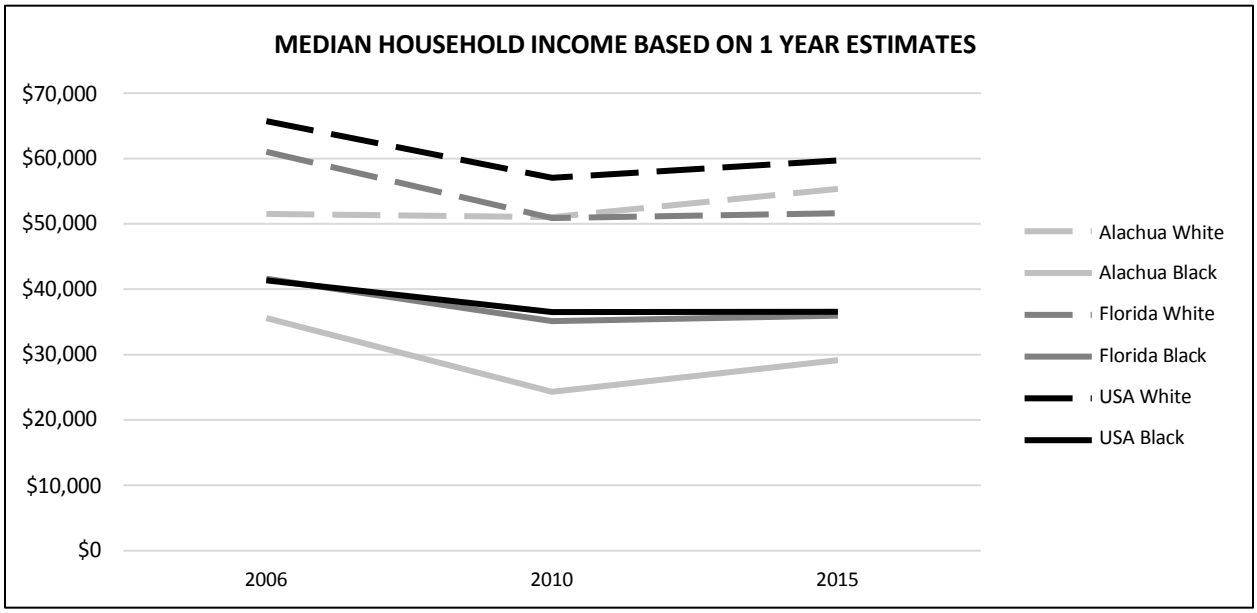
REAL MEDIAN HOUSEHOLD INCOME

Real Median Household Income (in 2015 dollars) (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
Non-Hispanic White	$50,740	$51,740	$56,653	$52,510	$61,376	$59,542
White	$49,021	$50,142	$54,691	$50,308	$59,781	$57,407
Black	$29,583	$26,561	$38,258	$34,664	$38,254	$35,695
Asian	$41,304	$47,236	$62,846	$61,880	$74,946	$74,245
Hispanic	$27,179	$32,105	$45,389	$40,851	$45,146	$42,651

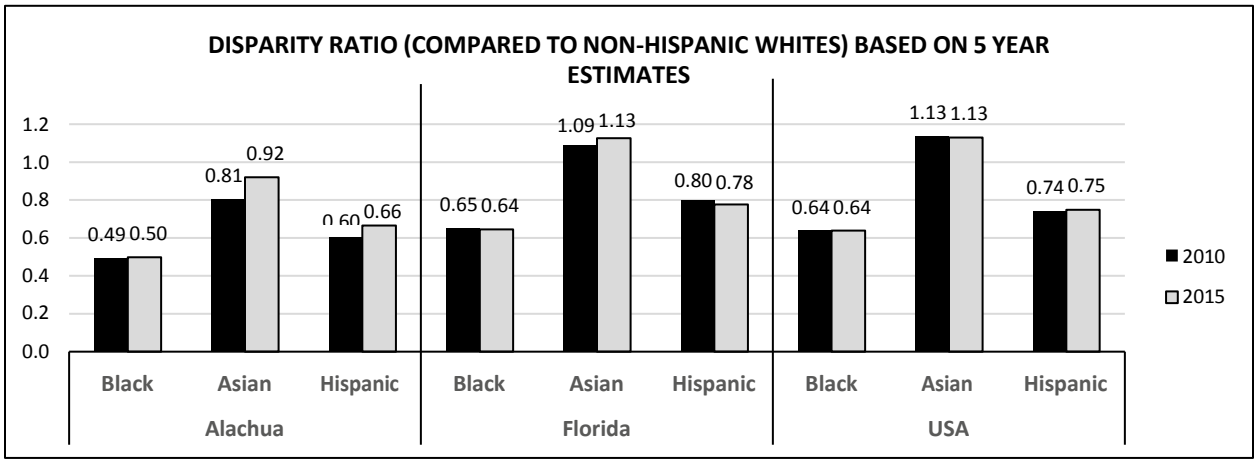


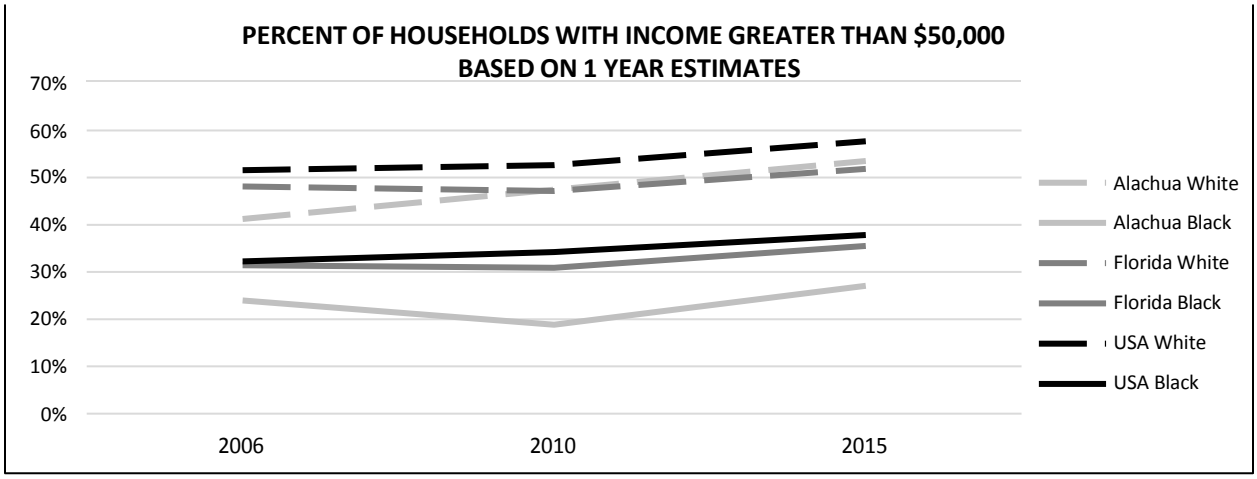


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race. Income was adjusted to 2015 dollars.

INCOME DISTRIBUTION

Households with income greater than $50,000 (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White	**47.02%**	**51.60%**	**52.08%**	**52.56%**	**55.68%**	**57.65%**
Non-Hispanic White	31,722	33,592	2,476,855	2,468,386	45,232,704	46,679,560
Non-Hispanic White Households	67,468	65,107	4,756,221	4,696,110	81,235,589	80,971,346
% White	**45.63%**	**50.13%**	**50.31%**	**50.31%**	**54.50%**	**56.23%**
White	33,183	35,903	2,905,200	2,957,389	48,528,938	50,974,240
White Households	72,721	71,620	5,774,503	5,877,996	89,046,111	90,647,126
%Black	**23.24%**	**25.71%**	**33.81%**	**33.86%**	**35.56%**	**36.74%**
Black	4,065	4,532	322,828	338,882	4,842,692	5,212,991
Black Households	17,488	17,628	954,842	1,000,764	13,619,955	14,186,983
%Asian	**37.87%**	**47.44%**	**56.79%**	**59.20%**	**63.16%**	**65.16%**
Asian	1,779	2,198	78,543	91,650	2,842,899	3,302,096
Asian Households	4,698	4,633	138,315	154,822	4,501,393	5,067,711
%Other	**35.18%**	**32.85%**	**40.89%**	**39.25%**	**40.00%**	**40.19%**
Other	452	385	80,328	61,541	2,153,452	1,964,785
Other Households	1,285	1,172	196,433	156,792	5,383,354	4,888,257
%Hispanic	**28.40%**	**34.28%**	**41.55%**	**40.86%**	**41.32%**	**43.08%**
Hispanic	1,877	2,608	517,288	563,864	5,318,814	6,208,559
Hispanic Households	6,609	7,608	1,244,858	1,380,024	12,871,609	14,410,181

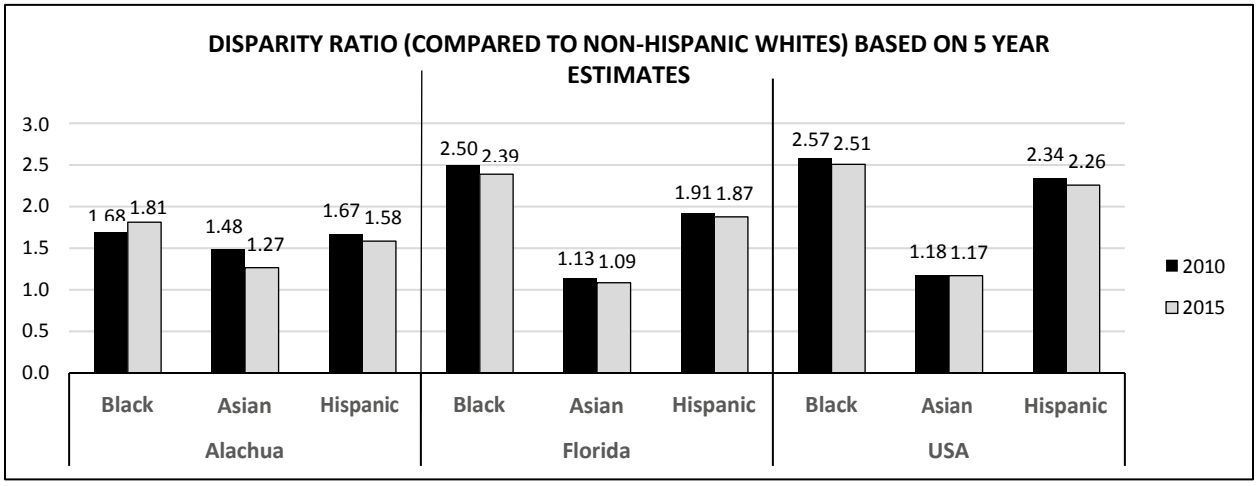


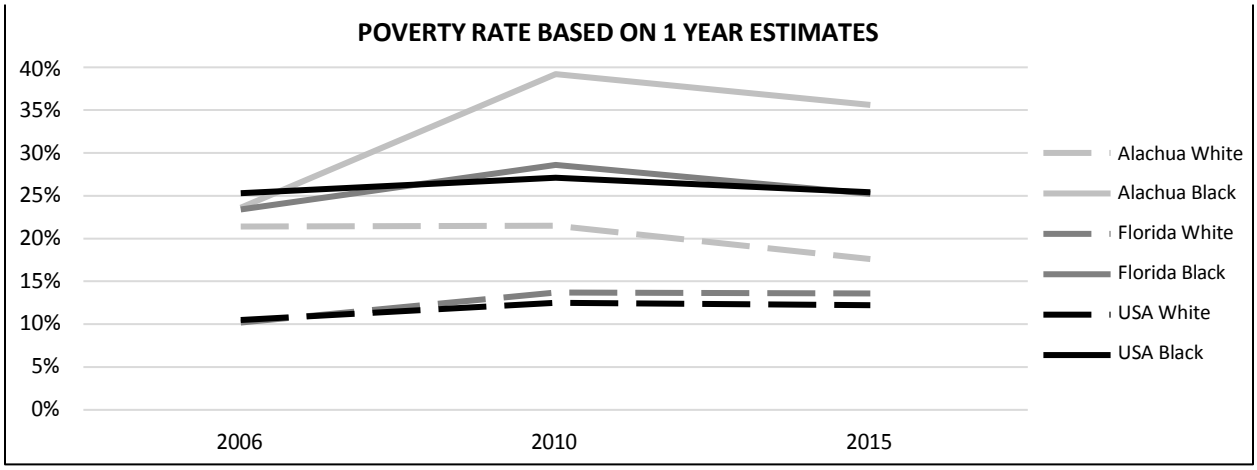


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

POVERTY

Poverty Rate (5 year estimates)	Alachua		Florida		USA	
	2012	2015	2012	2015	2012	2015
% Non-Hispanic White poverty	**19.43%**	**19.68%**	**10.80%**	**11.51%**	**10.29%**	**10.77%**
Non-Hispanic White poverty	28,910	29,631	1,156,327	1,243,305	19,793,842	20,750,471
Non-Hispanic White	148,762	150,598	10,707,783	10,799,808	192,370,509	192,733,727
% White poverty	**20.51%**	**20.79%**	**12.98%**	**13.97%**	**12.11%**	**12.70%**
White poverty	33,620	34,734	1,840,955	2,049,223	27,134,944	28,923,918
White	163,932	167,063	14,179,981	14,666,794	224,145,010	227,741,679
% Black poverty	**32.74%**	**35.65%**	**26.97%**	**27.48%**	**26.49%**	**27.00%**
Black poverty	15,314	17,022	778,263	838,187	9,836,000	10,321,254
Black	46,778	47,747	2,885,546	3,050,172	37,134,083	38,228,746
% Asian poverty	**28.81%**	**24.89%**	**12.21%**	**12.50%**	**12.10%**	**12.57%**
Asian poverty	3,660	3,359	56,060	62,802	1,763,994	2,000,884
Asian	12,702	13,495	458,948	502,595	14,576,301	15,922,215
% Other poverty	**33.49%**	**31.98%**	**24.62%**	**25.54%**	**26.12%**	**26.61%**
Other poverty	1,082	1,129	136,786	140,175	4,556,767	4,678,627
Other	3,231	3,530	555,508	548,903	17,445,705	17,579,704
% Hispanic poverty	**32.44%**	**31.15%**	**20.62%**	**21.58%**	**24.08%**	**24.30%**
Hispanic poverty	6,174	6,419	862,584	991,264	11,920,585	12,915,617
Hispanic	19,034	20,604	4,183,337	4,592,774	49,506,569	53,139,879

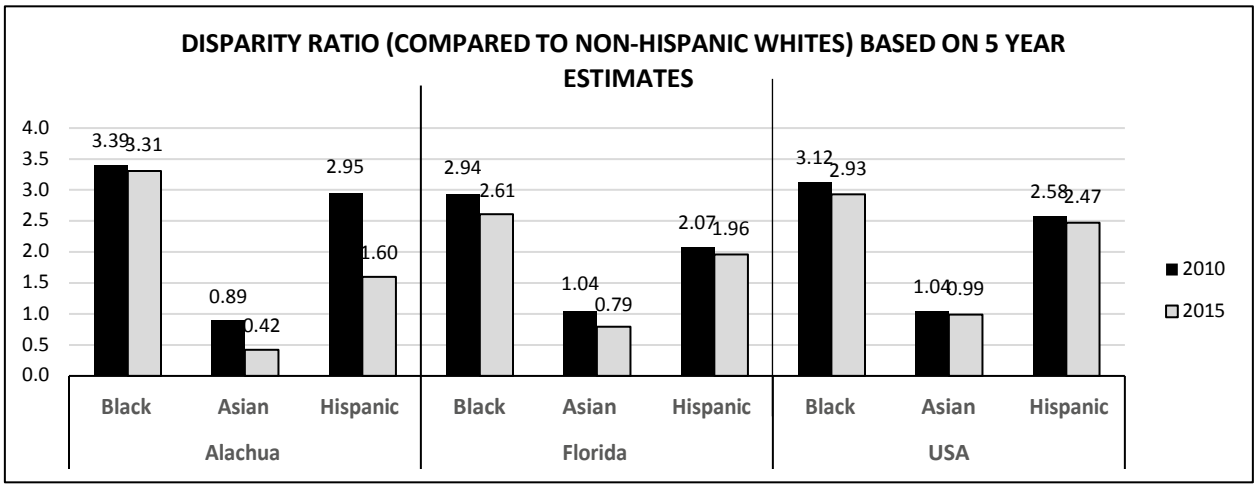


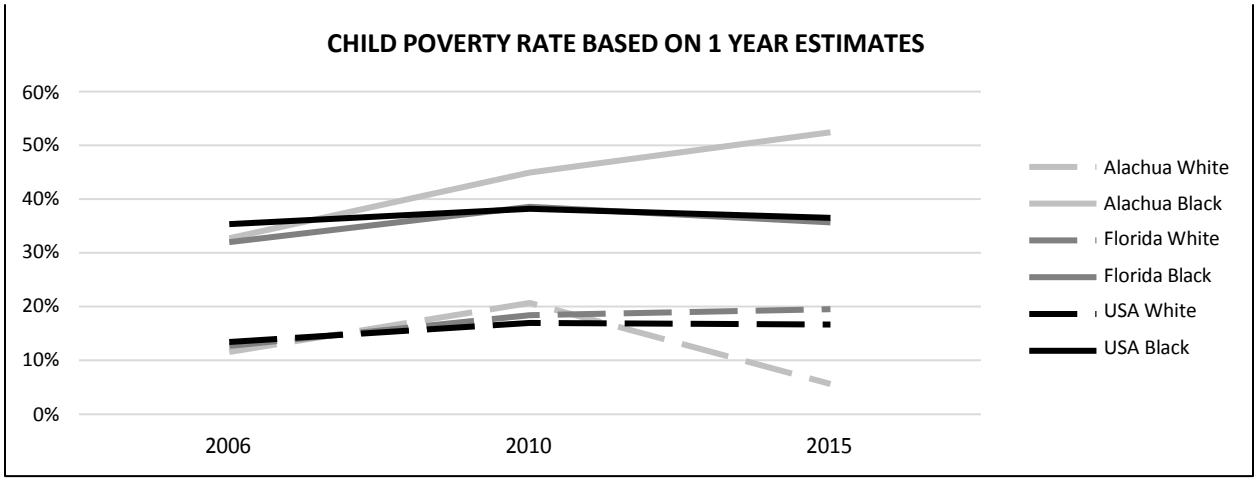


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Hispanic is of any race.

CHILD POVERTY

Child Poverty Rate (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White Children Poverty	**11.07%**	**13.48%**	**11.43%**	**14.84%**	**11.34%**	**13.07%**
Non-Hispanic White Children in Poverty	2,493	3,046	212,793	258,328	4,535,286	4,946,654
Non-Hispanic White Children	22,530	22,589	1,861,616	1,741,275	40,007,344	37,855,863
% White Children Poverty	**12.92%**	**14.20%**	**14.82%**	**19.45%**	**14.64%**	**17.30%**
White Children in Poverty	3,259	3,640	393,783	521,998	7,234,142	8,520,524
White Children	25,226	25,625	2,656,620	2,684,373	49,400,384	49,251,735
% Black Children Poverty	**37.55%**	**44.59%**	**33.55%**	**38.72%**	**35.40%**	**38.31%**
Black Children in Poverty	4,956	5,733	281,022	325,907	3,755,610	3,928,519
Black Children	13,198	12,856	837,530	841,791	10,609,249	10,254,083
% Asian Children in Poverty	**9.85%**	**5.70%**	**11.84%**	**11.73%**	**11.84%**	**12.90%**
Asian Children in Poverty	184	126	11,446	11,732	371,383	432,552
Asian Children	1,868	2,210	96,679	100,018	3,135,702	3,352,929
% Other Children Poverty	**37.80%**	**32.65%**	**26.62%**	**35.45%**	**30.97%**	**35.69%**
Other Children in Poverty	217	239	51,601	50,986	1,921,211	1,908,982
Other Children	574	732	193,829	143,809	6,203,696	5,348,612
% Hispanic Children Poverty	**32.61%**	**21.54%**	**23.63%**	**29.07%**	**29.21%**	**32.29%**
Hispanic Children in Poverty	1,184	908	245,176	336,817	4,685,914	5,646,834
Hispanic Children	3,631	4,215	1,037,424	1,158,574	16,041,074	17,486,951

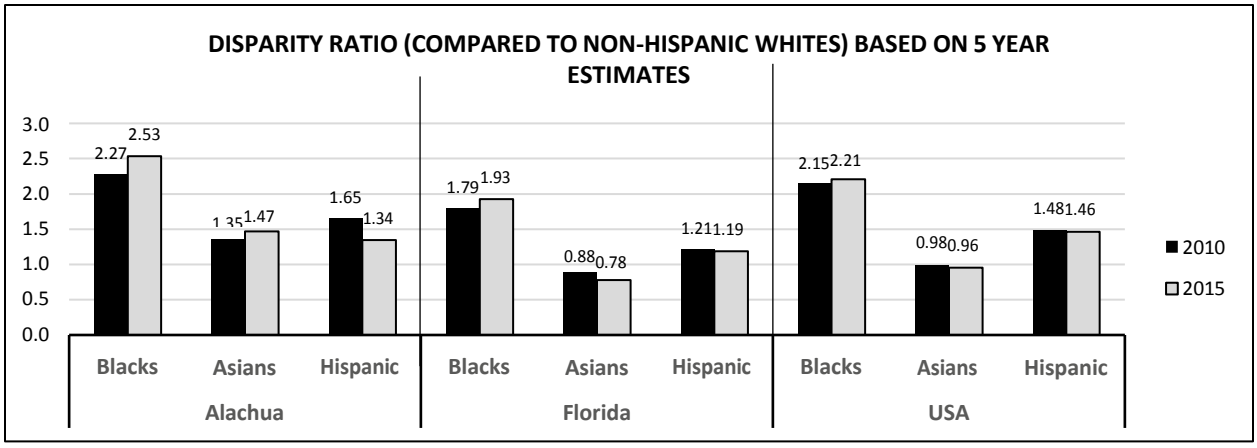


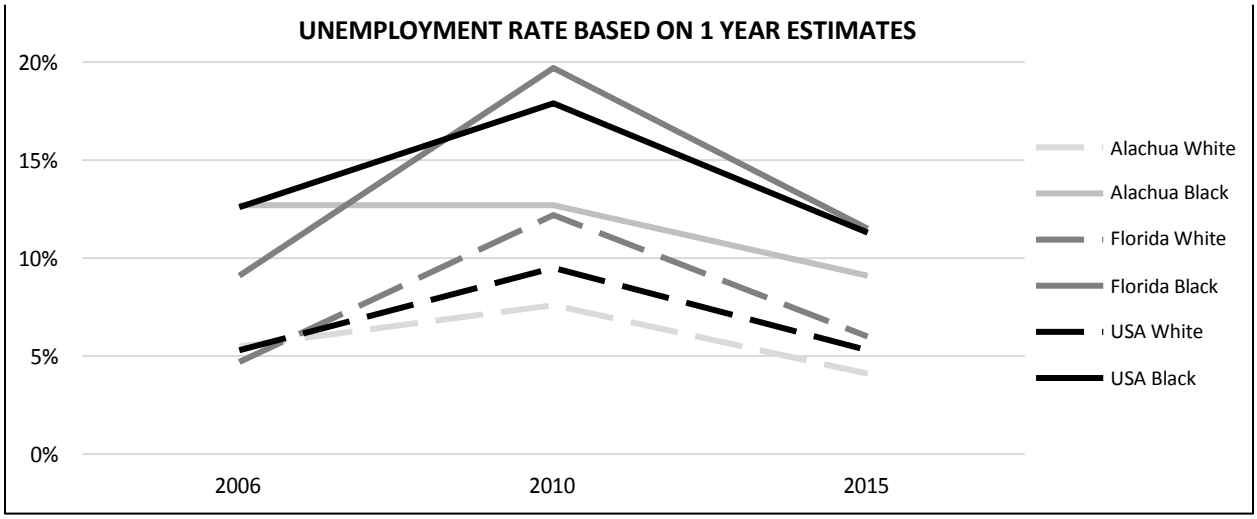


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Hispanic is of any race.

UNEMPLOYMENT RATE

Unemployment Rate (5 years estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic Whites unemployed	**5.10%**	**5.80%**	**7.60%**	**8.10%**	**6.50%**	**6.70%**
Non-Hispanic Whites unemployed	4,336	4,808	411,776	425,339	6,761,766	6,898,695
Non-Hispanic Whites in Labor Force	85,017	82,901	5,418,103	5,251,103	104,027,172	102,965,597
% White unemployed	**5.40%**	**5.90%**	**7.90%**	**8.40%**	**6.80%**	**7.10%**
Whites unemployed	5,007	5,427	556,853	608,583	7,978,969	8,510,115
Whites in Labor Force	92,719	91,975	7,048,776	7,245,031	117,337,773	119,860,776
% Blacks unemployed	**11.60%**	**14.70%**	**13.60%**	**15.60%**	**14.00%**	**14.80%**
Blacks unemployed	2,562	3,351	189,105	236,969	2,520,061	2,824,297
Blacks in Labor Force	22,083	22,796	1,390,480	1,519,033	18,000,436	19,083,091
% Asians unemployed	**6.90%**	**8.50%**	**6.70%**	**6.30%**	**6.40%**	**6.40%**
Asians unemployed	426	596	16,225	16,979	482,954	550,566
Asians in Labor Force	6,170	7,015	242,158	269,512	7,546,149	8,602,596
% Others unemployed	**9.04%**	**11.00%**	**9.97%**	**11.32%**	**10.21%**	**10.99%**
Others unemployed	180	226	36,869	33,716	976,066	977,196
Others in Labor Force	1,990	2,058	369,775	297,976	9,561,231	8,887,661
% Hispanics unemployed	**8.40%**	**7.80%**	**9.20%**	**9.60%**	**9.60%**	**9.80%**
Hispanics unemployed	835	865	188,920	227,090	2,167,686	2,526,287
Hispanics in Labor Force	9,945	11,092	2,053,478	2,365,523	22,580,062	25,778,443

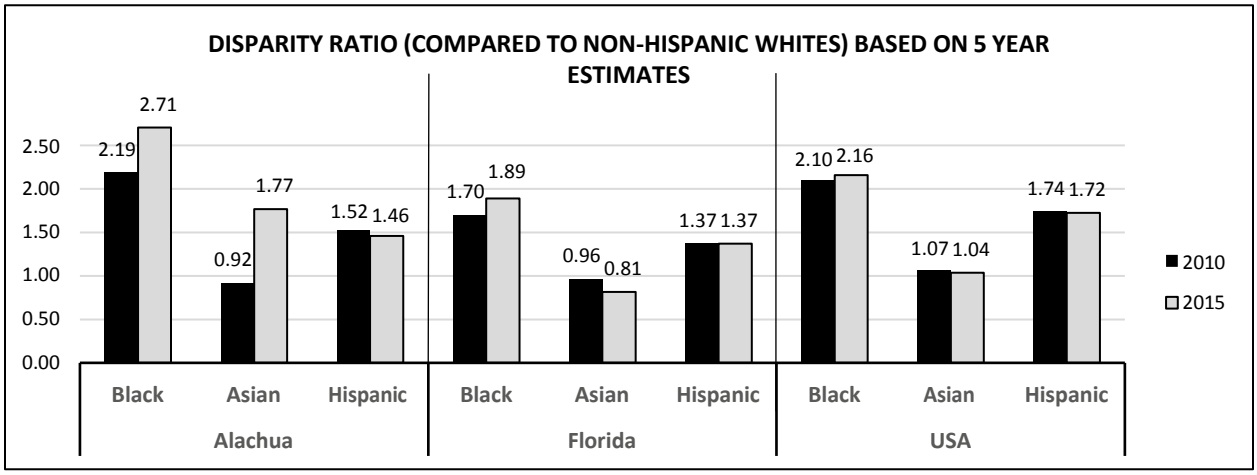


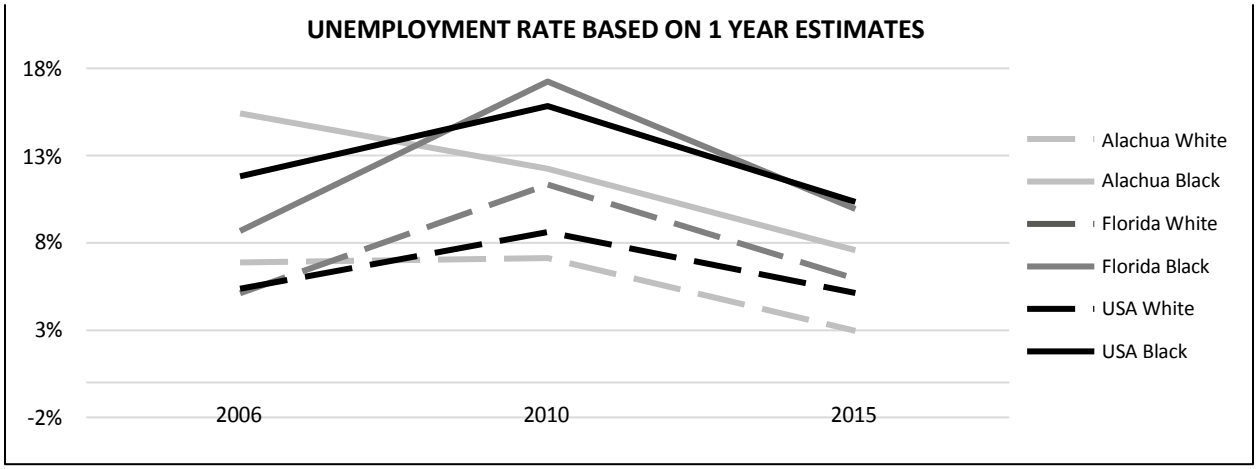


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Hispanic is of any race.

FEMALE UNEMPLOYMENT RATE

Female Unemployment Rate (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White unemployed	**5.25%**	**5.05%**	**7.18%**	**7.53%**	**6.00%**	**6.26%**
Non-Hispanic White unemployed	2,149	2,033	181,732	186,214	2,913,917	3,019,011
Non-Hispanic White in Labor Force	40,911	40,289	2,532,260	2,471,335	48,573,726	48,237,814
% White unemployed	**5.41%**	**5.13%**	**7.70%**	**8.18%**	**6.40%**	**6.76%**
White unemployed	2,419	2,282	251,852	276,695	3,473,488	3,756,293
White in Labor Force	44,744	44,479	3,272,772	3,383,344	54,265,941	55,603,884
% Black unemployed	**11.48%**	**13.65%**	**12.19%**	**14.23%**	**12.61%**	**13.50%**
Black unemployed	1,395	1,773	90,427	115,409	1,215,555	1,376,306
Black in Labor Force	12,148	12,985	741,881	810,933	9,643,235	10,192,353
% Asian unemployed	**4.81%**	**8.92%**	**6.91%**	**6.13%**	**6.40%**	**6.48%**
Asian unemployed	133	294	8,109	8,212	230,083	267,295
Asian in Labor Force	2,764	3,297	117,313	133,860	3,593,119	4,121,828
% Other unemployed	**11.68%**	**6.84%**	**10.88%**	**12.77%**	**11.16%**	**12.23%**
Other unemployed	89	71	16,982	16,885	452,057	466,243
Other in Labor Force	762	1,038	156,027	132,214	4,052,341	3,813,558
% Hispanic unemployed	**8.00%**	**7.37%**	**9.85%**	**10.33%**	**10.43%**	**10.79%**
Hispanic unemployed	386	379	90,776	111,606	1,001,805	1,207,154
Hispanic in Labor Force	4,827	5,145	921,794	1,079,896	9,601,534	11,190,876

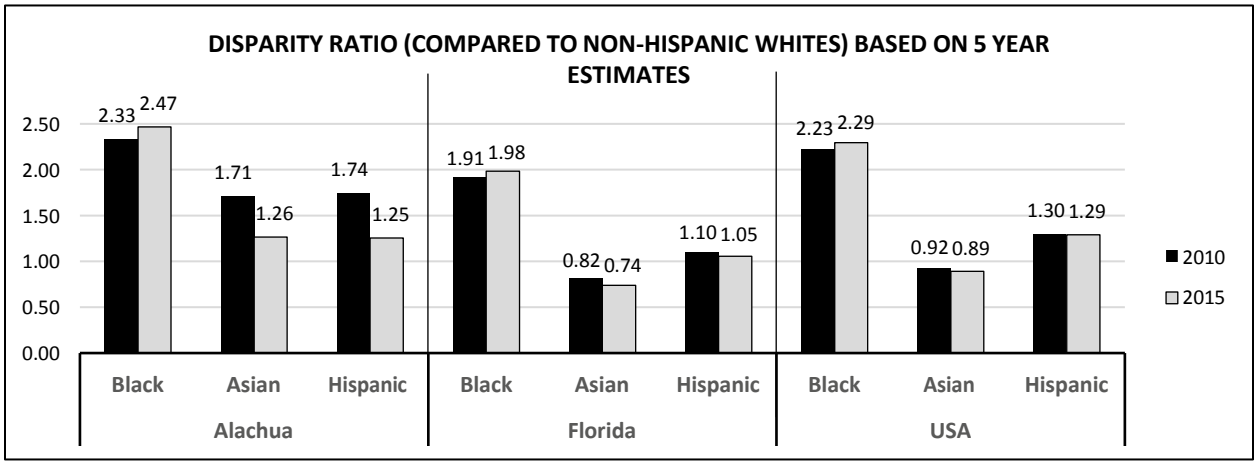


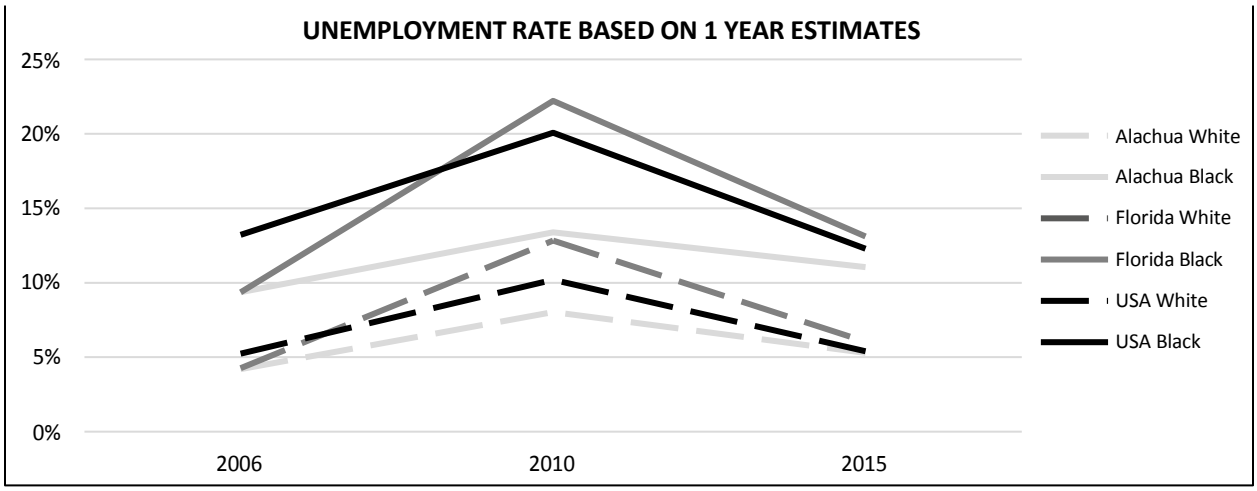


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

MALE UNEMPLOYMENT RATE

Male Unemployment Rate (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White unemployed	**5.01%**	**6.51%**	**7.88%**	**8.54%**	**6.86%**	**7.00%**
Non-Hispanic White unemployed	2,211	2,776	227,142	237,607	3,804,833	3,828,261
Non-Hispanic White in Labor Force	44,103	42,662	2,882,472	2,781,724	55,459,255	54,708,256
% White unemployed	**5.34%**	**6.60%**	**8.01%**	**8.59%**	**7.08%**	**7.23%**
White unemployed	2,560	3,132	302,053	331,510	4,465,882	4,642,437
White in Labor Force	47,966	47,471	3,772,818	3,860,446	63,096,449	64,186,447
%Black unemployed	**11.69%**	**16.05%**	**15.05%**	**16.95%**	**15.27%**	**16.06%**
Black unemployed	1,161	1,574	97,468	119,976	1,275,538	1,428,619
Black in Labor Force	9,933	9,805	647,646	707,728	8,350,620	8,897,939
%Asian unemployed	**8.58%**	**8.22%**	**6.44%**	**6.31%**	**6.31%**	**6.24%**
Asian unemployed	292	306	8,034	8,562	249,356	279,869
Asian in Labor Force	3,405	3,722	124,727	135,678	3,948,813	4,487,337
%Other unemployed	**7.33%**	**15.28%**	**9.18%**	**10.08%**	**9.40%**	**10.00%**
Other unemployed	90	156	19,602	16,709	518,405	506,941
Other in Labor Force	1,227	1,021	213,552	165,831	5,514,221	5,070,021
%Hispanic unemployed	**8.73%**	**8.16%**	**8.67%**	**9.01%**	**8.90%**	**9.02%**
Hispanic unemployed	447	485	98,070	115,949	1,155,685	1,315,728
Hispanic in Labor Force	5,119	5,942	1,130,988	1,287,339	12,990,762	14,590,968

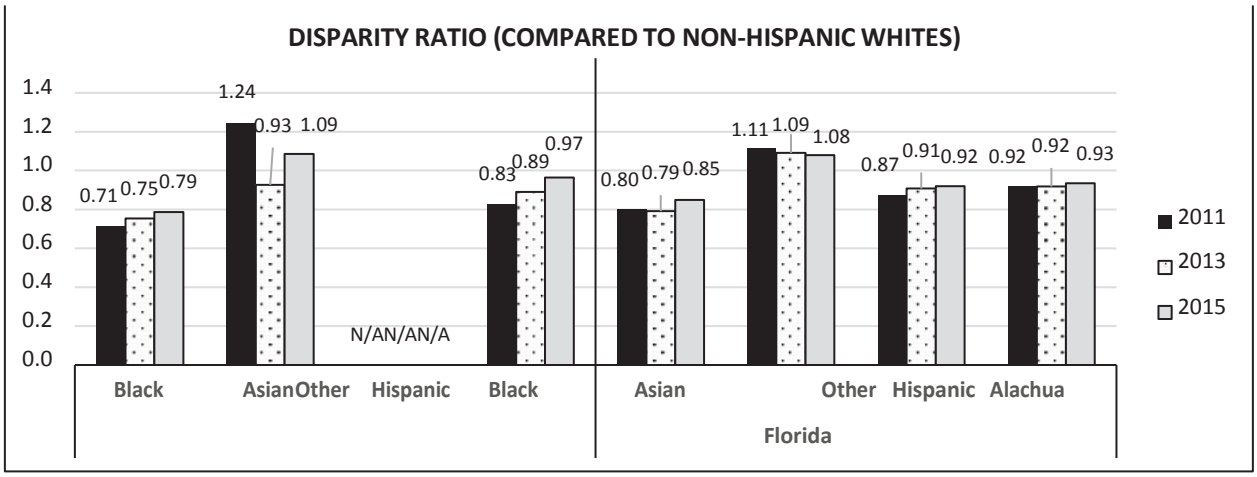


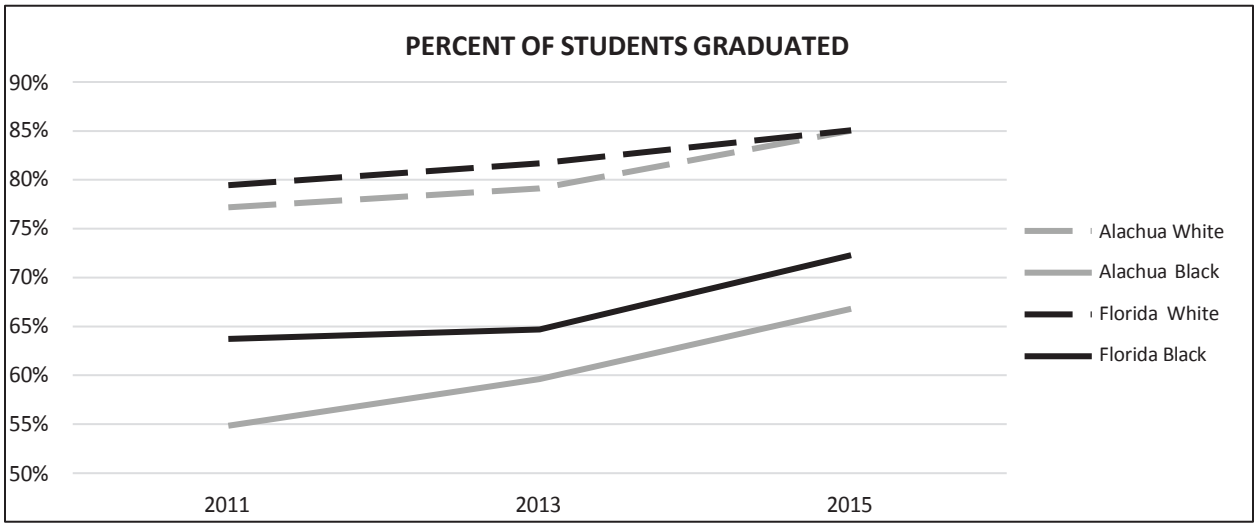


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

HIGH SCHOOL GRADUATION RATE

High School Graduation Rate	Alachua			Florida		
	2011	2013	2015	2011	2013	2015
% Non-Hispanic White graduated	**77.18%**	**79.11%**	**85.03%**	**79.45%**	**81.69%**	**85.08%**
Non-Hispanic White graduates	849	822	858	72,345	71,349	71,990
Non-Hispanic White Students	1,100	1,039	1,009	91,057	87,344	84,619
% Black graduated	**54.84%**	**59.62%**	**66.82%**	**63.72%**	**64.69%**	**72.29%**
Black graduates	436	412	449	27,660	28,781	31,756
Black Students	795	691	672	43,408	44,493	43,926
% Asian graduated	**95.77%**	**73.33%**	**92.41%**	**88.48%**	**89.18%**	**91.89%**
Asian graduates	68	11	73	4,370	4,565	4,930
Asian Students	71	15	79	4,939	5,119	5,365
% Other graduated	**N/A**	**N/A**	**N/A**	**69.33%**	**74.21%**	**78.23%**
Other graduates	N/A	N/A	N/A	425	702	812
Other Students	N/A	N/A	N/A	613	946	1,038
% Hispanic graduated	**63.70%**	**70.48%**	**82.07%**	**72.97%**	**75.00%**	**79.46%**
Hispanic graduates	86	117	151	32,682	39,893	45,647
Hispanic Students	135	166	184	44,790	53,190	57,450

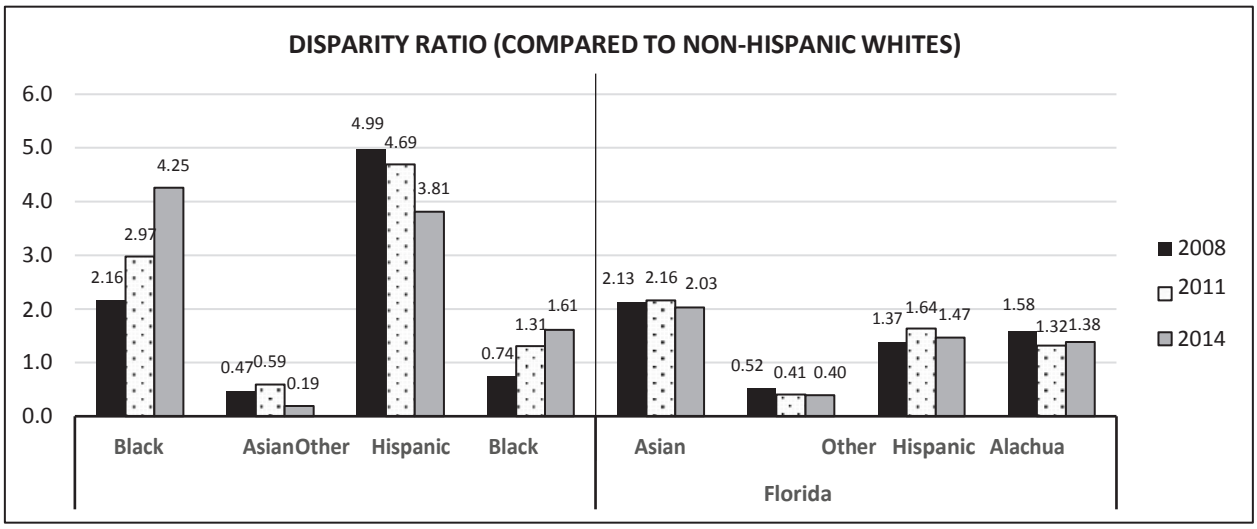


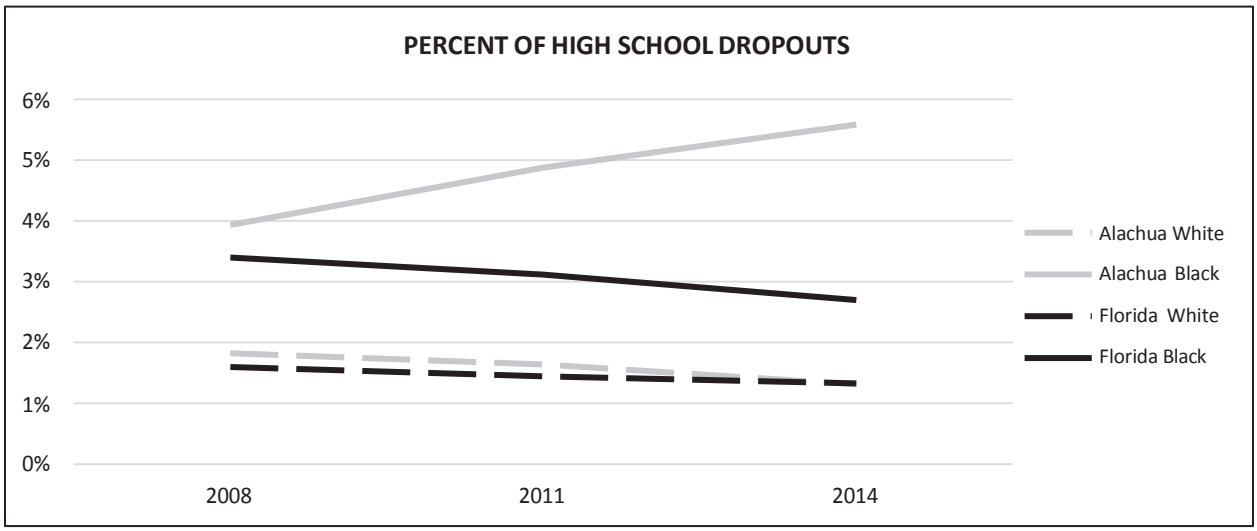


Notes: Data from the Florida Department of Education. Other is a sum of American Indian and Pacific Islander. Data is not reported when the total number of students in a group is fewer than 10. Year indicates start year of school year.

HIGH SCHOOL DROPOUTS

High School Dropouts	Alachua			Florida		
	2008-09	2011-12	2014-15	2008-09	2011-12	2014-15
% Non-Hispanic White dropouts	**1.82%**	**1.64%**	**1.31%**	**1.60%**	**1.44%**	**1.33%**
Non-Hispanic White dropouts	86	73	58	6,701	5,466	4,858
Non-Hispanic White students	4,717	4,455	4,418	419,537	378,484	365,560
% Black dropouts	**3.93%**	**4.87%**	**5.59%**	**3.40%**	**3.12%**	**2.70%**
Black dropouts	149	160	174	7,769	6206	5,430
Black students	3,787	3,283	3,115	228,547	199,115	201,234
% Asian dropouts	**0.86%**	**0.97%**	**0.25%**	**0.83%**	**0.59%**	**0.53%**
Asian dropouts	3	3	1	176	127	121
Asian students	349	310	402	21,229	21,584	22,956
% Other dropouts	**9.09%**	**7.69%**	**5.00%**	**2.19%**	**2.36%**	**1.95%**
Other dropouts	1	1	1	59	101	90
Other students	11	13	20	2,692	4,272	4,619
% Hispanics dropouts	**1.36%**	**2.14%**	**2.12%**	**2.53%**	**1.90%**	**1.84%**
Hispanics dropouts	8	15	17	5,377	4328	4,753
Hispanics students	589	701	803	212,663	227,455	258,350

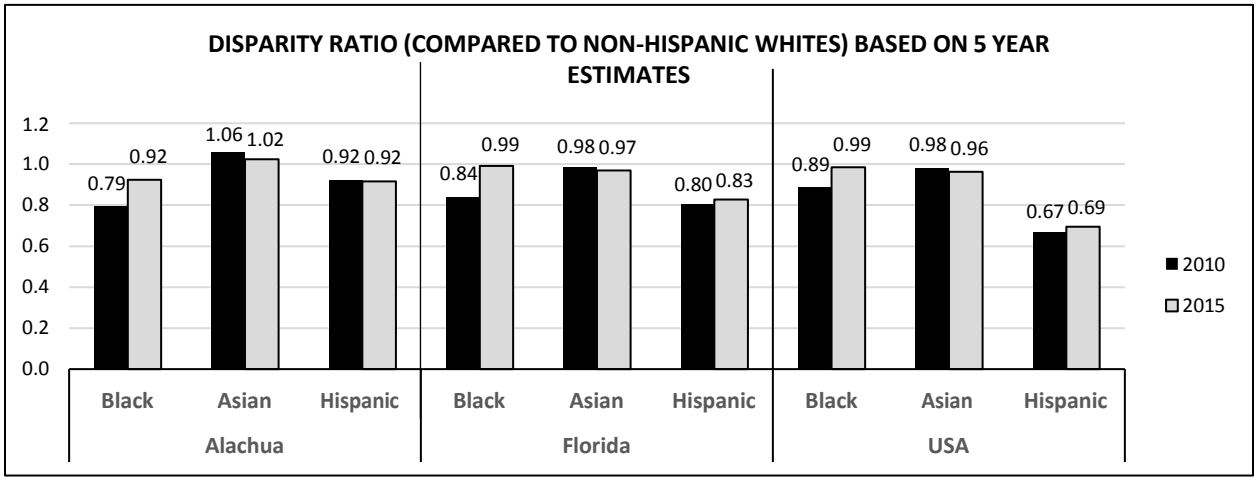


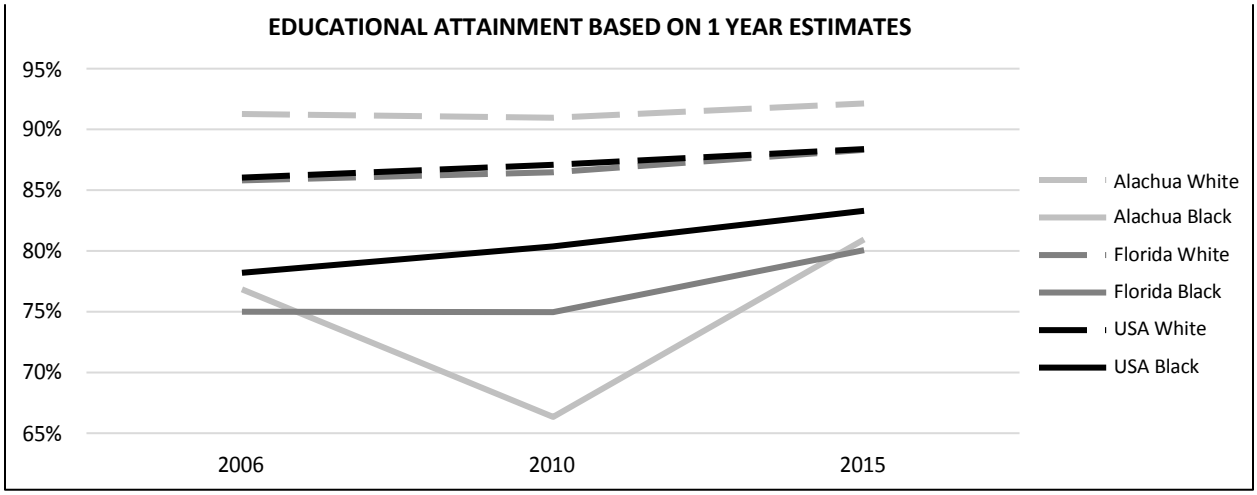


Notes: Data from the Florida Department of Education. Data is not reported when the total number of students in a group is fewer than 10. High school is grades 9 to 12. Others is a combination of American Indian and Pacific Islander.

MALE EDUCATIONAL ATTAINMENT

High School Degree or Higher (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White high school or higher	**91.49%**	**94.44%**	**89.70%**	**91.09%**	**89.62%**	**91.28%**
Non-Hispanic White high school or higher	43,865	46,614	3,542,841	3,702,468	59,826,221	62,554,803
Non-Hispanic White	47,947	49,358	3,949,775	4,064,576	66,758,182	68,527,583
% White high school or higher	**91.30%**	**93.89%**	**86.49%**	**87.64%**	**86.76%**	**87.99%**
White high school or higher	46,652	50,275	4,260,256	4,642,078	64,551,779	68,997,895
White	51,095	53,545	4,925,455	5,296,479	74,405,439	78,411,791
% Black high school or higher	**72.52%**	**87.34%**	**75.23%**	**90.36%**	**79.40%**	**89.93%**
Black high school or higher	8,393	10,108	586,125	703,996	8,237,530	9,329,727
Black	11,573	11,573	779,131	779,131	10,374,555	10,374,555
% Asian high school or higher	**96.93%**	**96.70%**	**88.30%**	**88.30%**	**88.06%**	**87.98%**
Asian high school or higher	3,250	3,748	119,352	140,573	3,887,031	4,544,348
Asian	3,353	3,876	135,162	159,195	4,414,321	5,165,344
% Other high school or higher	**71.01%**	**82.50%**	**66.13%**	**70.61%**	**59.19%**	**61.70%**
Other high school or higher	796	910	134,698	121,941	3,229,085	3,227,940
Other	1,121	1,103	203,679	172,686	5,455,638	5,231,378
% Hispanic high school or higher	**84.18%**	**86.52%**	**71.97%**	**75.39%**	**59.86%**	**63.39%**
Hispanic high school or higher	3,428	4,545	868,943	1,091,756	7,668,570	9,500,440
Hispanic	4,072	5,253	1,207,301	1,448,084	12,810,229	14,986,936





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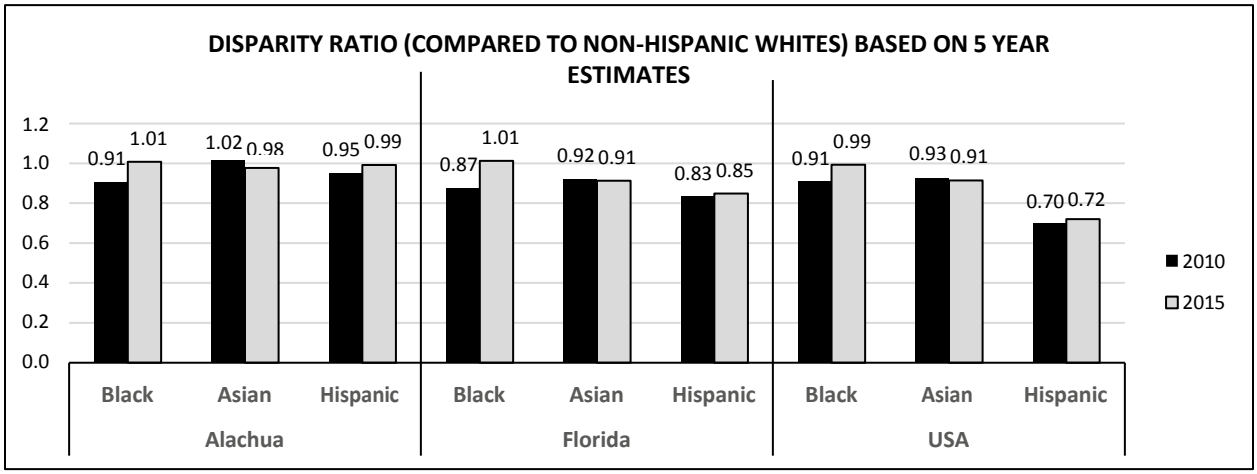
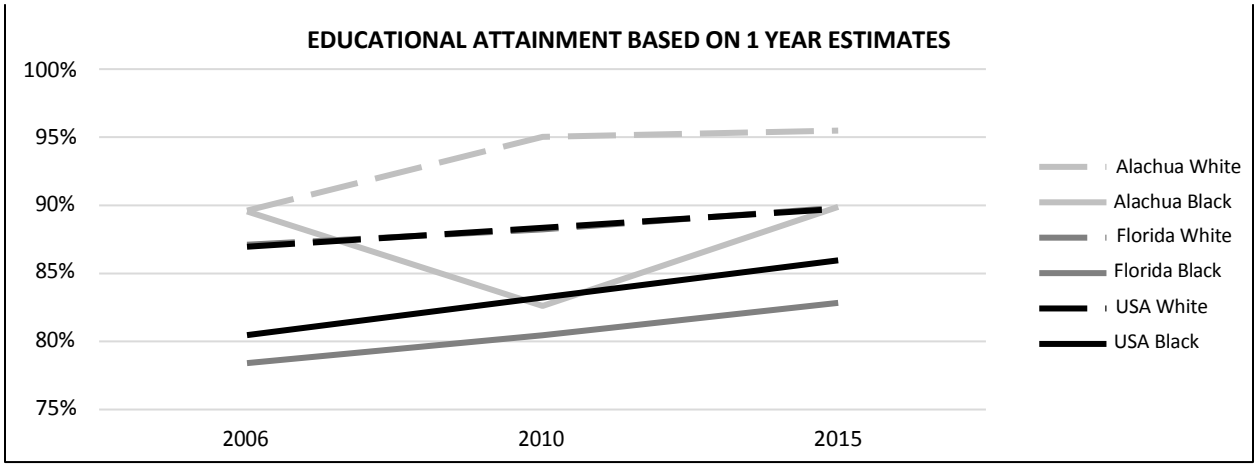
FEMALE EDUCATIONAL ATTAINMENT

High School Degree or Higher (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White high school or higher	**93.02%**	**95.14%**	**90.79%**	**92.40%**	**90.32%**	**92.20%**
Non-Hispanic White high school or higher	46,827	49,905	3,849,403	4,016,862	64,673,100	67,243,516
Non-Hispanic White	50,339	52,457	4,239,957	4,347,476	71,604,022	72,929,100
% White high school or higher	**92.87%**	**95.05%**	**87.88%**	**89.20%**	**87.83%**	**89.27%**
White high school or higher	49,708	54,241	4,667,658	5,073,842	69,718,892	74,107,366
White	53,526	57,068	5,311,235	5,687,980	79,382,813	83,014,963
%Black high school or higher	**84.21%**	**95.93%**	**79.42%**	**93.52%**	**82.08%**	**91.64%**
Black high school or higher	11,887	13,542	723,791	852,333	10,165,021	11,348,977
Black	14,116	14,116	911,357	911,357	12,383,714	12,383,714
%Asian high school or higher	**94.65%**	**92.96%**	**83.61%**	**84.35%**	**83.73%**	**84.27%**
Asian high school or higher	3,311	3,832	139,883	169,146	4,296,749	5,102,942
Asian	3,498	4,122	167,298	200,536	5,131,488	6,055,152
%Other high school or higher	**87.04%**	**90.72%**	**73.81%**	**75.11%**	**62.54%**	**64.66%**
Other high school or higher	927	890	145,273	129,822	3,304,639	3,261,045
Other	1,065	981	196,812	172,837	5,283,904	5,043,337
%Hispanic high school or higher	**88.47%**	**94.39%**	**75.73%**	**78.41%**	**63.20%**	**66.42%**
Hispanic high school or higher	3,781	5,198	984,083	1,218,958	8,060,655	9,939,458
Hispanic	4,274	5,507	1,299,535	1,554,595	12,753,421	14,965,363





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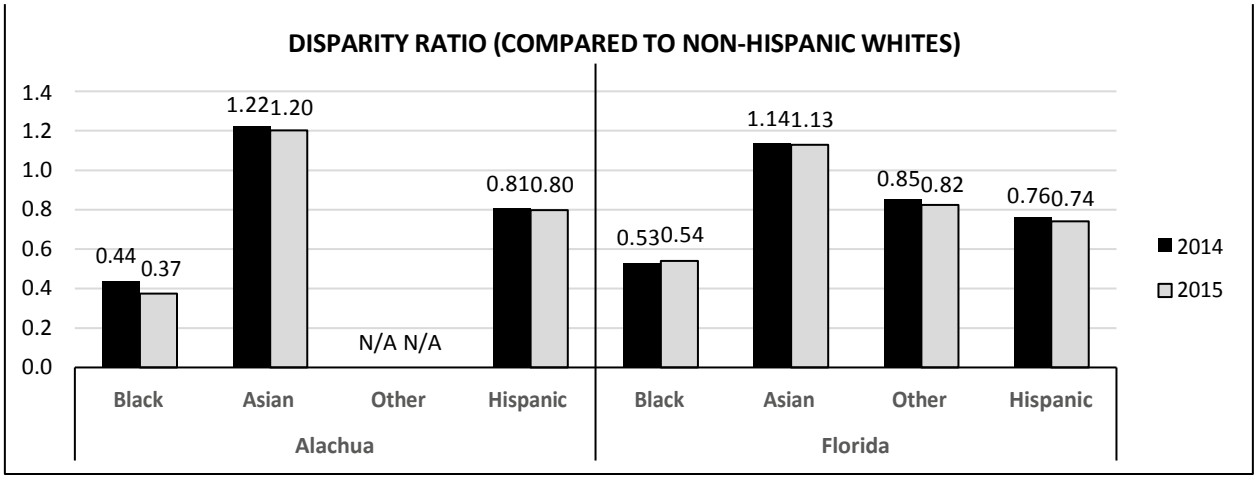
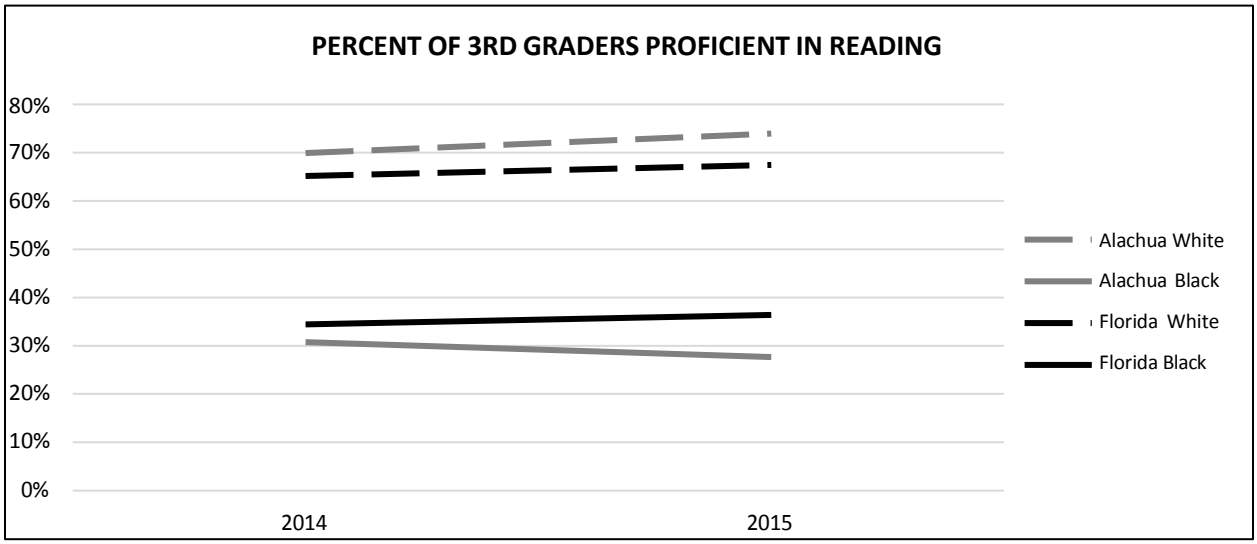
3RD GRADERS PROFICIENT IN READING

3rd Graders Proficient in Reading	Alachua		Florida	
	2014	2015	2014	2015
% Non-Hispanic White 3rd graders proficient in reading	**69.92%**	**73.96%**	**65.17%**	**67.46%**
Non-Hispanic White 3rd graders proficient	644	693	53,603	55,736
Non-Hispanic White 3rd graders	921	937	82,252	82,620
% Black 3rd graders proficient in reading	**30.75%**	**27.66%**	**34.44%**	**36.40%**
Black 3rd graders proficient	258	247	16,856	17,967
Black 3rd graders	839	893	48,940	49,357
% Asian 3rd graders proficient in reading	**85.58%**	**88.89%**	**74.18%**	**76.15%**
Asian 3rd graders proficient	89	96	4,050	4,295
Asian 3rd graders	104	108	5,460	5,640
% Other 3rd graders proficient in reading	**N/A**	**N/A**	**55.67%**	**55.57%**
Other 3rd graders proficient	N/A	N/A	530	514
Other 3rd graders	N/A	N/A	952	925
% Hispanic 3rd graders proficient in reading	**56.35%**	**59.04%**	**49.65%**	**50.01%**
Hispanic 3rd graders proficient	111	147	34,546	36,586
Hispanic 3rd graders	197	249	69,585	73,155





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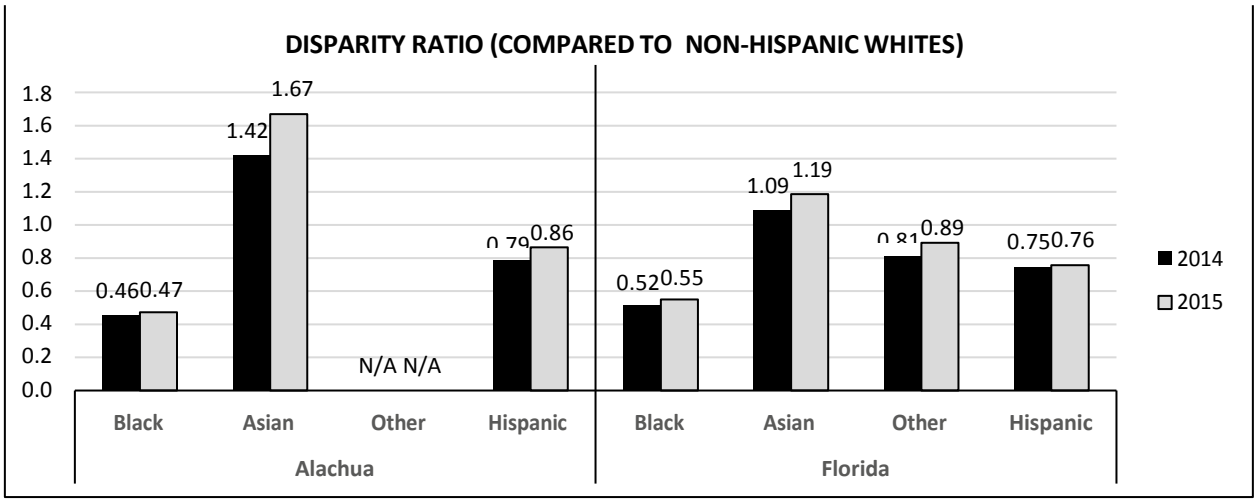
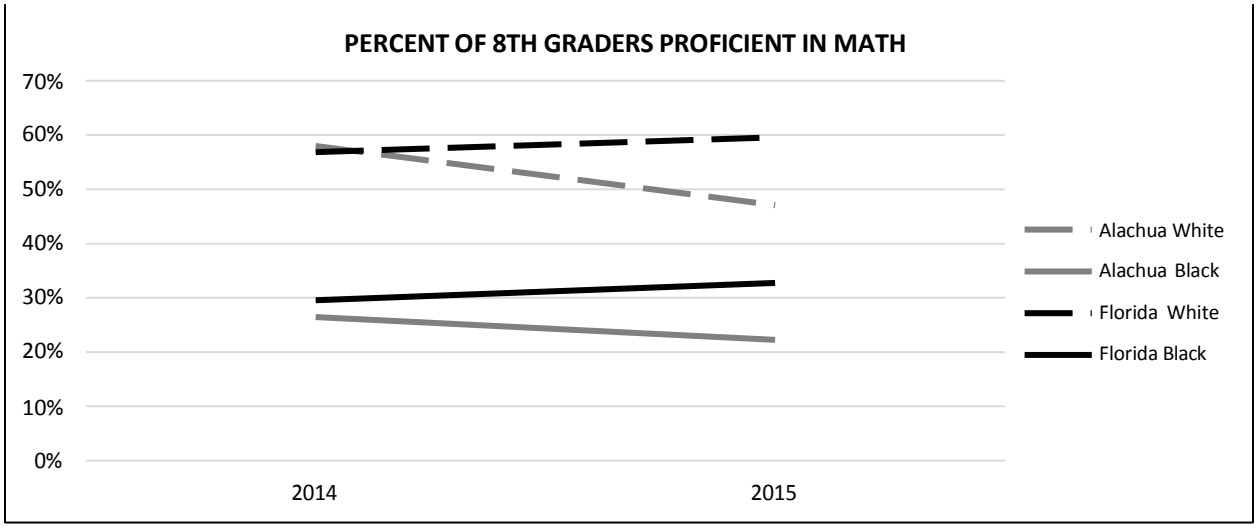
8TH GRADERS PROFICIENT IN MATH

8th Graders Proficient in Math	Alachua		Florida	
	2014	2015	2014	2015
% Non-Hispanic White 8th graders proficient in math	**57.98%**	**47.08%**	**56.86%**	**59.59%**
Non-Hispanic White 8th graders proficient	178	153	24,716	28,898
Non-Hispanic White 8th graders	307	325	43,469	48,498
% Black 8th graders proficient in math	**26.45%**	**22.25%**	**29.56%**	**32.75%**
Black 8th graders proficient	132	107	9,650	10,944
Black 8th graders	499	481	32,643	33,414
% Asian 8th graders proficient in math	**82.35%**	**78.57%**	**61.90%**	**70.66%**
Asian 8th graders proficient	14	11	1,043	1,491
Asian 8th graders	17	14	1,685	2,110
% Other 8th graders proficient in math	**N/A**	**N/A**	**46.23%**	**53.10%**
Other 8th graders proficient	N/A	N/A	270	351
Other 8th graders	N/A	N/A	584	661
% Hispanic 8th graders proficient in math	**45.65%**	**40.70%**	**42.58%**	**45.14%**
Hispanic 8th graders proficient	42	35	16,923	20,244
Hispanic 8th graders	92	86	39,744	44,849





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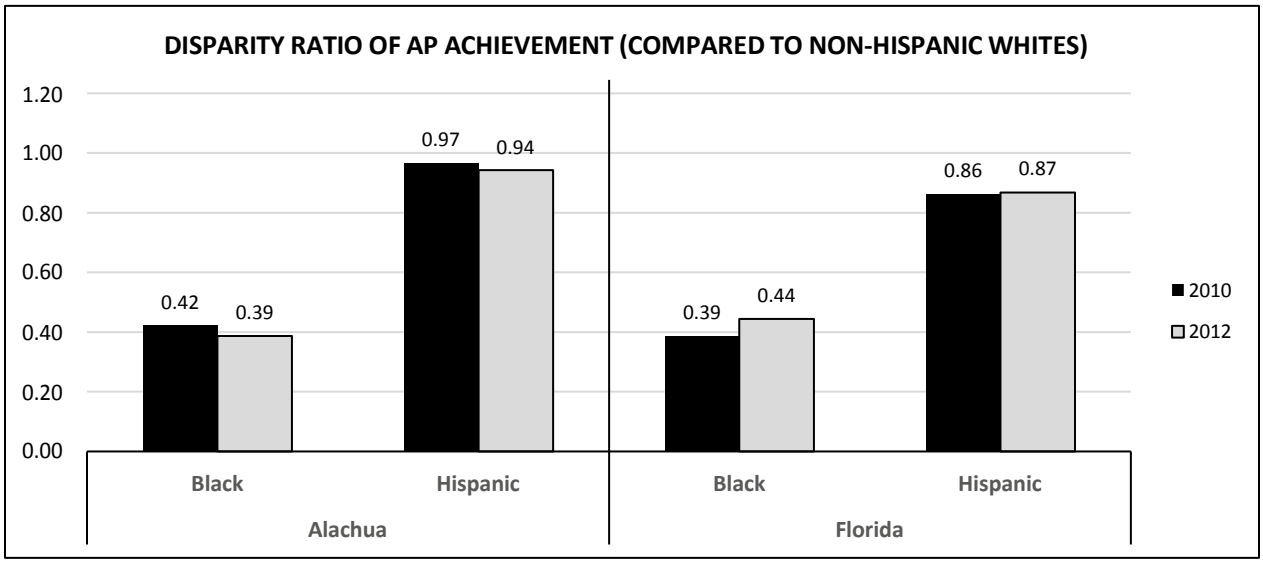
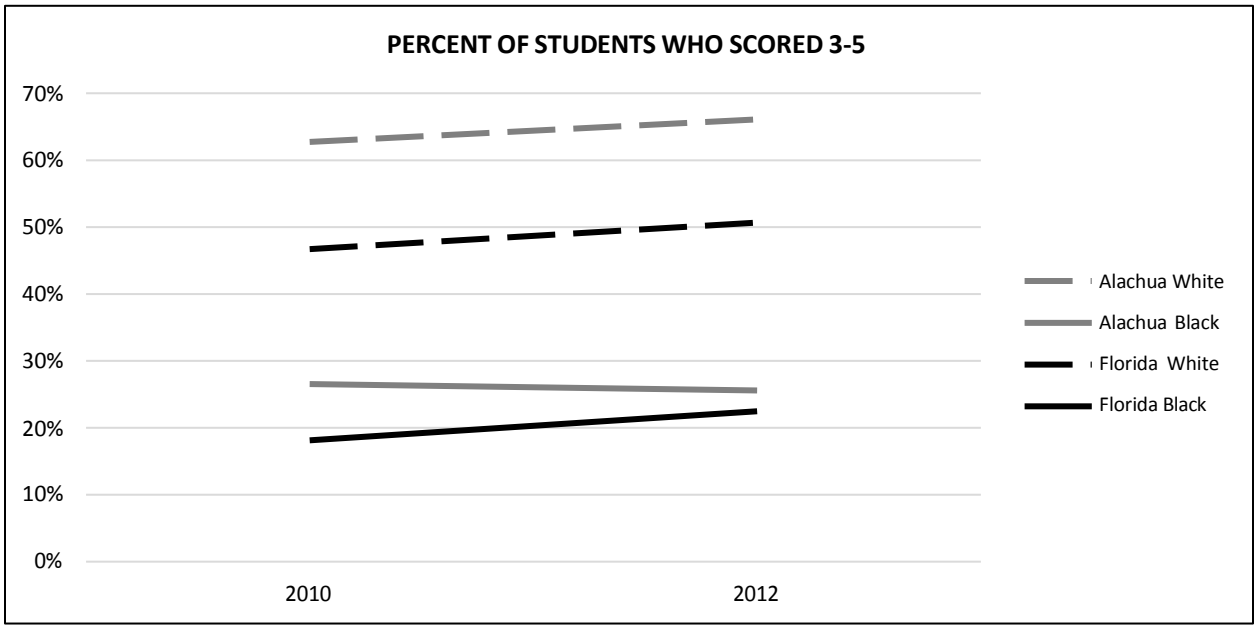
ADVANCED PLACEMENT ACHIEVEMENT

Advanced Placement Achievement	Alachua		Florida	
	2010	2012	2010	2012
% Non-Hispanic who scored 3-5	**62.73%**	**66.09%**	**46.70%**	**50.68%**
Non-Hispanic who scored 3-5	1,947	1,943	63,652	74,704
Non-Hispanic total number of exams	3,104	2,940	136,289	147,413
% Black who scored 3-5	**26.53%**	**25.58%**	**18.12%**	**22.48%**
Black who scored 3-5	152	122	6,058	7,527
Black total number of exams	573	477	33,432	33,485
% Hispanics who scored 3-5	**60.59%**	**62.28%**	**40.32%**	**43.95%**
Hispanics who scored 3-5	206	208	26,079	32,398
Hispanics total number of exams	340	334	64,674	73,711

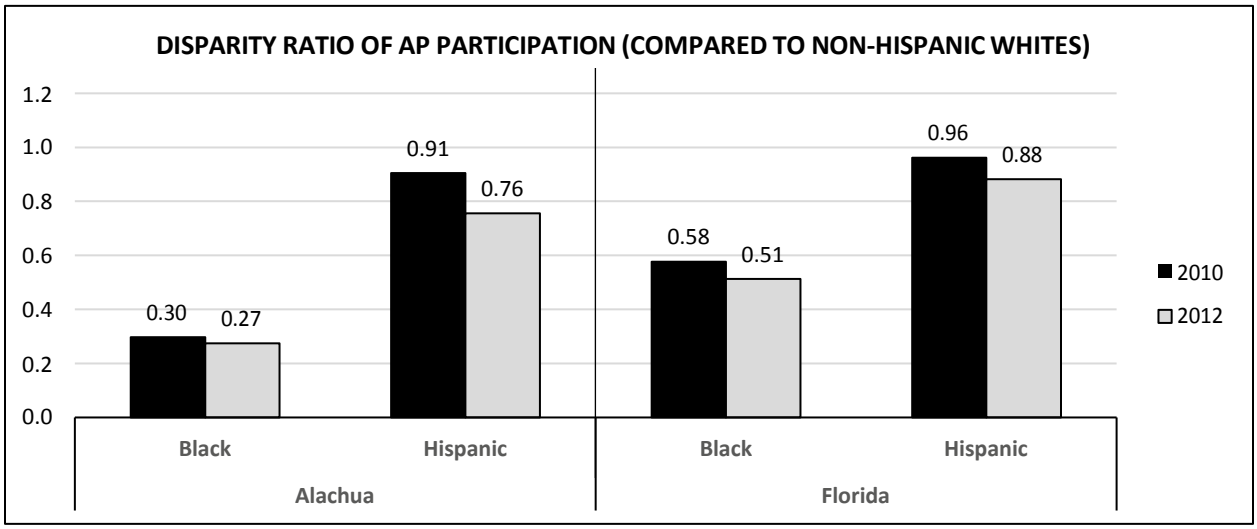


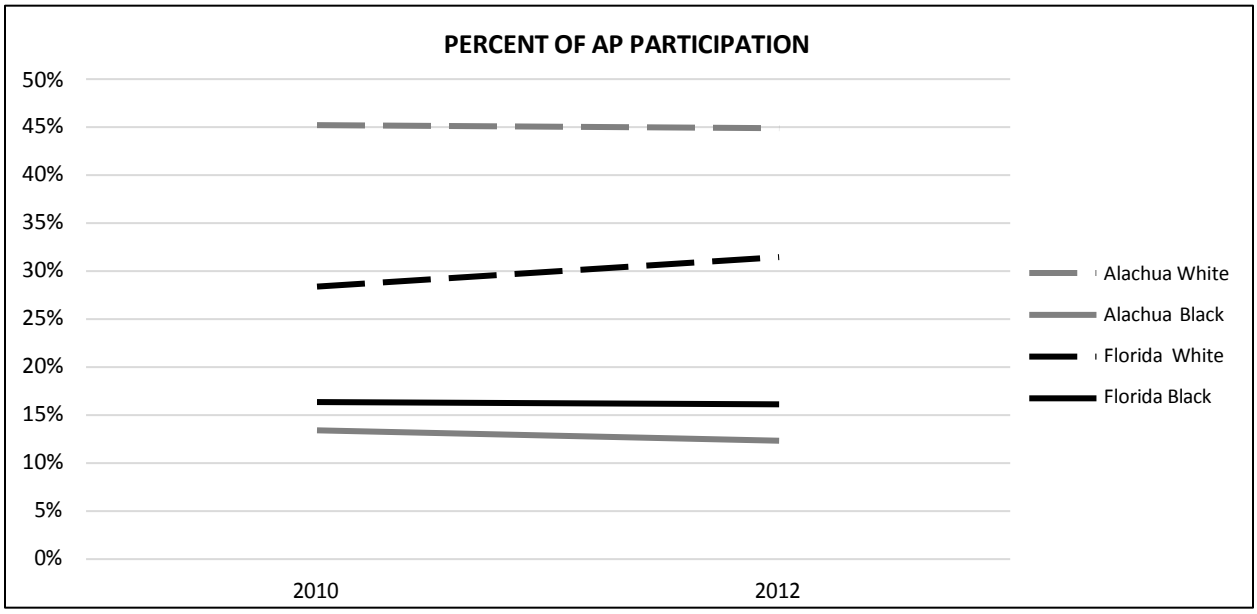


Notes: Data from the Florida Department of Education. Data is not reported when the total number of students in a group is fewer than 10. Students can take multiple exams Students who scored 3-5 is divided by total number of exams taken by each race of students.

ADVANCED PLACEMENT PARTICIPATION

Advanced Placement Participation	Alachua		Florida	
	2010	2012	2010	2012
% Non-Hispanic who took AP classes	**45.20%**	**44.89%**	**28.39%**	**31.45%**
Non-Hispanic who took AP classes	1,467	1,357	75,714	81,443
Non-Hispanic students	3,246	3,023	266,738	258,966
% Black who took AP classes	**13.41%**	**12.33%**	**16.35%**	**16.12%**
Black who took AP classes	290	259	21,249	20,978
Black students	2,163	2,101	129,952	130,103
% Hispanics who took AP classes	**40.91%**	**33.90%**	**27.30%**	**27.76%**
Hispanics who took AP classes	162	156	37,375	42,273
Hispanics students	396	460	136,905	152,303

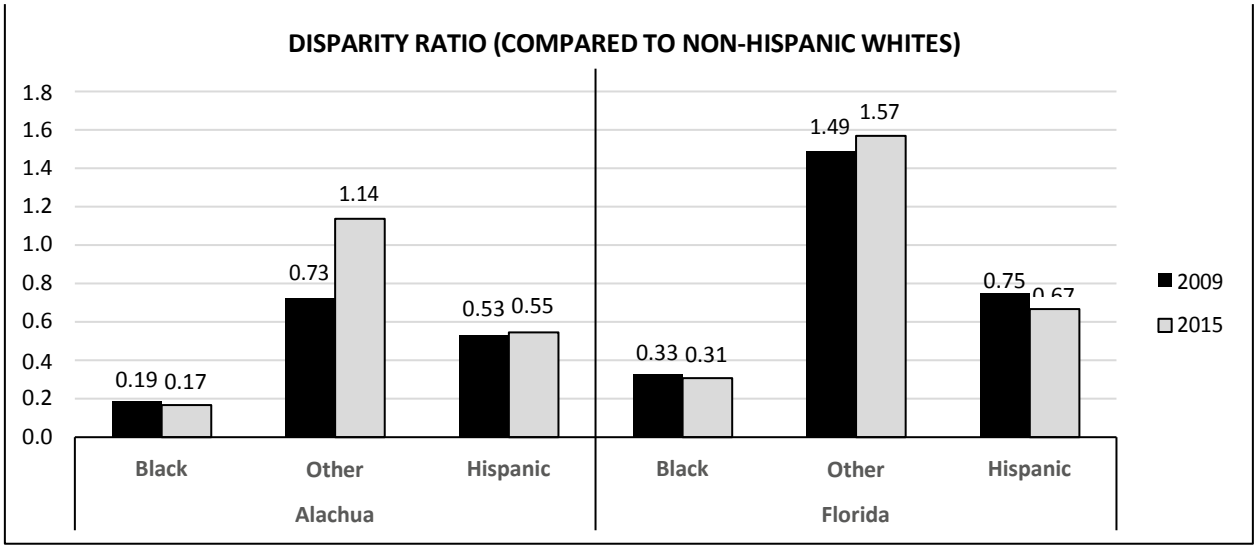


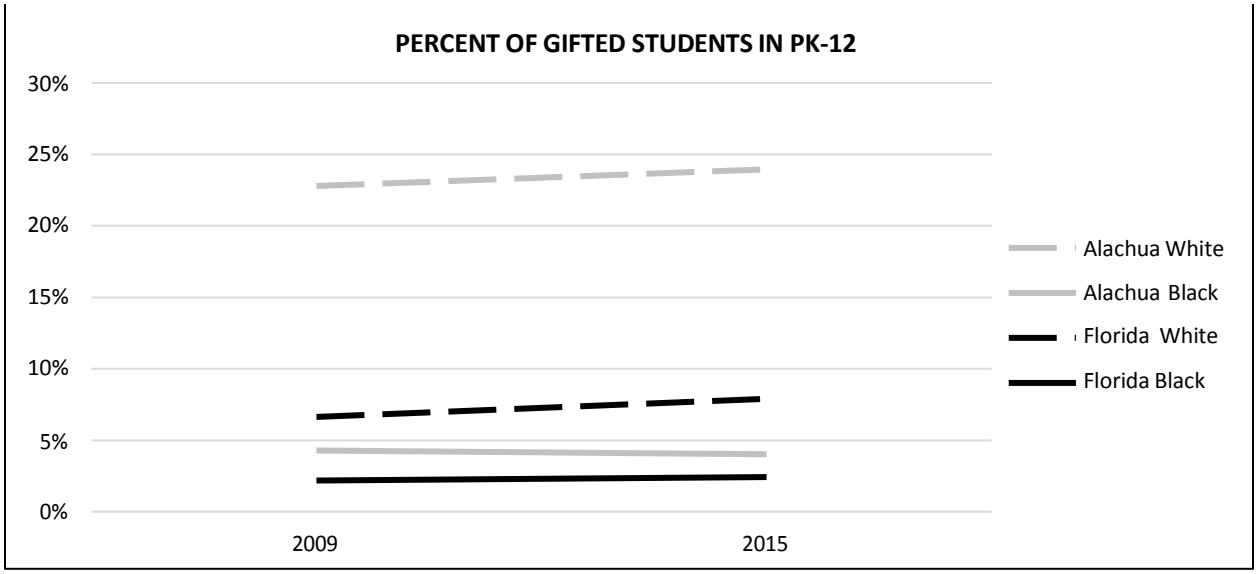


Notes: Data from the Florida Department of Education. Data is not reported when the total number of students in a group is fewer than 10. Total number of students is total number of students of each race in 10th-12th grade.

GIFTED STUDENTS

Gifted Students	Alachua		Florida	
	2009	2015	2009	2015
% Non-Hispanic White Gifted Students	**22.79%**	**23.96%**	**6.64%**	**7.90%**
Non-Hispanic White Gifted Students	3,018	3,087	77,487	87,030
Non-Hispanic White Students PK-12	13,241	12,884	1,167,302	1,101,574
% Black Gifted Students	**4.29%**	**4.02%**	**2.18%**	**2.43%**
Black Gifted Students	430	421	13,284	15,262
Black Students PK-12	10,023	10,470	608,038	628,560
% Other Gifted Students	**16.54%**	**27.25%**	**9.87%**	**12.39%**
Other Gifted Students	203	417	7,598	10,750
Other Students PK-12	1,227	1,530	76,986	86,778
% Hispanic Gifted Students	**12.13%**	**13.08%**	**4.98%**	**5.27%**
Hispanic Gifted Students	203	345	34,451	46,426
Hispanic Students PK-12	1,674	2,638	692,458	880,660

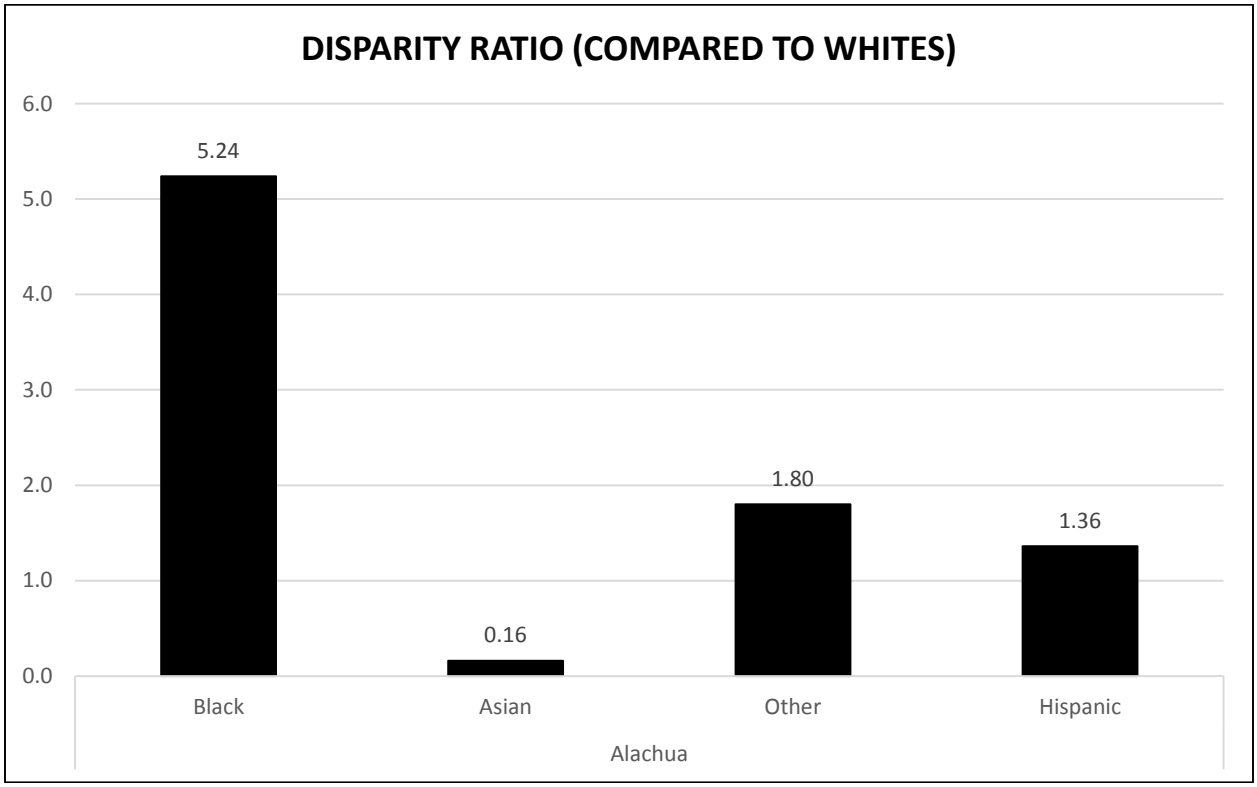




Notes: Data from the Florida Department of Education. Other is a sum of Asian, American Indian, Pacific Islander. Data is not reported when the total number of students in a group is fewer than 10. Year indicates start year of school year. Gifted students is defined as students who have superior intellectual development and capable of high performance. Each school district serves gifted students through local plans that provide academic and social emotional support.

OUT OF SCHOOL SUSPENSION

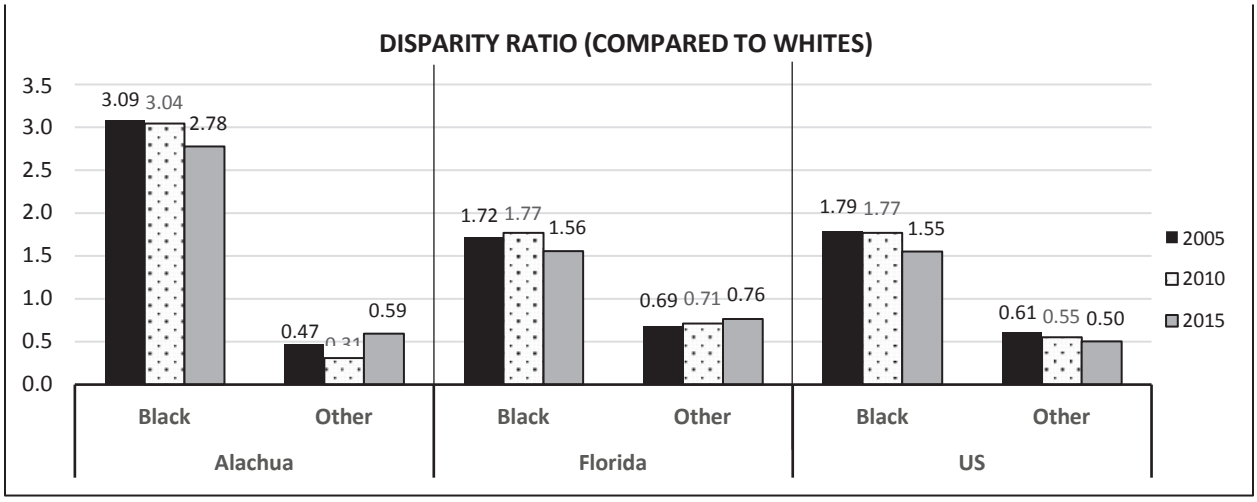
Out of School Suspension at least once (2014-2015)	Alachua
% White out of school suspensions	2.50%
% Black out of school suspensions	13.10%
% Asian out of school suspensions	0.40%
% 2 or more races out of school suspensions	4.50%
% Hispanics out of school suspensions	3.40%

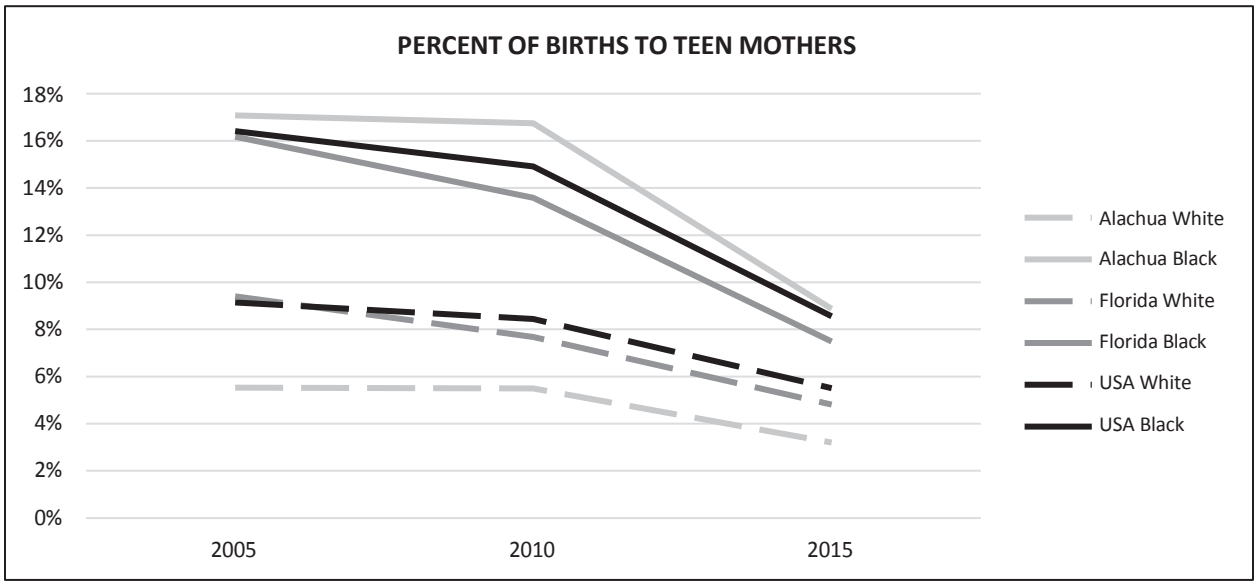


Notes: Data from the Alachua County Public Schools. Year indicates start year of school year.

BIRTHS TO TEEN MOTHERS

Births to teen mothers	Alachua			Florida			US		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
% White births	**5.53%**	**5.50%**	**3.20%**	**9.40%**	**7.68%**	**4.81%**	**9.14%**	**8.44%**	**5.51%**
White births	91	97	57	15,622	11,790	7,737	295,265	259,058	165,934
White mothers	1,646	1,764	1,783	166,181	153,480	160,830	3,229,294	3,069,315	3,012,855
% Black births	**17.08%**	**16.74%**	**8.87%**	**16.17%**	**13.58%**	**7.49%**	**16.41%**	**14.92%**	**8.55%**
Black births	139	145	74	7,756	6,679	3,676	103,905	94,950	54,746
Black mothers	814	866	834	47,957	49,189	49,109	633,134	636,425	640,079
% Other births	**2.61%**	**1.69%**	**1.90%**	**6.45%**	**5.48%**	**3.68%**	**5.59%**	**4.66%**	**2.78%**
Other births	6	4	5	752	587	483	15,423	13,670	9,035
Other mothers	230	236	263	11,651	10,716	13,127	275,921	293,646	325,563
% Hispanic births	**9.90%**	**9.48%**	**5.16%**	**11.11%**	**8.57%**	**5.65%**	**13.89%**	**12.89%**	**8.70%**
Hispanic births	19	20	13	7,083	5,109	3,616	136,906	121,798	80,364
Hispanic mothers	192	211	252	63,757	59,616	63,978	985,505	945,180	924,048

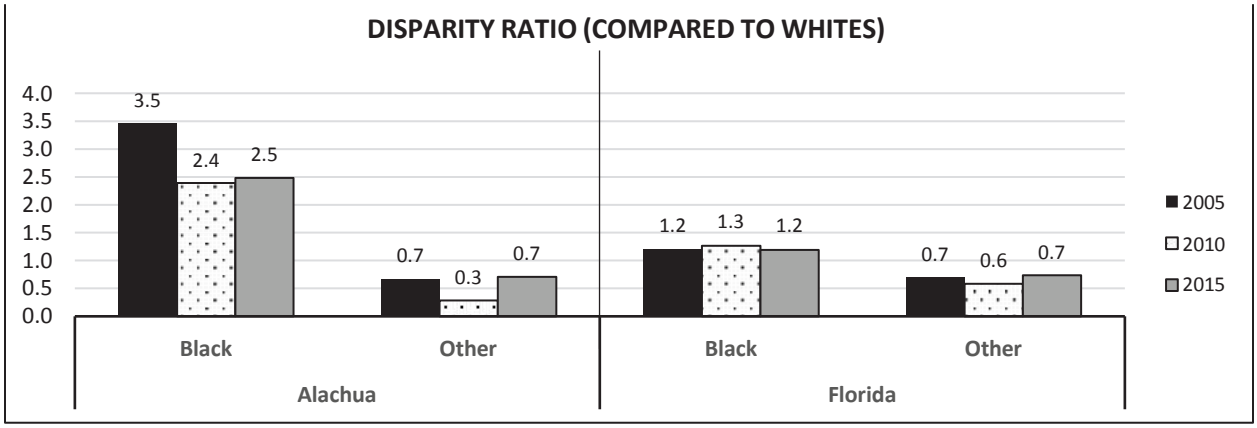


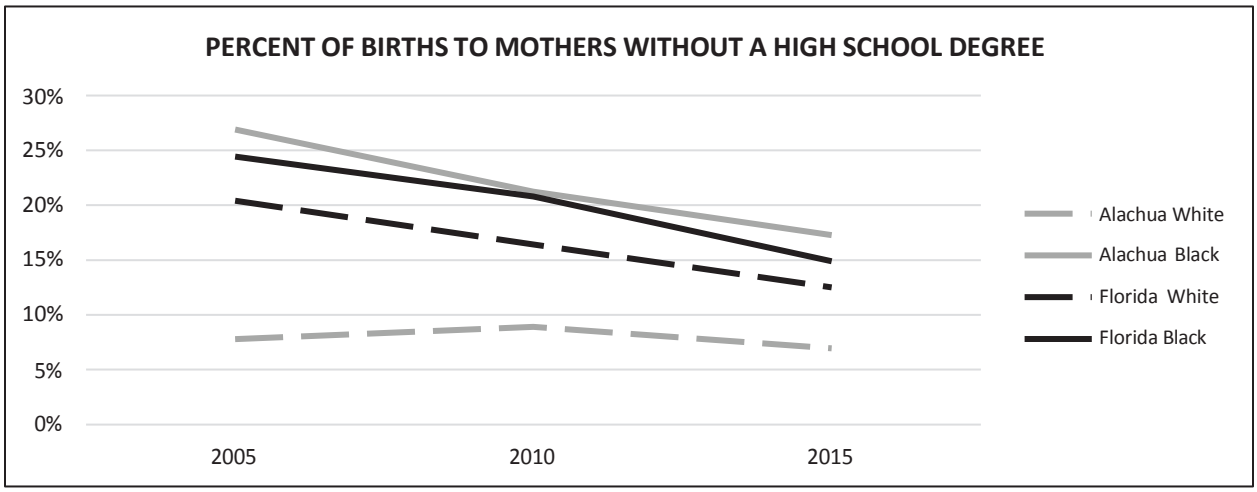


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. These data are only for pregnancies that end with a live birth. Teen mothers is defined as mothers aged 15 to 19. Other category for national data is a sum of American Indian, Alaska Native, Asian Pacific Islander.

BIRTHS TO MOTHERS WITHOUT A HIGH SCHOOL DEGREE

Births to Mothers without a High School Degree	Alachua			Florida		
	2005	2010	2015	2005	2010	2015
% White births to mothers without HS degree	**7.78%**	**8.90%**	**6.95%**	**20.41%**	**16.42%**	**12.50%**
White mothers without a HS degree	128	157	124	33,911	25,201	20,103
White mothers	1,646	1,764	1,783	166,181	153,480	160,830
% Black births to mothers without HS degree	**26.90%**	**21.25%**	**17.27%**	**24.44%**	**20.81%**	**14.89%**
Black mothers without a HS degree	219	184	144	11,720	10,235	7,314
Black mothers	814	866	834	47,957	49,189	49,109
% Other births to mothers without HS degree	**5.22%**	**2.54%**	**4.94%**	**14.20%**	**9.59%**	**9.19%**
Other mothers without a HS degree	12	6	13	1,654	1,028	1,206
Other mothers	230	236	263	11,651	10,716	13,127
% Hispanic births to mothers without HS degree	**18.75%**	**18.01%**	**12.70%**	**32.07%**	**25.82%**	**19.55%**
Hispanic mothers without a HS degree	36	38	32	20,444	15,390	12,510
Hispanic mothers	192	211	252	63,757	59,616	63,978

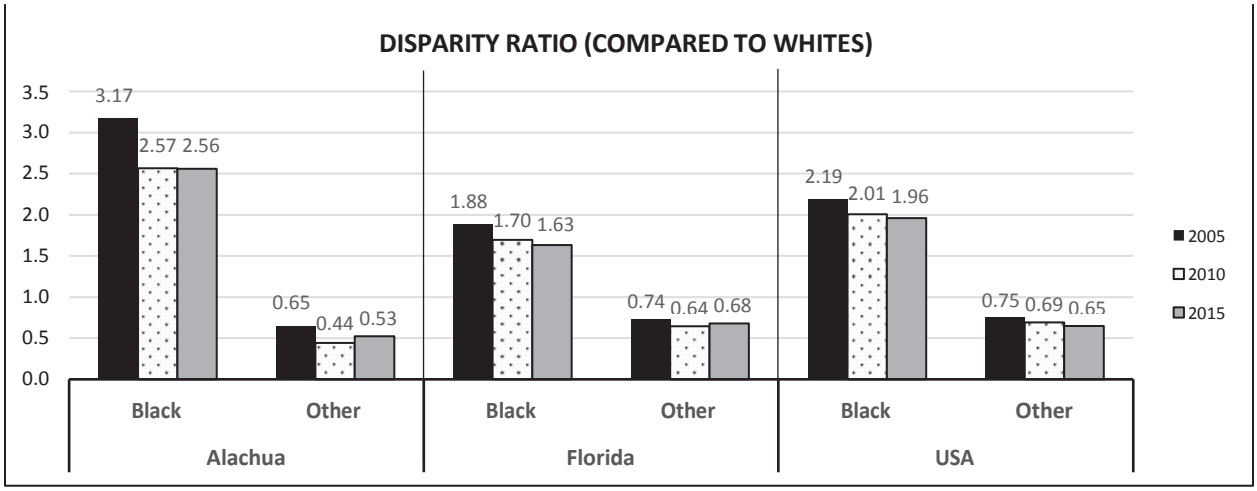


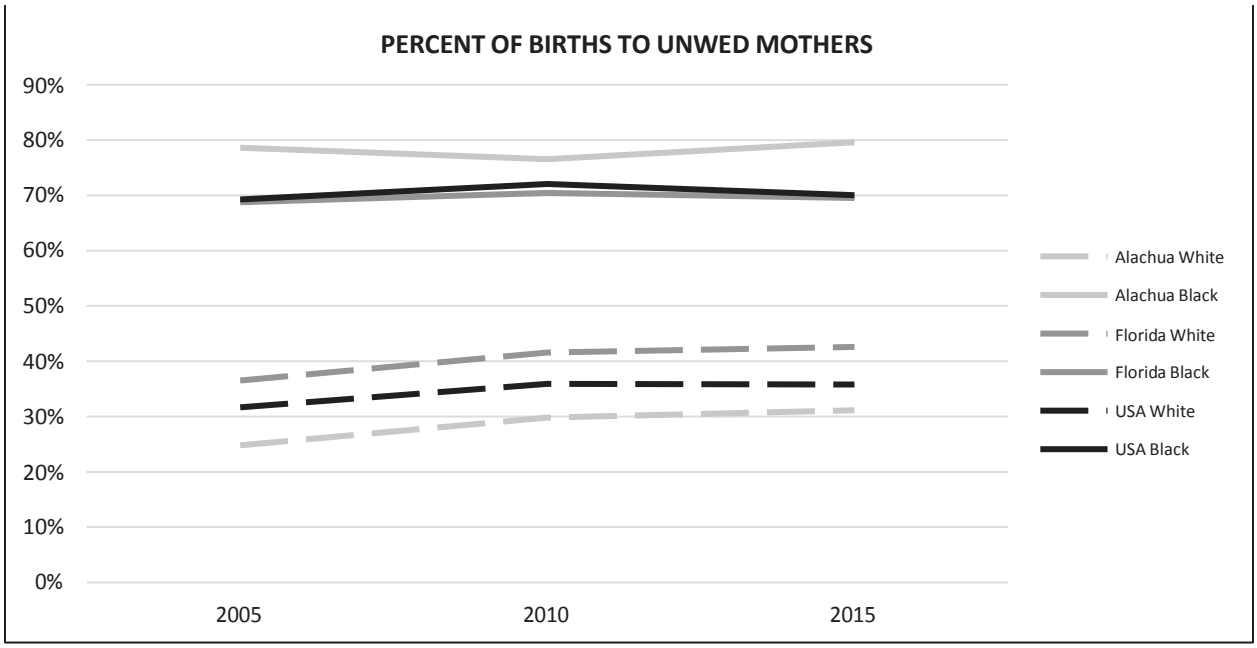


Notes: Data collected from Florida Department of Health, Bureau of Vital Statistics. These data are only for pregnancies that end with a live birth.

BIRTHS TO UNWED MOTHERS

Births to unwed Mothers	Alachua			Florida			US		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
% White births	**24.79%**	**29.82%**	**31.13%**	**36.51%**	**41.57%**	**42.59%**	**31.67%**	**35.91%**	**35.77%**
White births	408	526	555	60,665	63,796	68,504	1,022,560	1,102,095	1,077,618
White mothers	1,646	1,764	1,783	166,181	153,480	160,830	3,229,294	3,069,315	3,012,855
% Black births	**78.62%**	**76.56%**	**79.62%**	**68.75%**	**70.46%**	**69.55%**	**69.28%**	**72.06%**	**70.07%**
Black births	640	663	664	32,972	34,658	34,157	438,614	458,637	448,531
Black mothers	814	866	834	47,957	49,189	49,109	633,134	636,425	640,079
% Other births	**16.09%**	**13.14%**	**16.35%**	**26.86%**	**26.75%**	**28.91%**	**23.87%**	**24.77%**	**23.15%**
Other births	37	31	43	3,129	2,867	3,795	65,860	72,739	75,378
Other mothers	230	236	263	11,651	10,716	13,127	275,921	293,646	325,563
% Hispanic births	**36.46%**	**44.08%**	**40.08%**	**45.18%**	**50.56%**	**51.40%**	**47.96%**	**53.37%**	**52.96%**
Hispanic births	70	93	101	28,803	30,142	32,885	472,649	504,411	489,358
Hispanic mothers	192	211	252	63,757	59,616	63,978	985,505	945,180	924,048

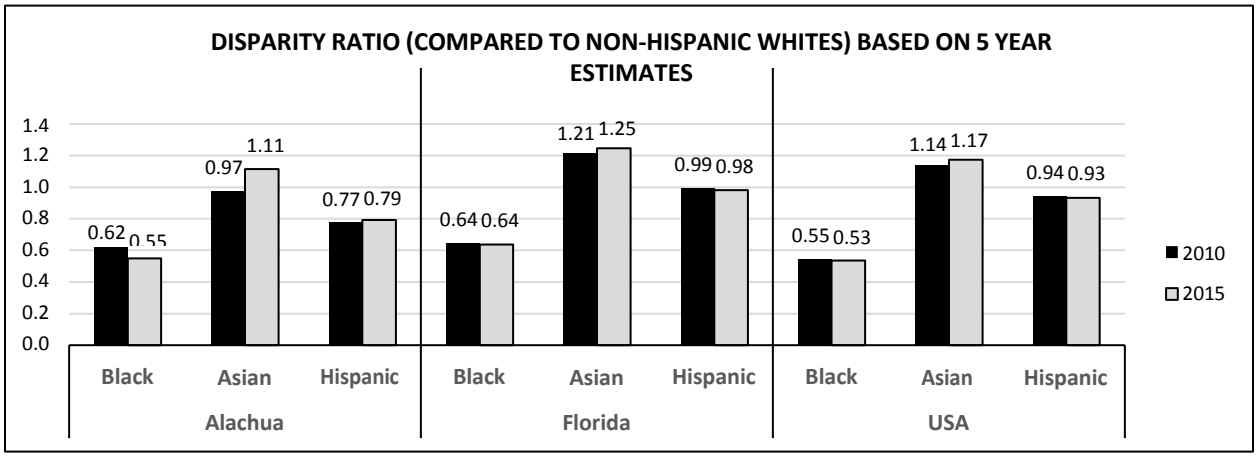


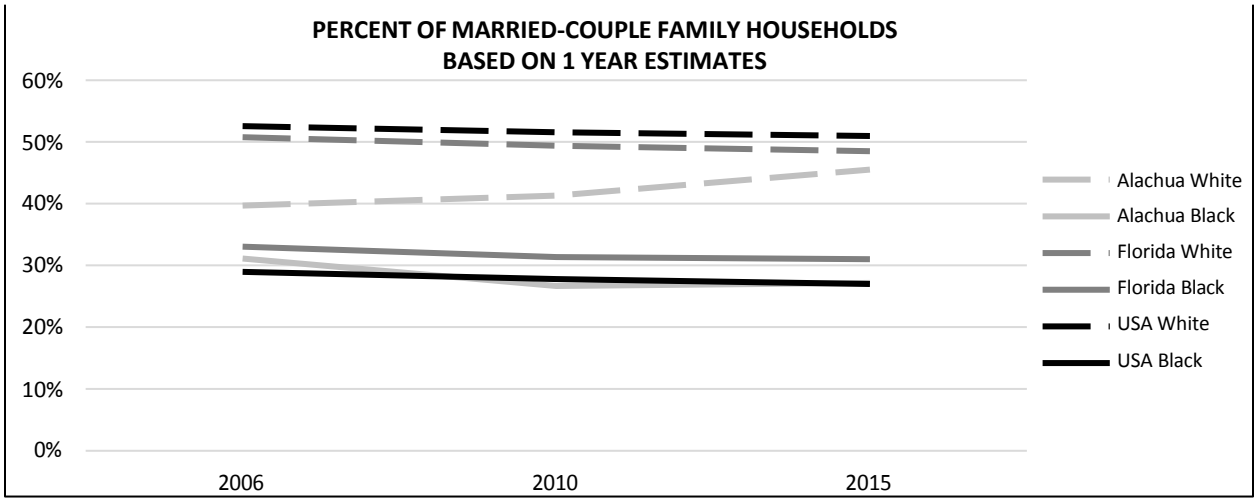


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. These data are only for pregnancies that end with a live birth. Other category for national data is a sum of American Indian, Alaska Native, Asian Pacific Islander.

MARRIED-COUPLE FAMILY

Married-couple Family Households (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White married family	**40.05%**	**43.01%**	**50.42%**	**48.84%**	**52.68%**	**51.45%**
Non-Hispanic White married family	27,020	28,002	2,398,181	2,293,458	42,794,358	41,656,866
Non-Hispanic White Households	67,468	65,107	4,756,221	4,696,110	81,235,589	80,971,346
% White married family	**39.51%**	**42.11%**	**50.50%**	**48.80%**	**52.54%**	**51.26%**
White married family	28,731	30,160	2,916,045	2,868,724	46,788,570	46,467,665
White Households	72,721	71,620	5,774,503	5,877,996	89,046,111	90,647,126
% Black married family	**24.79%**	**23.67%**	**32.49%**	**31.09%**	**28.71%**	**27.50%**
Black married family	4,335	4,173	310,260	311,124	3,910,480	3,901,242
Black Households	17,488	17,628	954,842	1,000,764	13,619,955	14,186,983
% Asian married family	**39.02%**	**47.94%**	**61.24%**	**60.83%**	**60.08%**	**60.37%**
Asian married family	1,833	2,221	84,703	94,182	2,704,512	3,059,616
Asian Households	4,698	4,633	138,315	154,822	4,501,393	5,067,711
% Other married family	**35.88%**	**42.41%**	**48.30%**	**45.53%**	**47.48%**	**44.73%**
Other married family	461	497	94,871	71,381	2,556,179	2,186,532
Other Households	1,285	1,172	196,433	156,792	5,383,354	4,888,257
% Hispanic married family	**31.00%**	**34.04%**	**50.07%**	**47.86%**	**49.64%**	**47.98%**
Hispanic married family	2,049	2,590	623,288	660,518	6,389,374	6,914,569
Hispanic Households	6,609	7,608	1,244,858	1,380,024	12,871,609	14,410,181

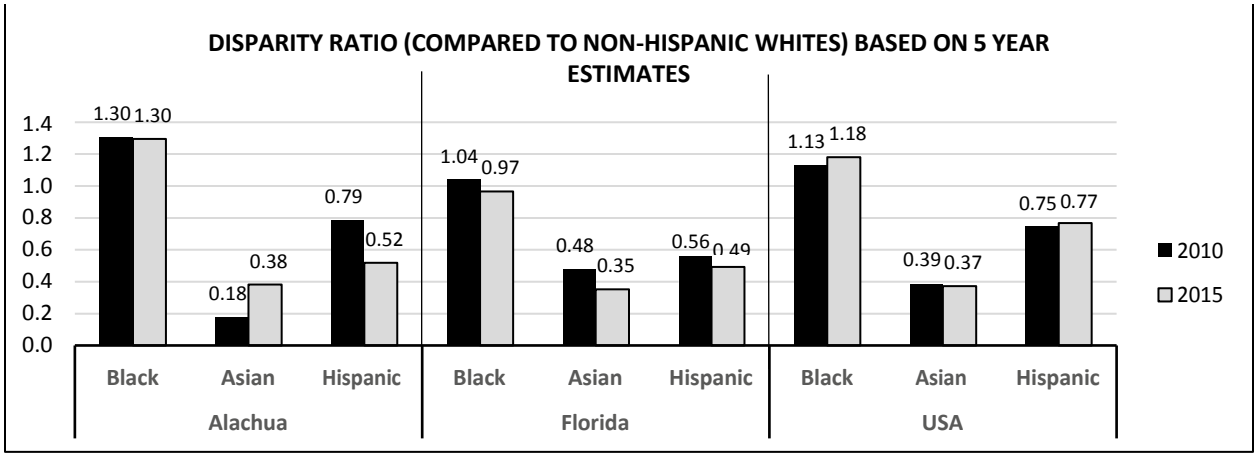


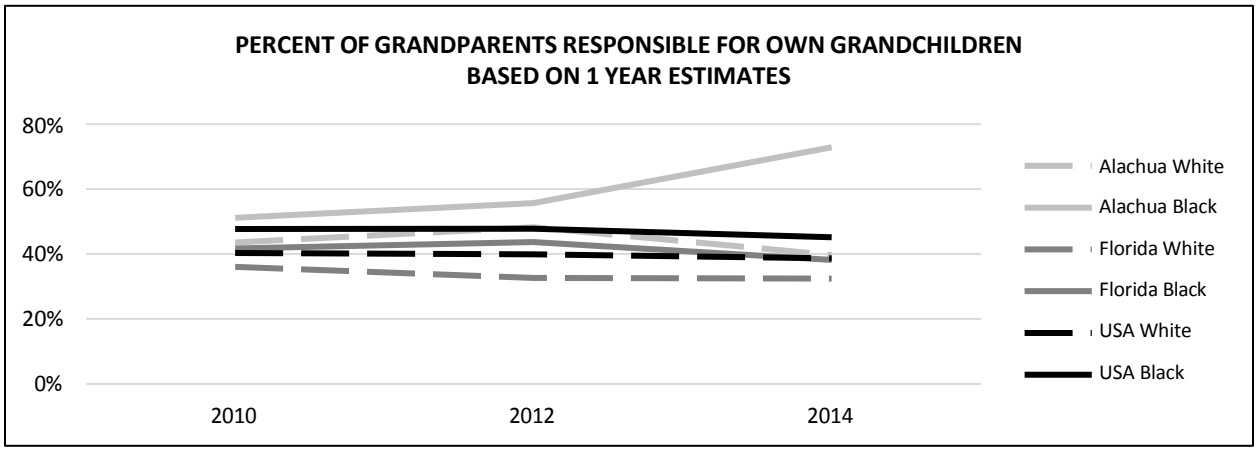


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

GRANDPARENTS RESPONSIBLE FOR CHILDREN UNDER 18

Grandparents responsible for own grandchildren (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White grandparents responsible	**47.22%**	**45.29%**	**44.54%**	**41.26%**	**44.46%**	**38.64%**
Non-Hispanic White grandparents responsible	698	883	76,293	78,991	1,341,889	1,396,296
Non-Hispanic White grandparents living with grandchildren	1,478	1,950	171,304	191,454	3,018,313	3,328,115
% White grandparents responsible	**46.17%**	**41.62%**	**37.01%**	**32.49%**	**41.83%**	**38.64%**
White grandparents responsible	755	966	100,184	104,640	1,643,022	1,753,426
White grandparents living with grandchildren	1,636	2,321	270,677	322,076	3,927,677	4,538,339
% Black grandparents responsible	**61.61%**	**58.65%**	**46.40%**	**39.87%**	**50.20%**	**45.58%**
Black grandparents responsible	975	673	47,464	43,429	631,322	574,630
Black grandparents living with grandchildren	1,582	1,147	102,283	108,931	1,257,630	1,260,650
% Asian grandparents responsible	**8.44%**	**17.31%**	**21.28%**	**14.55%**	**17.16%**	**14.37%**
Asian grandparents responsible	23	53	3,186	2,675	81,887	85,926
Asian grandparents living with grandchildren	277	309	14,968	18,391	477,255	597,908
% Other grandparents responsible	**0.00%**	**38.71%**	**27.99%**	**26.50%**	**35.44%**	**32.82%**
Other grandparents responsible	0	22	6,052	4,249	237,736	217,500
Other grandparents living with grandchildren	14	58	21,621	16,033	670,736	662,742
% Hispanic grandparents responsible	**37.27%**	**23.44%**	**25.03%**	**20.33%**	**33.18%**	**29.64%**
Hispanic grandparents responsible	68	91	31,218	30,684	507,171	542,407
Hispanic grandparents living with grandchildren	183	390	124,736	150,900	1,528,505	1,829,743

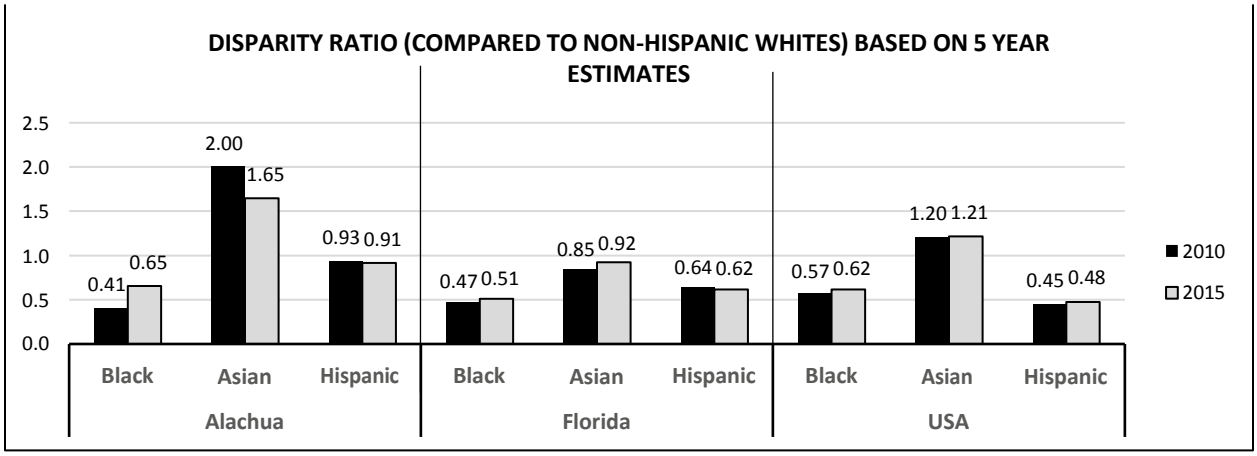


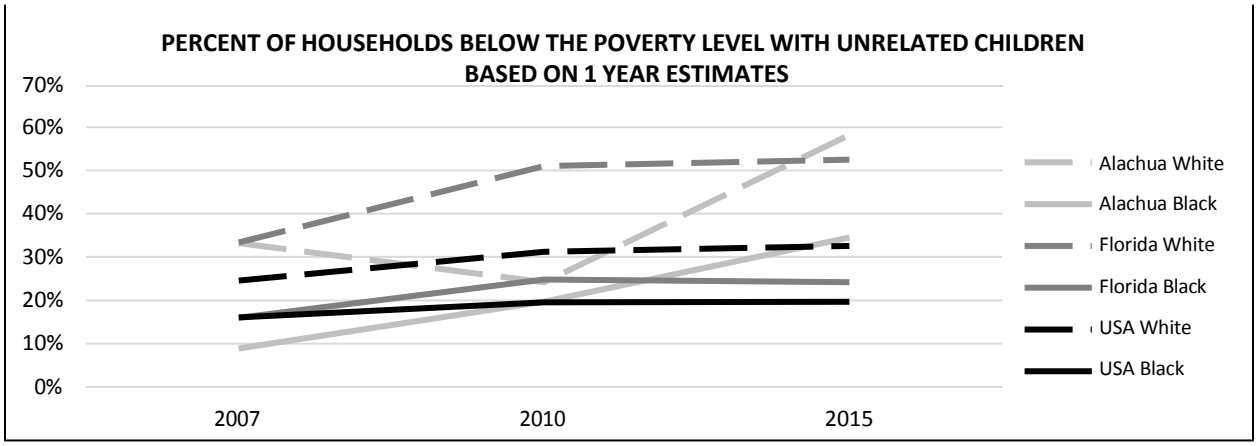


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race. Data broken down by race was only available for the years 2010, 2012, and 2014.

BELOW POVERY LEVEL HOUSEHOLDS WITH NO RELATED CHILDREN

Households below poverty level with no related children under 18	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White no related children	**32.58%**	**39.51%**	**38.40%**	**40.15%**	**29.01%**	**30.78%**
Non-Hispanic White no related children	759	1,123	67,755	84,186	962,057	1,138,964
Non-Hispanic White Households	2,330	2,842	176,450	209,671	3,316,775	3,699,967
% White no related children	**33.15%**	**37.95%**	**33.82%**	**34.13%**	**25.09%**	**26.19%**
White no related children	949	1,282	96,703	124,512	1,121,031	1,372,306
White Households	2,863	3,378	285,927	364,801	4,468,157	5,238,844
% Black no related children	**13.24%**	**25.86%**	**17.94%**	**20.44%**	**16.63%**	**18.95%**
Black no related children	323	755	23,686	31,321	312,041	386,434
Black Households	2,439	2,920	132,059	153,212	1,876,429	2,039,534
% Asian no related children	**65.11%**	**65.11%**	**32.57%**	**37.08%**	**34.91%**	**37.40%**
Asian no related children	265	181	3,081	4,130	98,073	129,559
Asian Households	407	278	9,461	11,137	280,963	346,448
% Other no related children	**20.31%**	**48.19%**	**16.97%**	**17.85%**	**12.50%**	**14.36%**
Other no related children	39	40	4,490	4,570	111,863	129,945
Other Households	192	83	26,454	25,602	895,093	904,891
% Hispanic no related children	**30.24%**	**36.14%**	**24.43%**	**24.71%**	**12.95%**	**14.63%**
Hispanic no related children	241	253	34,463	46,333	259,764	354,270
Hispanic Households	797	700	141,087	187,477	2,005,814	2,421,983

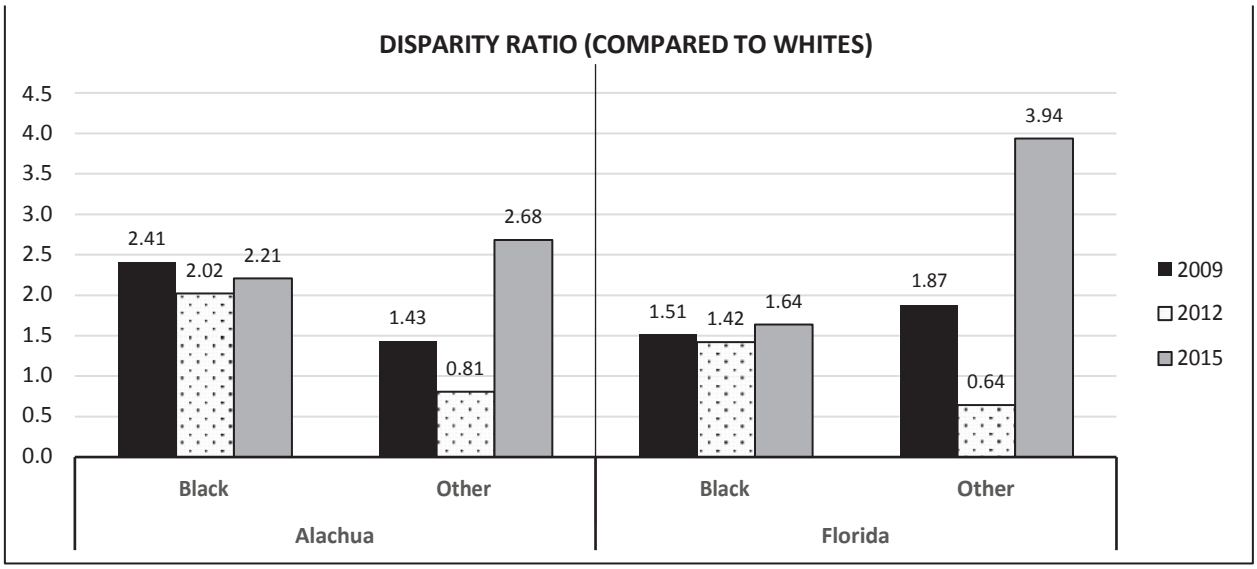


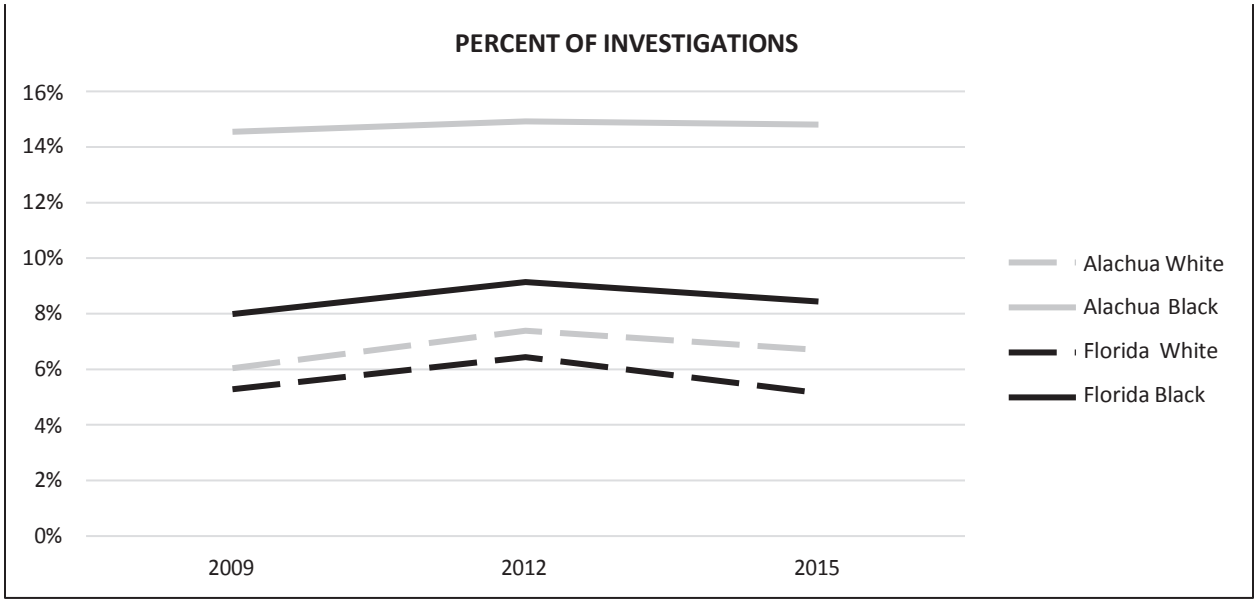


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race. Children are under 18 years. Related children in a family include own children and all other children under 18 in the household who are related to the householder by birth, marriage, or adoption.

INVESTIGATIONS

Investigations	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White investigations	**6.04%**	**7.38%**	**6.70%**	**5.28%**	**6.44%**	**5.15%**
White investigations	1,801	1,851	1,884	163,531	168,241	153,281
White children	29,816	25,066	28,112	3,099,228	2,613,743	2,978,801
% Black investigations	**14.54%**	**14.92%**	**14.81%**	**7.99%**	**9.14%**	**8.43%**
Black investigations	2,074	2,047	2131	74,776	79,370	79,984
Black children	14,260	13,722	14,392	936,421	868,633	948,507
% Other investigations	**8.63%**	**5.96%**	**17.99%**	**9.89%**	**4.13%**	**20.25%**
Other investigations	271	342	542	15,980	21,758	33,510
Other children	3,140	5,738	3,013	161,638	526,845	165,482

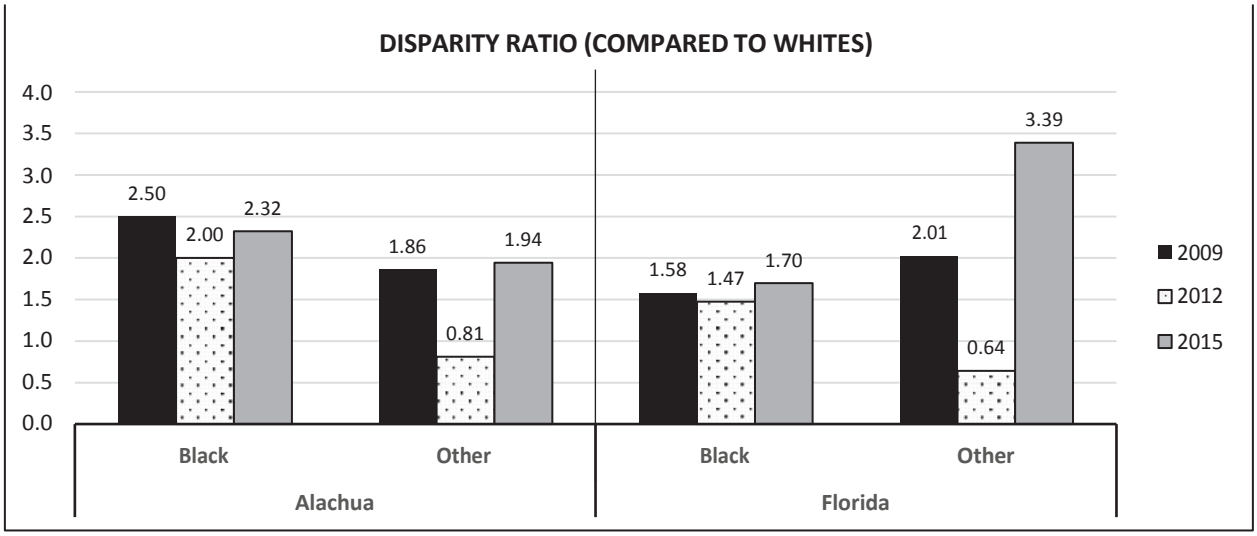


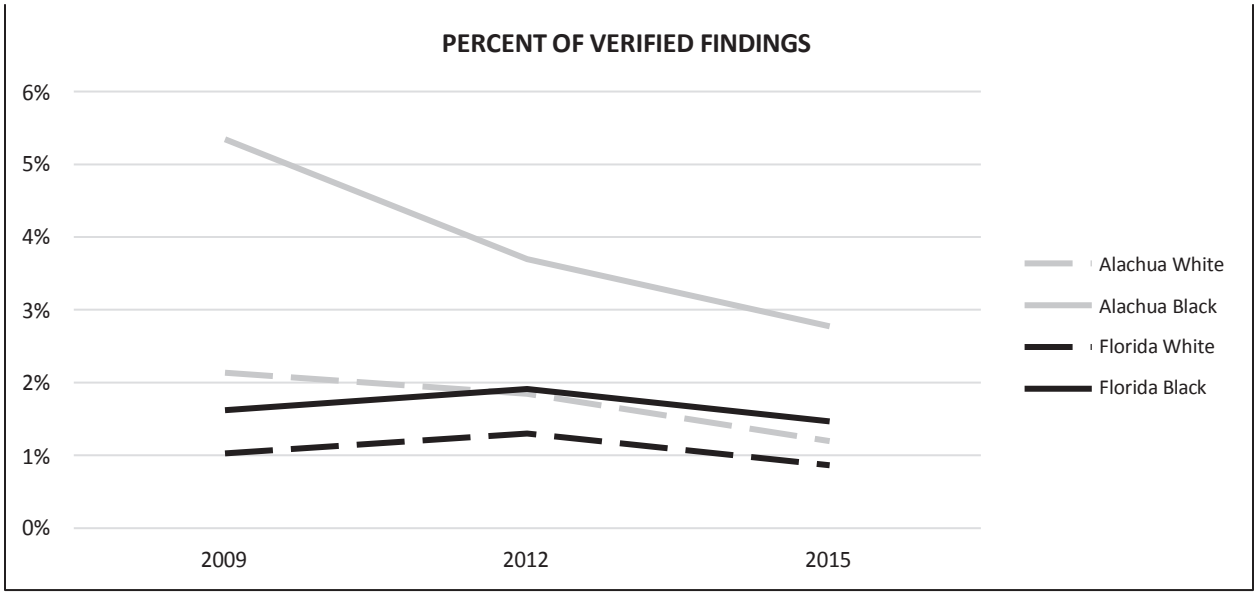


Notes: Data from Florida Department of Children and Families. Annual data is a sum of all the counts of the month of that year. When possible child abuse or neglect is received, the initial response involves an investigation.

VERIFIED FINDINGS

Verified Findings	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White verified findings	**2.14%**	**1.85%**	**1.20%**	**1.03%**	**1.30%**	**0.86%**
White verified findings	637	463	336	31,839	33,958	25,747
White children	29,816	25,066	28,112	3,099,228	2,613,743	2,978,801
% Black verified findings	**5.34%**	**3.69%**	**2.77%**	**1.62%**	**1.91%**	**1.47%**
Black verified findings	762	507	399	15,172	16,609	13,910
Black children	14,260	13,722	14,392	936,421	868,633	948,507
% Other verified findings	**3.98%**	**1.50%**	**2.32%**	**2.07%**	**0.83%**	**2.93%**
Other verified findings	125	86	70	3,345	4,394	4,846
Other children	3,140	5,738	3,013	161,638	526,845	165,482

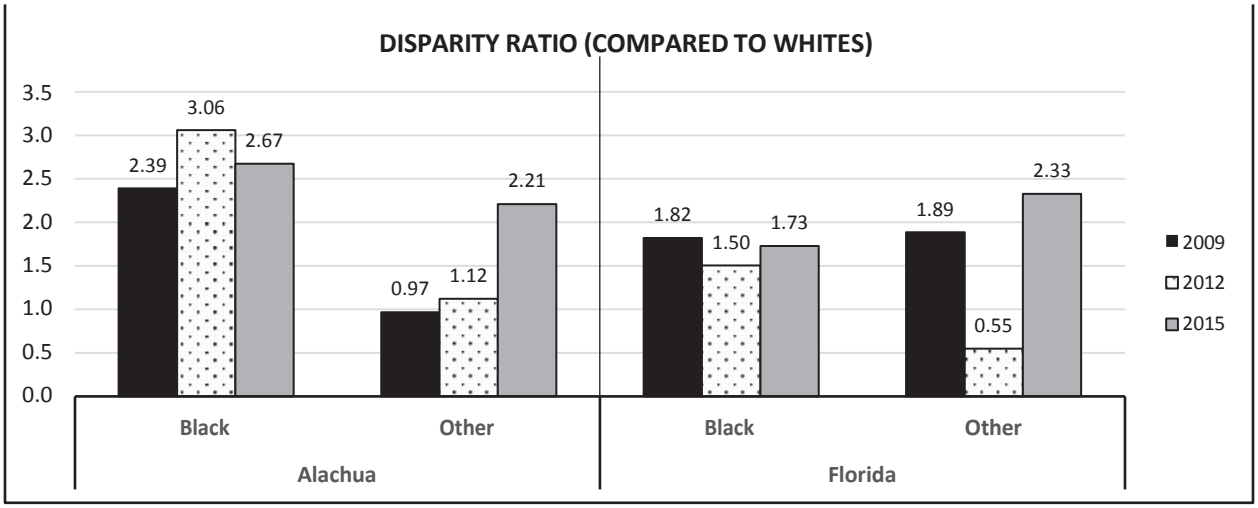


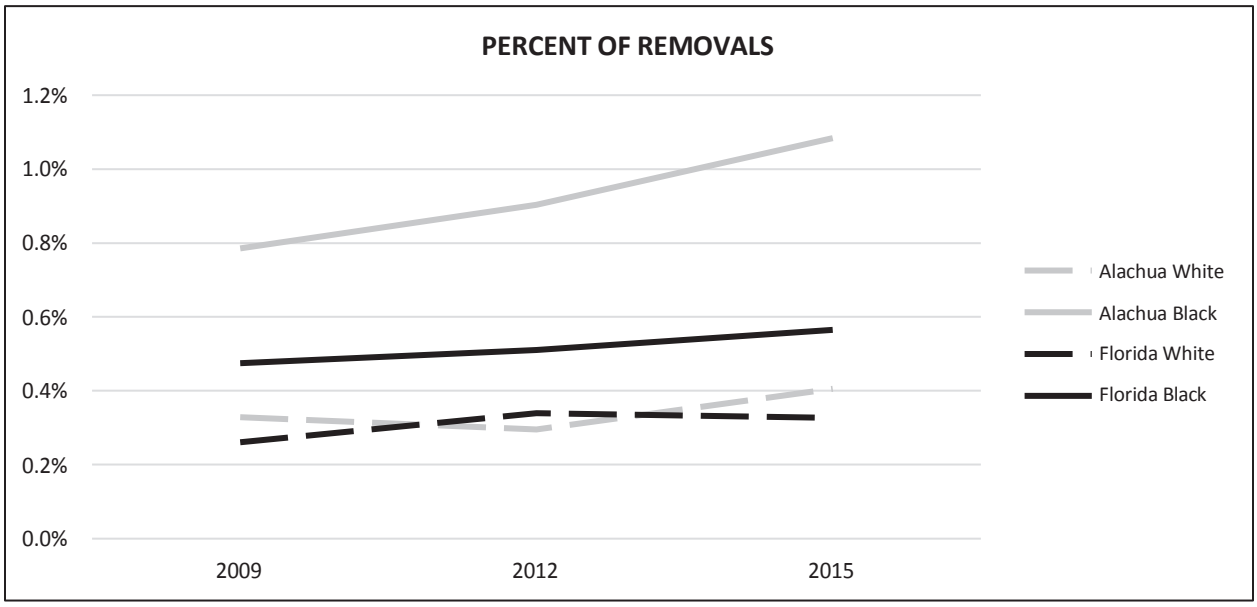


Notes: Data from Florida Department of Children and Families. Annual data is a sum of all the counts of the month of that year. Verified finding is a finding of an incident of child abuse or neglect.

REMOVALS

Removals	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White removals	**0.33%**	**0.30%**	**0.41%**	**0.26%**	**0.34%**	**0.33%**
White removals	98	74	114	8,080	8,870	9,727
White children	29,816	25,066	28,112	3,099,228	2,613,743	2,978,801
% Black removals	**0.79%**	**0.90%**	**1.08%**	**0.47%**	**0.51%**	**0.56%**
Black removals	112	124	156	4,446	4,430	5,359
Black children	14,260	13,722	14,392	936,421	868,633	948,507
% Other removals	**0.32%**	**0.33%**	**0.90%**	**0.49%**	**0.19%**	**0.76%**
Other removals	10	19	27	795	978	1,259
Other children	3,140	5,738	3,013	161,638	526,845	165,482

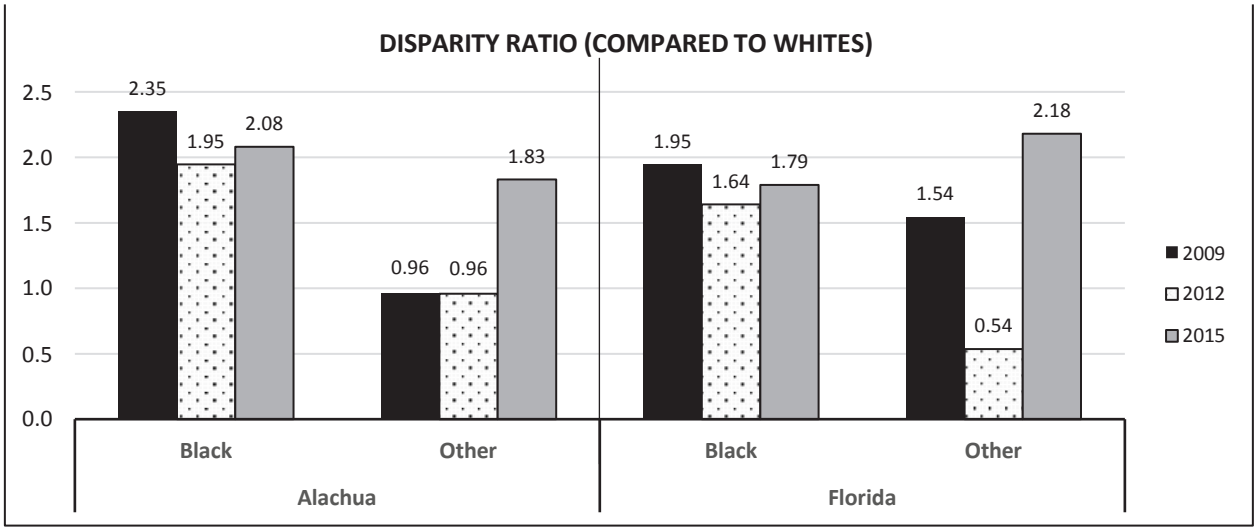


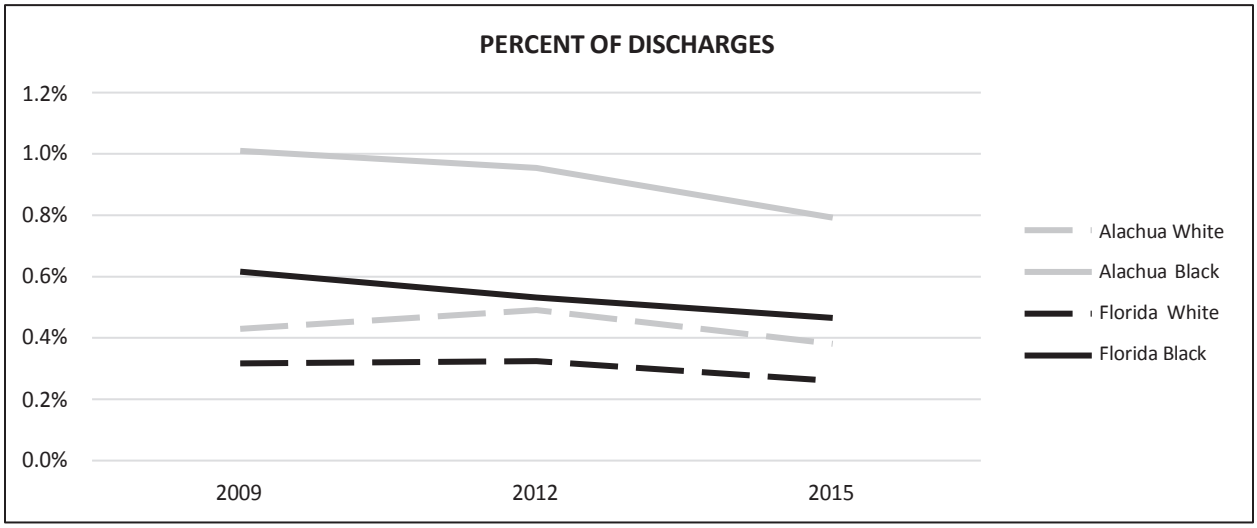


Notes: Data from Florida Department of Children and Families. Annual data is a sum of all the counts of the month of that year. A removal is the physical act of a child being taken from their normal place of residence, by court order or voluntary placement agreement and placed in a substitute care setting, or the removal of custody from parent or relative guardian pursuant to a court order or voluntary placement agreement which permits the child to remain in a substitute care setting.

DISCHARGES

Discharges	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White discharges	**0.43%**	**0.49%**	**0.38%**	**0.32%**	**0.32%**	**0.26%**
White discharges	128	123	107	9,812	8,474	7,746
White children	29,816	25,066	28,112	3,099,228	2,613,743	2,978,801
% Black discharges	**1.01%**	**0.95%**	**0.79%**	**0.62%**	**0.53%**	**0.47%**
Black discharges	144	131	114	5,767	4,619	4,413
Black children	14,260	13,722	14,392	936,421	868,633	948,507
% Other discharges	**0.41%**	**0.47%**	**0.70%**	**0.49%**	**0.17%**	**0.57%**
Other discharges	13	27	21	790	915	938
Other children	3,140	5,738	3,013	161,638	526,845	165,482

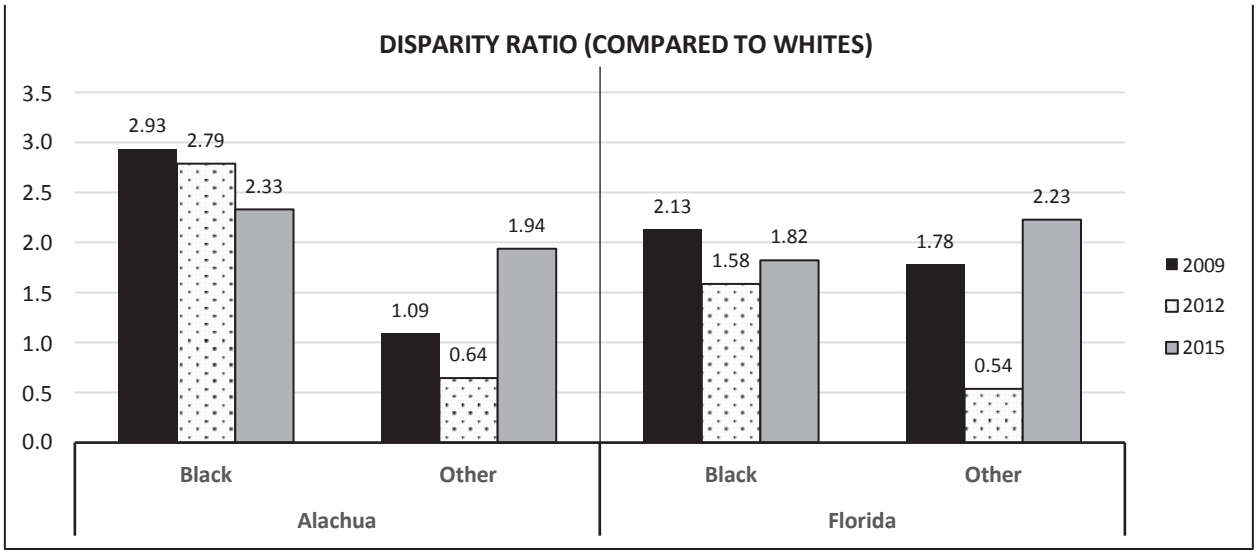


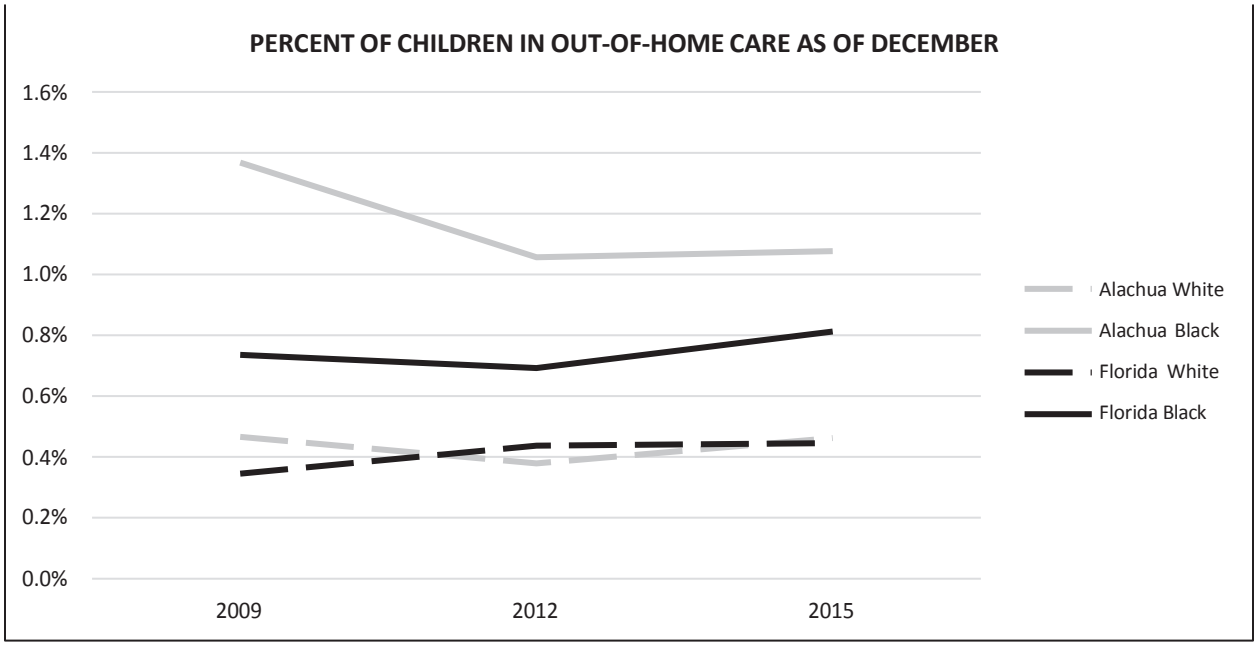


Notes: Data from Florida Department of Children and Families. Annual data is a sum of all the counts of the month of that year. A discharge represents that point in time when the child is no longer in foster care under the care and responsibility or supervision of the agency.

IN OUT-OF-HOME CARE

In Out-of-Home Care	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White in out-of-home care	**0.47%**	**0.38%**	**0.46%**	**0.35%**	**0.44%**	**0.45%**
White in out-of-home care	139	95	130	10,701	11,421	13,275
White children	29,816	25,066	28,112	3,099,228	2,613,743	2,978,801
% Black in out-of-home care	**1.37%**	**1.06%**	**1.08%**	**0.74%**	**0.69%**	**0.81%**
Black in out-of-home care	195	145	155	6,888	6,015	7,705
Black children	14,260	13,722	14,392	936,421	868,633	948,507
% Other in out-of-home care	**0.51%**	**0.24%**	**0.90%**	**0.61%**	**0.23%**	**0.99%**
Other in out-of-home care	16	14	27	994	1,233	1,642
Other children	3,140	5,738	3,013	161,638	526,845	165,482

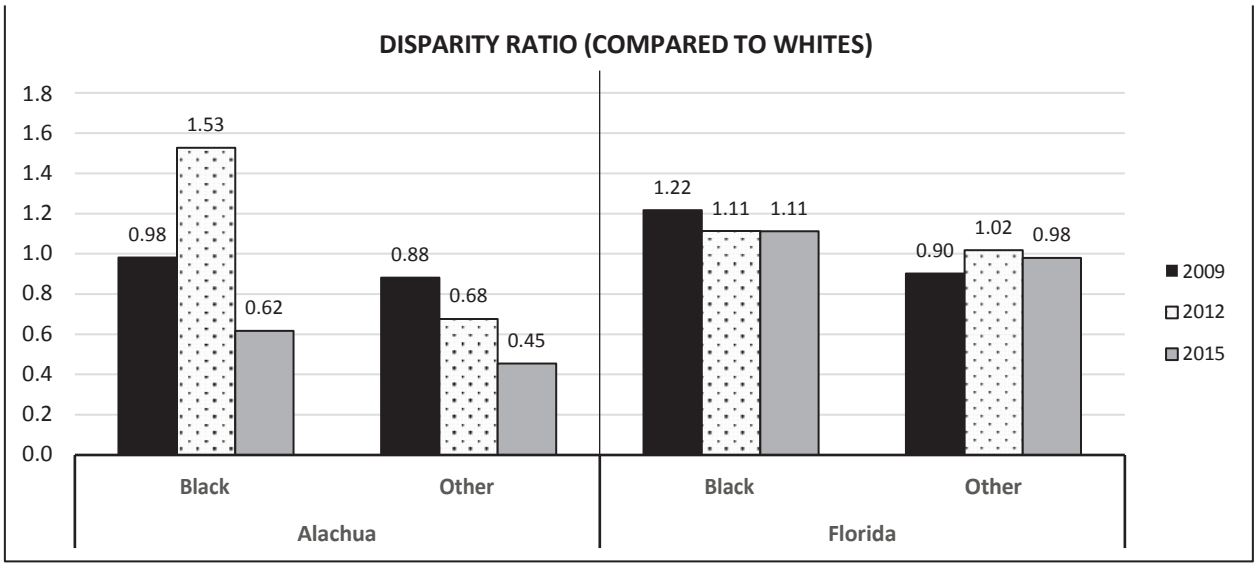


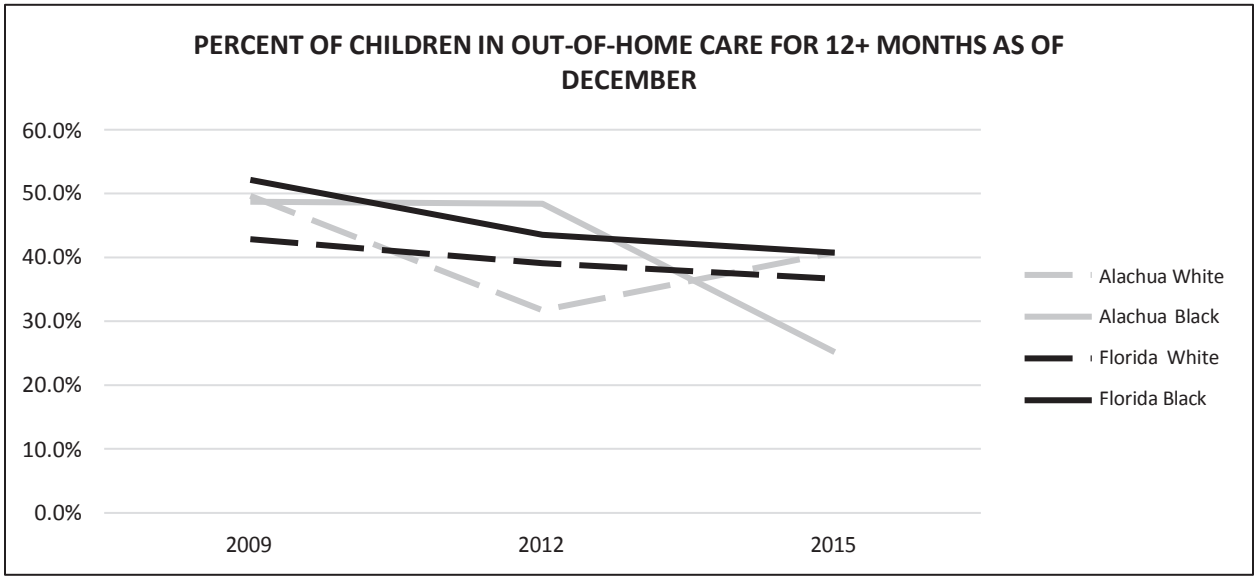


Notes: Data from Florida Department of Children and Families. Data is as December of that year. Out-of-home care includes all children who have been removed from their home and are living with a relative, non-relative or in foster care.

IN OUT-OF-HOME CARE 12+ MONTHS

In Out-of-Home Care 12+ Months	Alachua			Florida		
	2009	2012	2015	2009	2012	2015
% White in out-of-home care	**49.64%**	**31.72%**	**40.77%**	**42.85%**	**39.10%**	**36.65%**
White in out-of-home care	69	46	53	4,585	4,466	4,865
White children	139	145	130	10,701	11,421	13,275
% Black in out-of-home care	**48.72%**	**48.42%**	**25.16%**	**52.13%**	**43.56%**	**40.75%**
Black in out-of-home care	95	46	39	3,591	2,620	3,140
Black children	195	95	155	6,888	6,015	7,705
% Other in out-of-home care	**43.75%**	**21.43%**	**18.52%**	**38.63%**	**39.82%**	**35.93%**
Other in out-of-home care	7	3	5	384	491	590
Other children	16	14	27	994	1,233	1,642

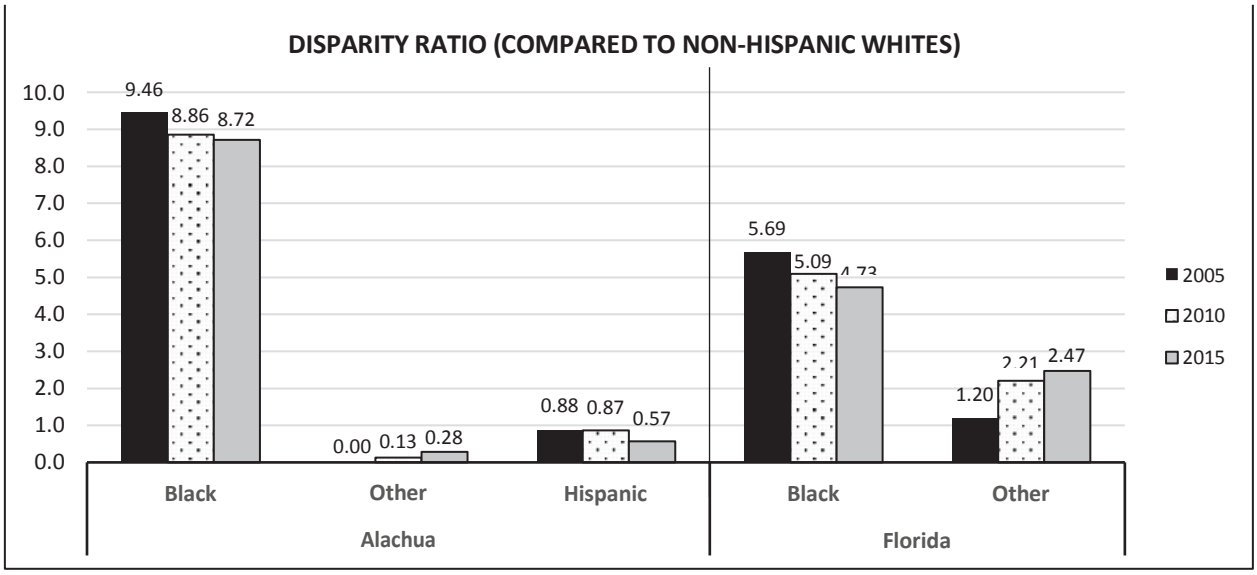


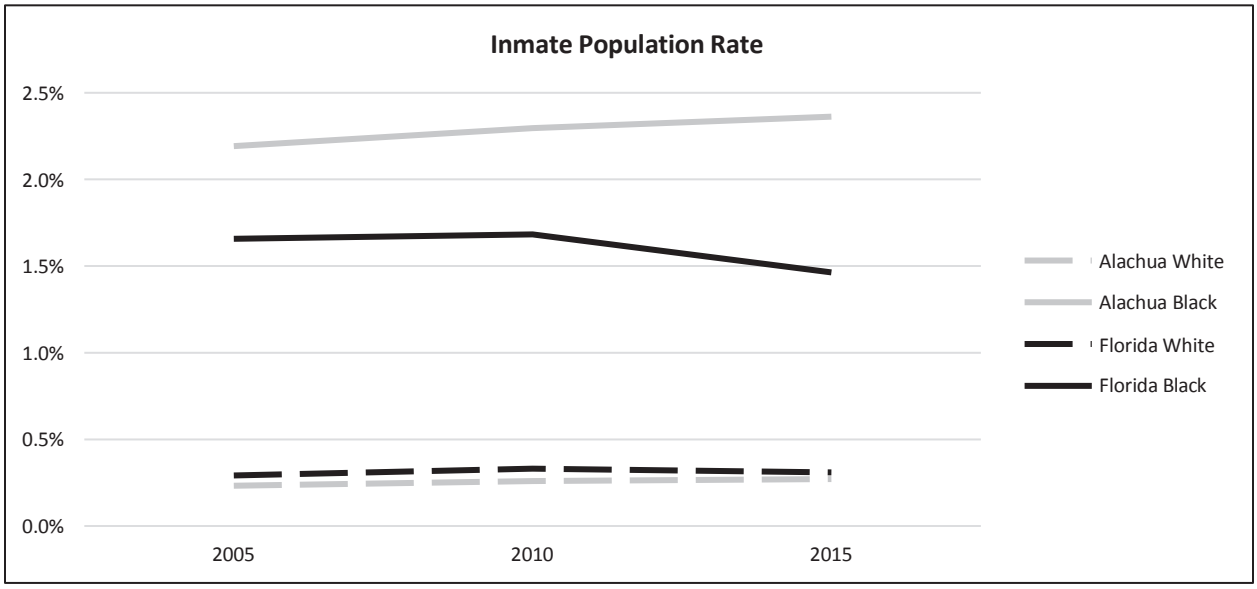


Notes: Data from Florida Department of Children and Families. Data is as December of that year. Out-of-home care includes all children who have been removed from their home and are living with a relative, non-relative or in foster care.

INMATE POPULATION

Adult Inmate Population	Alachua			Florida		
	2005	2010	2015	2005	2010	2015
Non-Hispanic White Inmate Population	**0.23%**	**0.26%**	**0.27%**	**0.29%**	**0.33%**	**0.31%**
Non-Hispanic White Inmate Population	351	449	494	38,870	47,602	47,539
Non-Hispanic White Population	151,420	173,152	182,337	13,341,532	14,411,461	15,357,374
Black Inmate Population	**2.19%**	**2.30%**	**2.36%**	**1.66%**	**1.68%**	**1.46%**
Black Inmate Population	935	1,164	1,217	43,303	50,442	48,020
Black Population	42,646	50,685	51,528	2,613,628	2,997,377	3,280,778
Other Inmate Population	**0.00%**	**0.03%**	**0.08%**	**0.35%**	**0.73%**	**0.76%**
Other Inmate Population	0	1	2	2,728	4,188	4,491
Other Population	2,902	2,926	2,629	777,988	574,909	587,196
Hispanic Inmate Population	**0.20%**	**0.22%**	**0.15%**	**N/A**	**N/A**	**N/A**
Hispanic Inmate Population	27	47	37	N/A	N/A	N/A
Hispanic Population	13,177	20,928	23,895	N/A	N/A	N/A

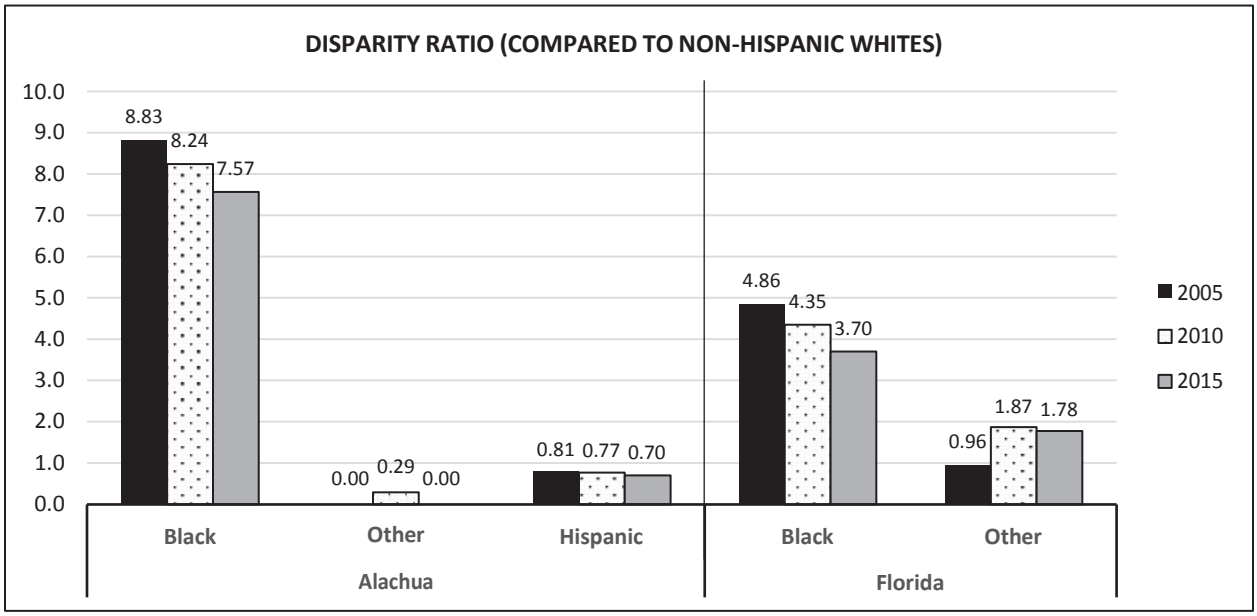


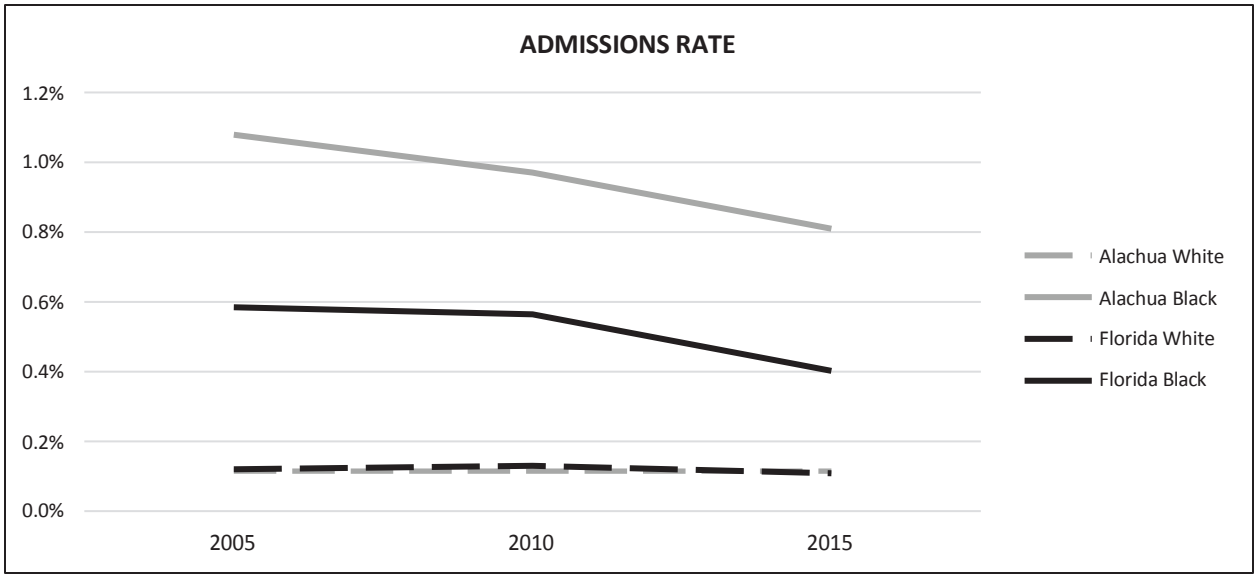


Notes: County level data is from a special report generated by the Florida Department of Corrections Agency. State data from Florida Department of Law Enforcement Uniform Crime Reports. Population counts from American Community Survey, U.S. Census Bureau 1 year estimates. Other is not black or white. Hispanic data not available for state, unable to calculate disparity ratio.

ADMISSIONS RATE

Admissions	Alachua			Florida		
	2005	2010	2015	2005	2010	2015
Non-Hispanic White Admissions	**0.12%**	**0.12%**	**0.11%**	**0.12%**	**0.13%**	**0.11%**
Non-Hispanic White Admissions	185	204	195	16,044	18,682	16,667
Non-Hispanic White Population	151,420	173,152	182,337	13,341,532	14,411,461	15,357,374
Black Admissions	**1.08%**	**0.97%**	**0.81%**	**0.58%**	**0.56%**	**0.40%**
Black Admissions	460	492	417	15,265	16,913	13,185
Black Population	42,646	50,685	51,528	2,613,628	2,997,377	3,280,778
Other Admissions	**0.00%**	**0.03%**	**0.00%**	**0.12%**	**0.24%**	**0.19%**
Other Admissions	0	1	0	895	1,397	1,133
Other Population	2,902	2,926	2,629	777,988	574,909	587,196
Hispanic Admissions	**0.10%**	**0.09%**	**0.08%**	**N/A**	**N/A**	**N/A**
Hispanic Admissions	13	19	18	N/A	N/A	N/A
Hispanic Population	13,177	20,928	23,895	N/A	N/A	N/A

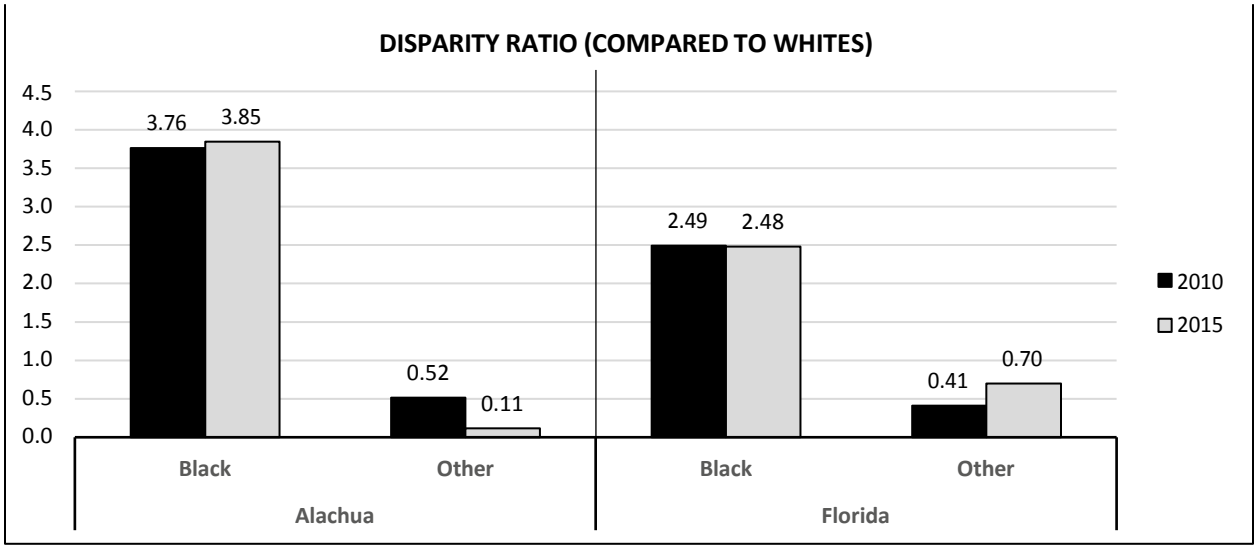


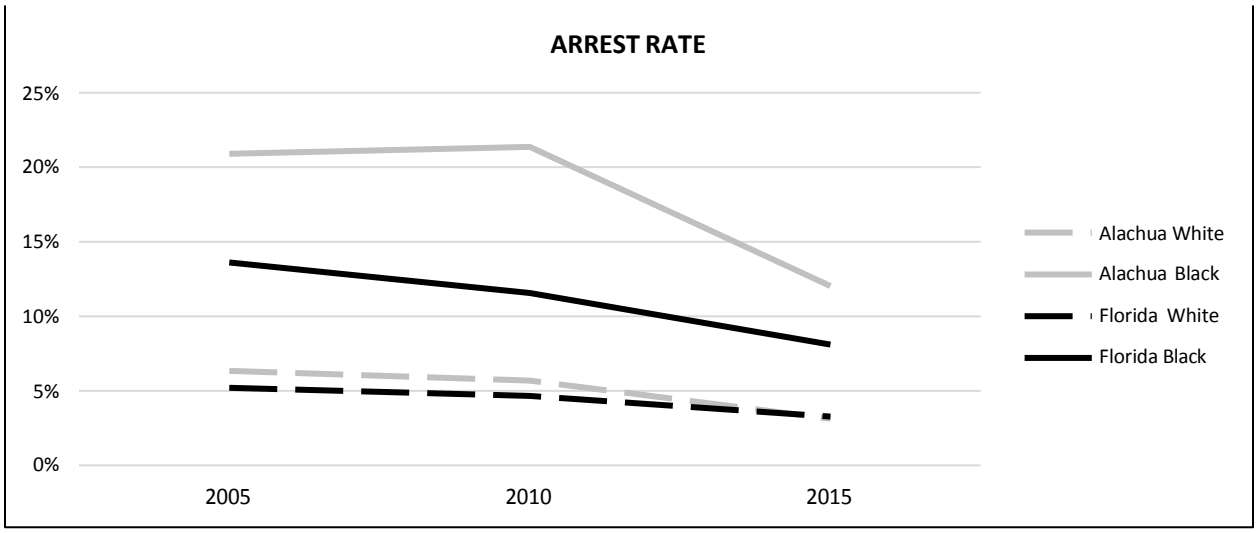


Notes: County and state data from Florida Department of Law Enforcement Uniform Crime Reports. National data from FBI Uniform Crime Reports. Population counts from American Community Survey, U.S. Census Bureau 1 year estimates. Other is not white or black. Hispanic data not available for state, unable to calculate disparity ratio.

ARREST RATE

Arrest Rate	Alachua				USA	
	2010	2015	2010	2015	2010	2015
White Arrest Rate	**5.68%**	**3.13%**	**4.64%**	**3.27%**	**3.08%**	**2.45%**
White Arrests	9,828	5,703	668,956	501,644	7,066,154	5,753,212
White Population	173,152	182,337	14,411,461	15,357,374	229,397,472	234,940,100
Black Arrest Rate	**21.36%**	**12.03%**	**11.57%**	**8.10%**	**7.32%**	**5.40%**
Black Arrests	10,828	6,198	346,766	265,899	2,846,862	2,197,140
Black Population	50,685	51,528	2,997,377	3,280,778	38,874,625	40,695,277
Asian Arrest Rate	**0.67%**	**0.44%**	**0.77%**	**0.81%**	**N/A**	**0.59%**
Asian Arrests	92	71	3,480	4,420	N/A	101,064
Asian Population	13,770	16,280	452,580	544,068	N/A	17,273,777
Other Arrest Rate	**2.94%**	**0.36%**	**1.91%**	**2.28%**	**5.70%**	**6.70%**
Other Arrests	20	4	1,295	1,074	145,612	174,020
Other Population	681	1,124	67,854	47,032	2,553,566	2,597,249

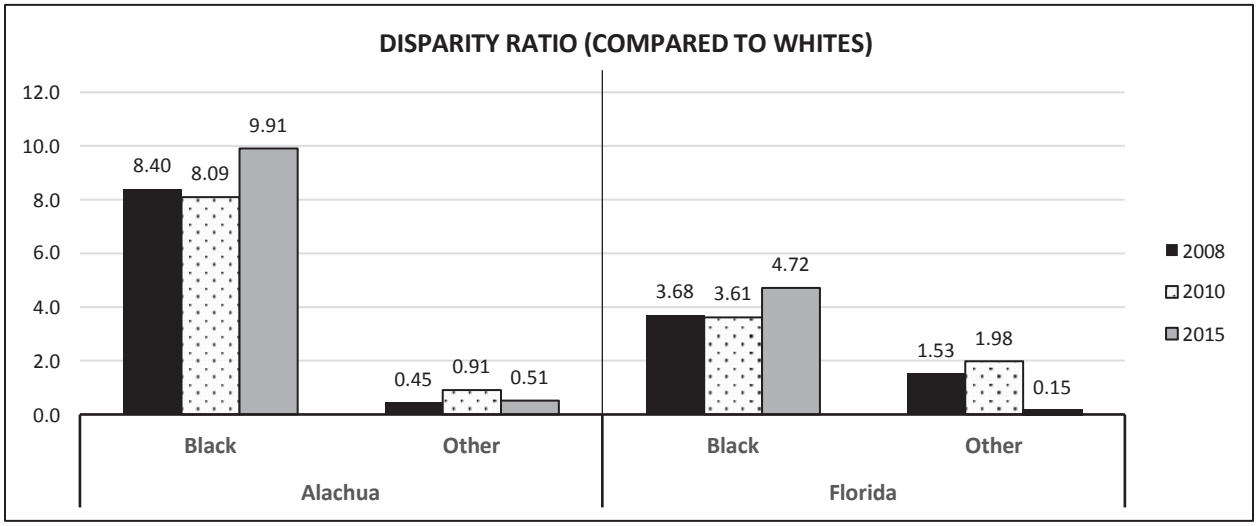


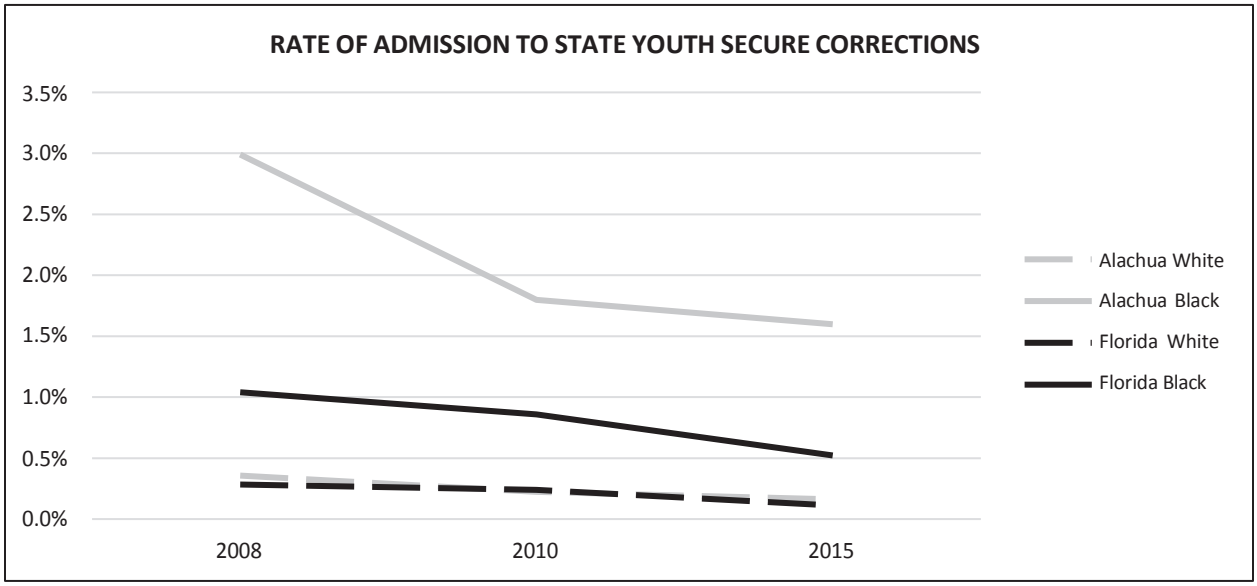


Notes: County and state data from Florida Department of Law Enforcement Uniform Crime Reports. National data from FBI Uniform Crime Reports. Population counts from American Community Survey, U.S. Census Bureau 1 year estimates. Other is not white or black.

ADMISSIONS TO STATE YOUTH SECURE CORRECTIONS

Admission to State Youth Secure Corrections	Alachua			Florida		
	2008	2010	2015	2008	2010	2015
White Rate of Admission	**0.36%**	**0.22%**	**0.16%**	**0.28%**	**0.24%**	**0.11%**
White Admissions	40	25	17	2,815	2,316	943
White Population 10-17	11,225	11,328	10,554	997,238	974,931	852,420
Black Rate of Admission	**2.99%**	**1.80%**	**1.60%**	**1.04%**	**0.86%**	**0.52%**
Black Admissions	193	117	93	4,388	3,375	2,020
Black Population 10-17	6,444	6,503	5,818	421,908	393,722	387,262
Other Rate of Admission	**0.16%**	**0.20%**	**0.08%**	**0.43%**	**0.47%**	**0.02%**
Other Admissions	2	3	1	331	265	10
Other Population 10-17	1,455	1,468	1,221	76,711	56,246	60,906
Hispanic Rate of Admission	**0.00%**	**0.18%**	**0.05%**	**0.18%**	**0.15%**	**0.07%**
Hispanic Admissions	0	3	1	745	662	397
Hispanic Population 10-17	1,663	1,678	1,929	421,908	449,968	540,140

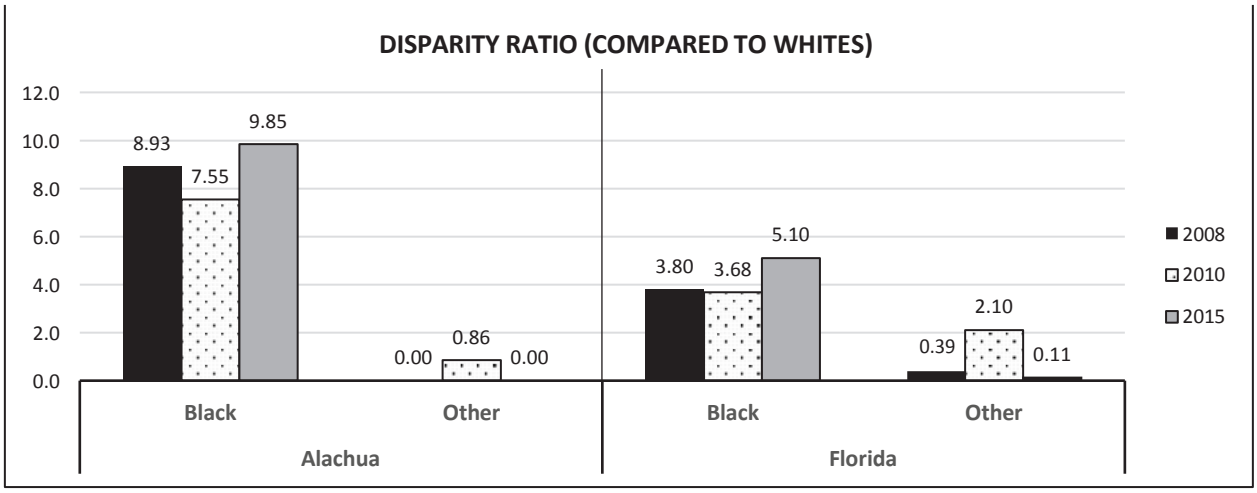


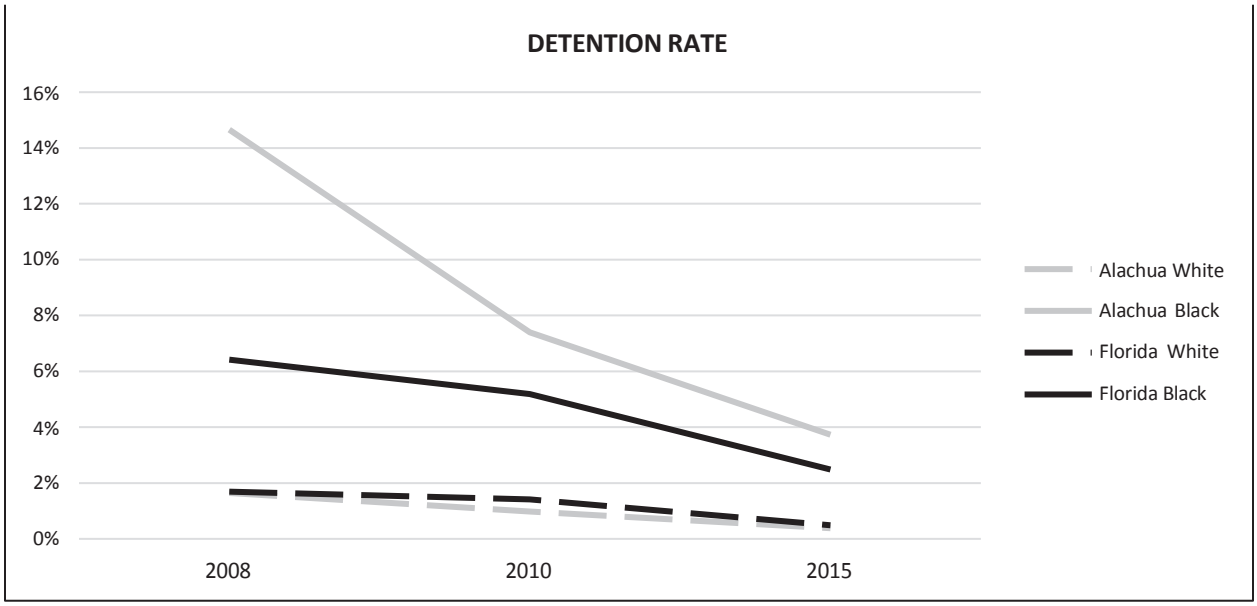


Notes: Data from the Florida Department of Juvenile Justice. Juvenile population is the population aged 10-17. Data for 2008, 2010, and 2015 is from the fiscal year 2007-08, 2009-10, and 2014-15 respectively.

JUVENILE DETENTION RATE

Juvenile Detention Rate	Alachua			Florida		
	2008	2010	2015	2008	2010	2015
White Juvenile Detention Rate	**1.64%**	**0.98%**	**0.38%**	**1.69%**	**1.41%**	**0.49%**
White Detentions	184	111	40	16,853	13,730	4,149
White Population 10-17	11,225	11,328	10,554	997,238	974,931	852,420
Black Juvenile Detention Rate	**14.66%**	**7.40%**	**3.73%**	**6.42%**	**5.18%**	**2.48%**
Black Detentions	945	481	217	27,068	20,387	9,619
Black Population 10-17	6,444	6,503	5,818	421,908	393,722	387,262
Other Juvenile Detention Rate	**0.00%**	**0.84%**	**0.00%**	**0.67%**	**2.96%**	**0.06%**
Other Detentions	0	12	0	511	1,664	34
Other Population 10-17	1,455	1,468	1,221	76,711	56,246	60,906
Hispanic Juvenile Detention Rate	**1.39%**	**0.74%**	**0.31%**	**1.57%**	**1.29%**	**0.42%**
Hispanic Detentions	23	12	6	6,639	5,825	2,282
Hispanic Population 10-17	1,663	1,678	1,929	421,908	449,968	540,140

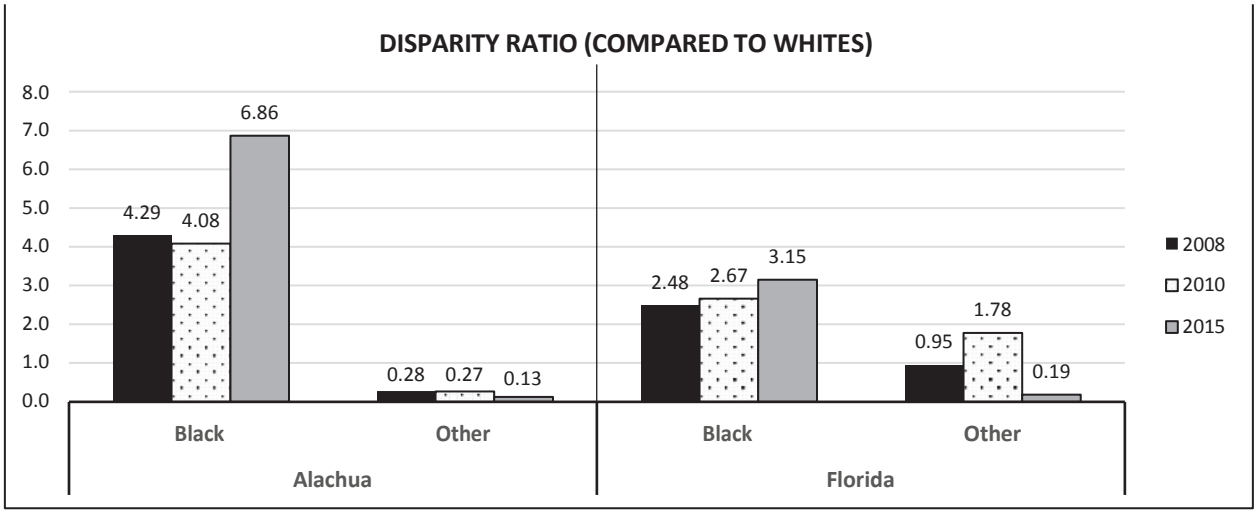


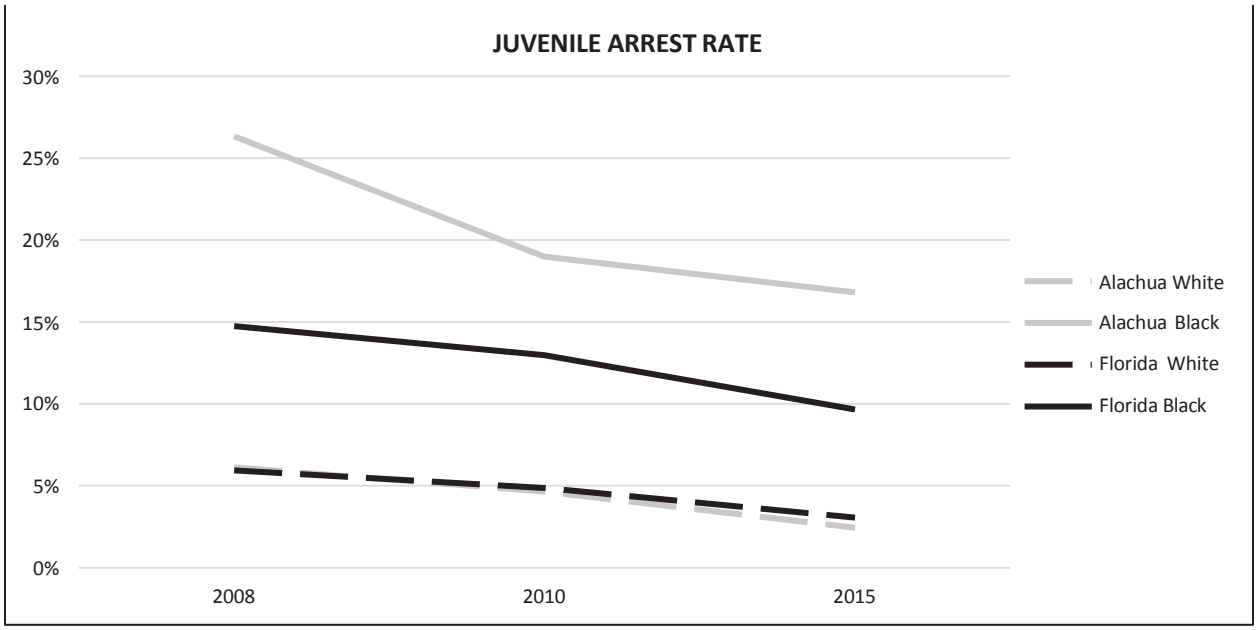


Notes: Data from the Florida Department of Juvenile Justice. Juvenile population is the population aged 10-17. Data for 2008, 2010, and 2015 is from the fiscal year 2007-08, 2009-10, and 2014-15 respectively.

JUVENILE ARREST RATE

Juvenile Arrest Rate	Alachua			Florida		
	2008	2010	2015	2008	2010	2015
White Arrest Rate	**6.13%**	**4.65%**	**2.45%**	**5.95%**	**4.87%**	**3.07%**
White Arrests	689	526	258	59,329	47,459	26,134
White Population 10-17	11,225	11,328	10,554	997,238	974,931	852,420
Black Arrest Rate	**26.33%**	**18.98%**	**16.81%**	**14.75%**	**12.98%**	**9.67%**
Black Arrests	1,697	1,234	978	62,223	51,109	37,431
Black Population 10-17	6,444	6,503	5,818	421,908	393,722	387,262
Other Arrest Rate	**1.69%**	**1.24%**	**0.32%**	**5.66%**	**8.65%**	**0.57%**
Other Arrests	25	18	4	4,341	4,868	347
Other Population 10-17	1,455	1,468	1,221	76,711	56,246	60,906
Hispanic Arrest Rate	**2.96%**	**2.16%**	**2.40%**	**4.46%**	**4.06%**	**2.06%**
Hispanic Arrests	49	36	46	18,812	18,253	11,107
Hispanic Population 10-17	1,663	1,678	1,929	421,908	449,968	540,140

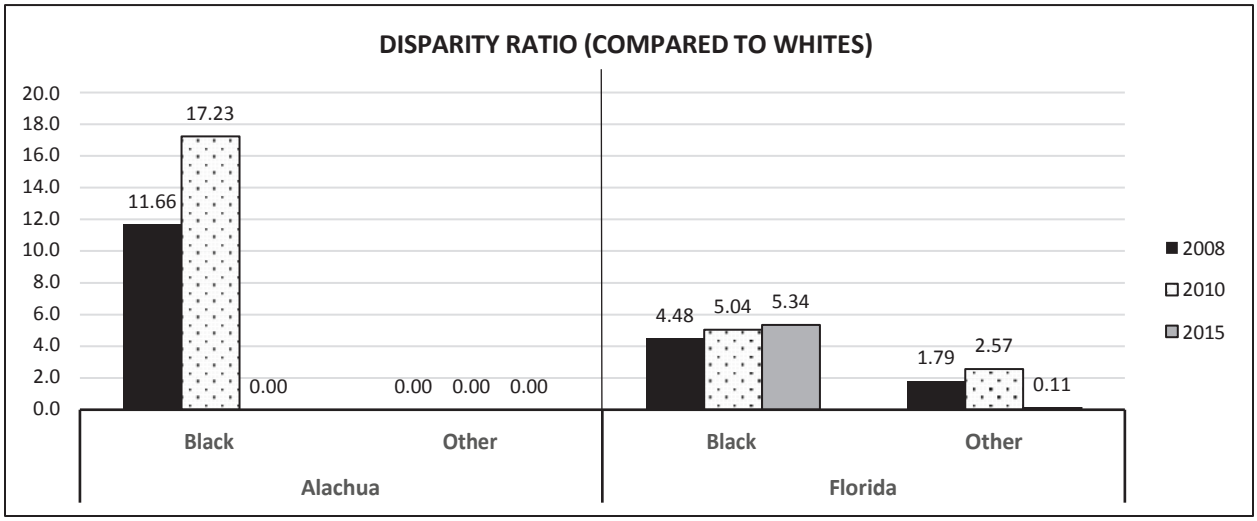


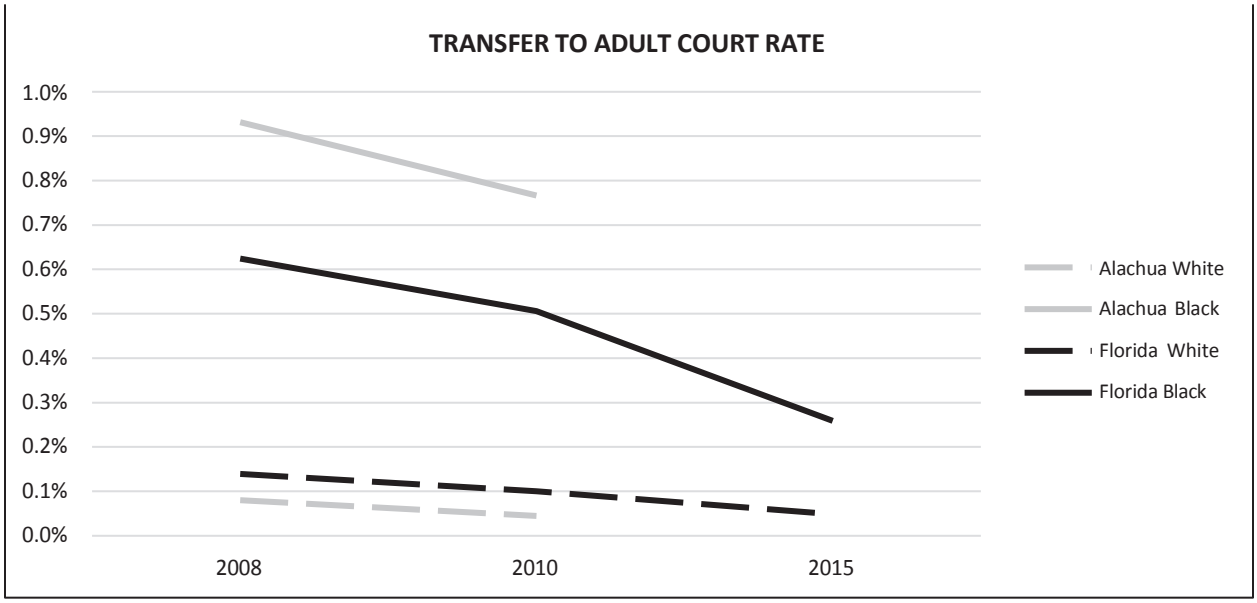


Notes: Data from the Florida Department of Juvenile Justice. Juvenile population is the population aged 10-17. Data for 2008, 2010, and 2015 is from the fiscal year 2007-08, 2009-10, and 2014-15 respectively.

TRANSFER TO ADULT COURT

Transfer to Adult Court	Alachua			Florida		
	2008	2010	2015	2008	2010	2015
White Transfer Rate	**0.08%**	**0.04%**	**N/A**	**0.14%**	**0.10%**	**0.05%**
White Transfers	9	5	N/A	1,389	978	413
White Population 10-17	11,225	11,328	10,554	997,238	974,931	852,420
Black Transfer Rate	**0.93%**	**0.77%**	**N/A**	**0.62%**	**0.51%**	**0.26%**
Black Transfers	60	50	N/A	2,634	1,992	1,002
Black Population 10-17	6,444	6,503	5,818	421,908	393,722	387,262
Other Transfer Rate	**0.00%**	**0.00%**	**N/A**	**0.25%**	**0.26%**	**0.01%**
Other Transfers	0		N/A	192	145	3
Other Population 10-17	1,455	1,468	1,221	76,711	56,246	60,906
Hispanic Transfer Rate	**0.00%**	**0.07%**	**N/A**	**0.14%**	**0.11%**	**0.04%**
Hispanic Transfers	0	1	N/A	575	507	201
Hispanic Population 10-17	1,663	1,678	1,929	421,908	449,968	540,140

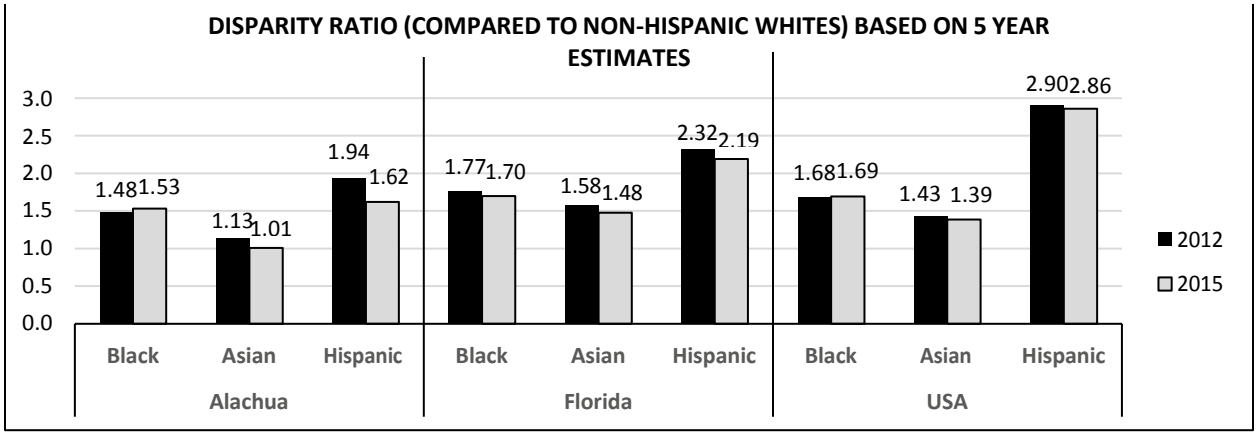


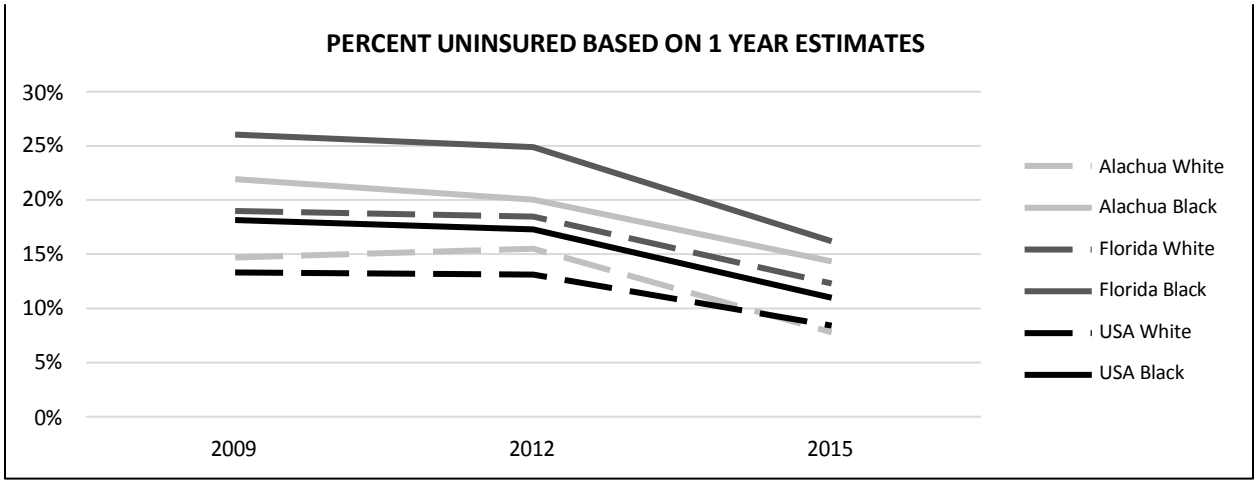


Notes: Data from the Florida Department of Juvenile Justice. Juvenile population is the population aged 10-17. Data for 2008, 2010, and 2015 is from the fiscal year 2007-08, 2009-10, and 2014-15 respectively. Number of transfers for 2015 Alachua county data was not large enough for a racial breakdown.

UNINSURED RATE

Uninsured Rate (5 year estimates)	Alachua		Florida		USA	
	2012	2015	2012	2015	2012	2015
% Non-Hispanic White uninsured	**13.57%**	**11.45%**	**14.31%**	**12.77%**	**10.38%**	**9.01%**
Non-Hispanic White uninsured	21,234	18,122	1,539,459	1,386,328	20,139,666	17,527,458
Non-Hispanic White	156,443	158,251	10,758,225	10,856,311	194,040,626	194,496,983
% White uninsured	**14.70%**	**12.18%**	**18.76%**	**16.63%**	**13.10%**	**11.53%**
White uninsured	25,458	21,481	2,671,708	2,450,929	29,609,697	26,486,838
White	173,144	176,347	14,243,245	14,740,298	226,004,684	229,729,186
% Black uninsured	**20.04%**	**17.52%**	**25.26%**	**21.68%**	**17.48%**	**15.25%**
Black uninsured	9,697	8,626	733,766	665,976	6,551,035	5,893,638
Black	48,400	49,228	2,904,481	3,071,277	37,487,829	38,635,817
% Asian uninsured	**15.38%**	**11.55%**	**22.56%**	**18.86%**	**14.85%**	**12.51%**
Asian uninsured	2,053	1,661	104,291	95,595	2,193,643	2,020,682
Asian	13,349	14,380	462,205	506,810	14,774,224	16,152,617
% Other uninsured	**29.55%**	**20.41%**	**39.00%**	**33.37%**	**32.38%**	**27.91%**
Other uninsured	1,027	753	217,789	184,232	5,689,442	4,942,120
Other	3,475	3,690	558,447	552,127	17,568,541	17,709,467
% Hispanic uninsured	**26.28%**	**18.58%**	**33.18%**	**27.97%**	**30.14%**	**25.76%**
Hispanic uninsured	5,462	4,169	1,393,557	1,290,393	15,017,022	13,784,869
Hispanic	20,780	22,441	4,199,447	4,613,938	49,828,677	53,509,295

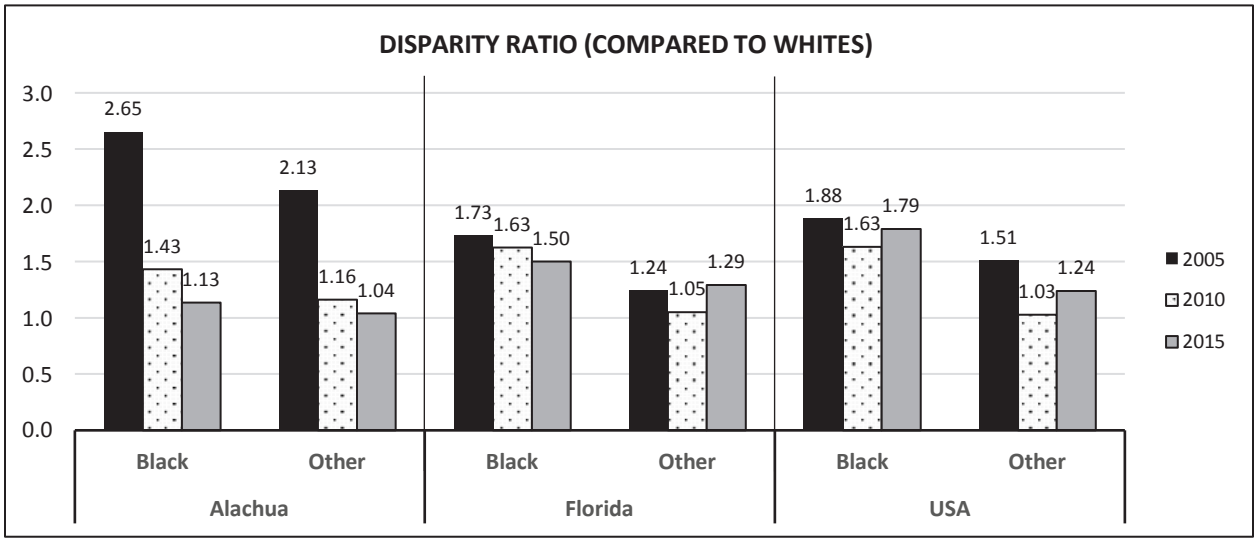


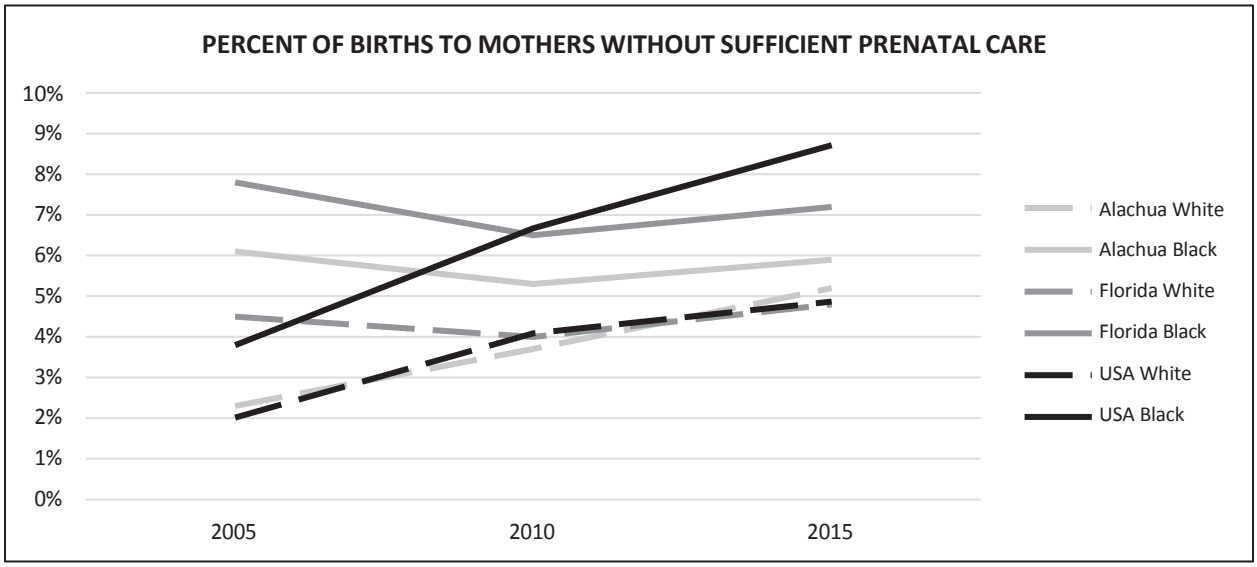


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race. Breakdown of race was not available prior to 2009.

PRENATAL CARE

Births to Mothers Without Sufficient Prenatal Care	Alachua			Florida			USA		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
% White Births	**2.30%**	**3.70%**	**5.20%**	**4.50%**	**4.00%**	**4.80%**	**2.01%**	**4.09%**	**4.87%**
White Births	37	62	85	6,760	5,301	7,129	65,057	125,614	146,702
% Black Births	**6.10%**	**5.30%**	**5.90%**	**7.80%**	**6.50%**	**7.20%**	**3.80%**	**6.67%**	**8.71%**
Black Births	45	42	42	3,261	2,751	3,178	24,036	42,440	55,772
% Other Births	**4.90%**	**4.30%**	**5.40%**	**5.60%**	**4.20%**	**6.20%**	**3.05%**	**4.20%**	**6.03%**
Other Births	11	10	13	575	400	734	8,403	12,333	19,645
% Hispanic Births	**3.20%**	**4.40%**	**9.20%**	**6.00%**	**4.80%**	**5.10%**	**3.31%**	**6.50%**	**6.90%**
Hispanic Births	6	9	21	3,384	2,371	2,959	32,578	61,411	63,797

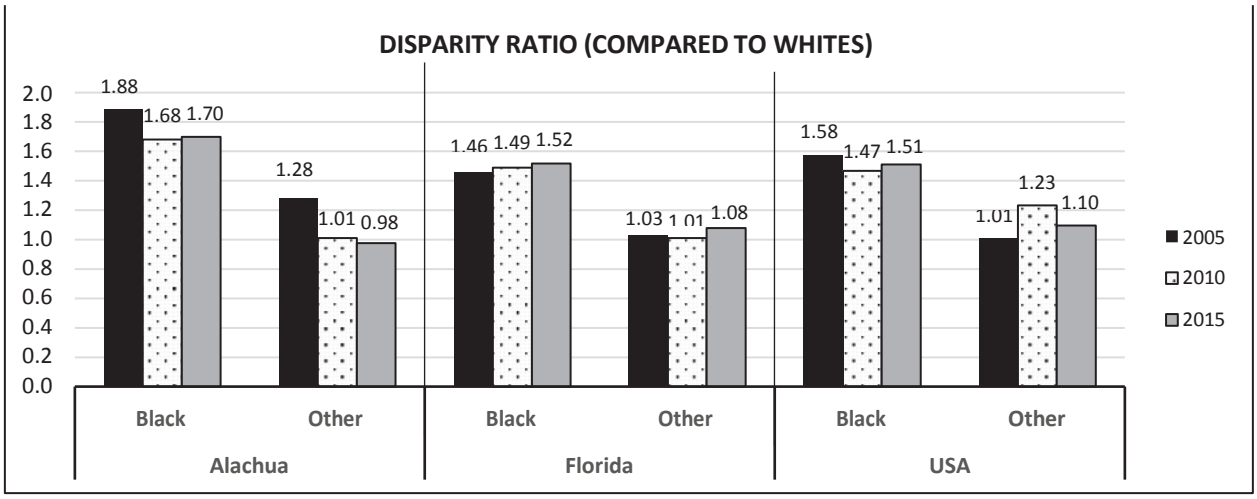


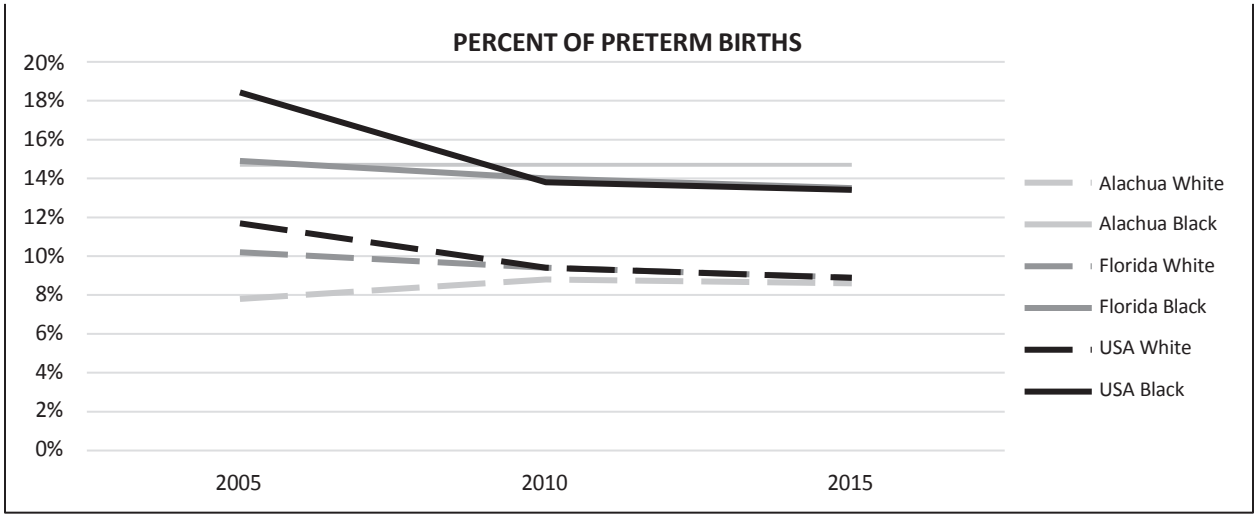


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total. Insufficient Prenatal Care is defined as prenatal care beginning in the third trimester or seventh month or later of pregnancy or not at all.

PRETERM BIRTHS

Preterm Births	Alachua			Florida			USA		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
% White Preterm Births	**7.80%**	**8.80%**	**8.60%**	**10.20%**	**9.40%**	**8.90%**	**11.69%**	**9.41%**	**8.88%**
White Preterm Births Count	129	156	154	16,971	14,427	14,375	265,466	232,688	189,146
% Black Preterm Births	**14.70%**	**14.80%**	**14.60%**	**14.90%**	**14.00%**	**13.50%**	**18.43%**	**13.81%**	**13.41%**
Black Preterm Births Count	120	128	122	7,134	6,883	6,606	107,059	100,797	78,911
% Other Preterm Births	**10.00%**	**8.90%**	**8.40%**	**10.50%**	**9.50%**	**9.60%**	**11.82%**	**11.59%**	**9.73%**
Other Preterm Births Count	23	21	22	1229	1021	1261	32,614	34,032	30,311
% Hispanic Preterm Births	**9.90%**	**11.40%**	**11.50%**	**9.70%**	**9.10%**	**9.00%**	**12.13%**	**9.09%**	**9.14%**
Hispanic Preterm Births Count	19	24	29	6,185	5,443	5,754	117,774	111,273	84,418

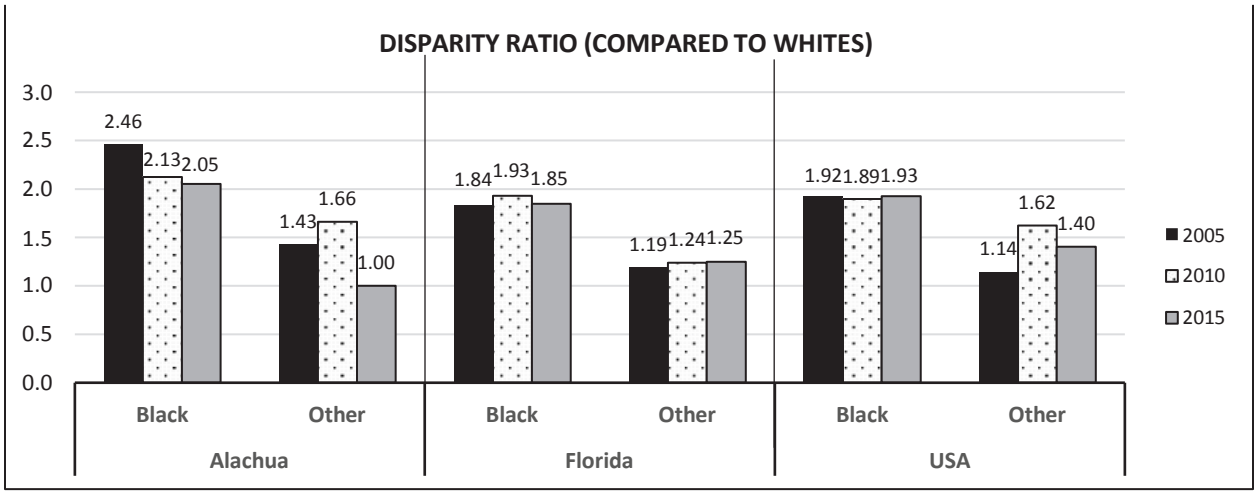


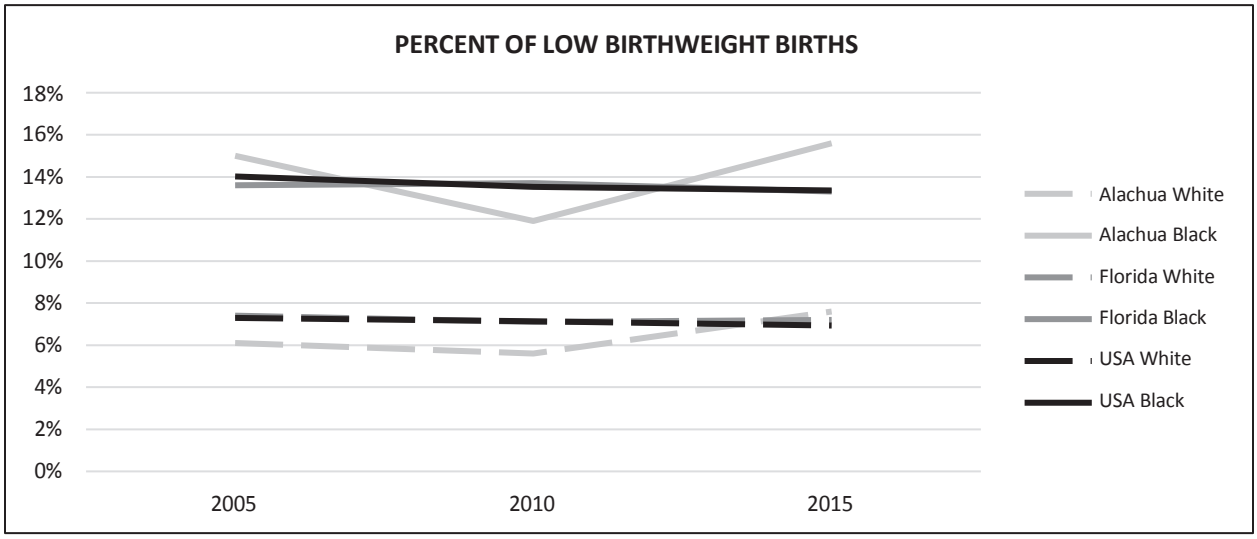


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total. Non-Hispanic white and black were used for the national data. Preterm defined as less than 37 weeks of gestation.

LOW BIRTHWEIGHT BABIES

Low Birthweight (Less than 2500 grams)	Alachua			Florida			USA		
	2005	2010	2015	2005	2010	2015	2005	2010	2015
% White Low Birthweight	**6.10%**	**5.60%**	**7.60%**	**7.40%**	**7.10%**	**7.20%**	**7.29%**	**7.14%**	**6.93%**
White Low Birthweight Counts	100	98	135	12,221	10,945	11,553	166,101	154,325	147,479
% Black Low Birthweight	**15.00%**	**11.90%**	**15.60%**	**13.60%**	**13.70%**	**13.30%**	**14.02%**	**13.53%**	**13.35%**
Black Low Birthweight Counts	122	103	130	6,521	6,744	6,524	81,674	79,677	78,514
% Other Low Birthweight	**8.70%**	**9.30%**	**7.60%**	**8.80%**	**8.80%**	**9.00%**	**8.33%**	**11.59%**	**9.73%**
Other Low Birthweight Counts	20	22	20	1,025	948	1,175	22,994	34,032	30,311
% Hispanic Low Birthweight	**7.30%**	**6.20%**	**9.50%**	**7.00%**	**7.10%**	**7.30%**	**6.88%**	**6.97%**	**7.21%**
Hispanic Low Birthweight Counts	14	13	24	4,493	4,210	4,676	67,796	65,868	66,623





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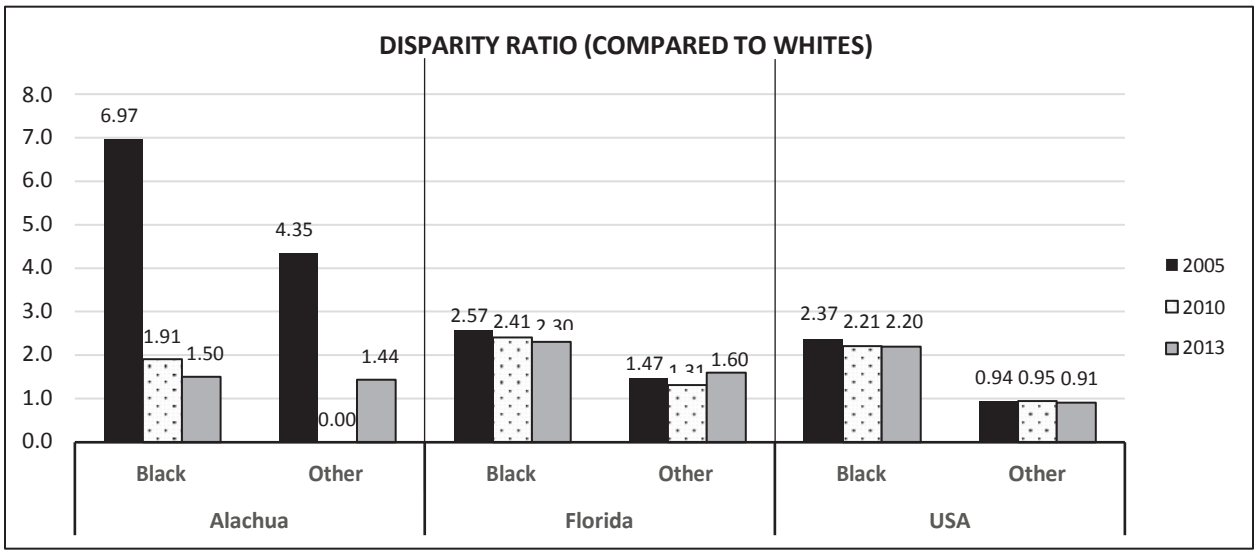
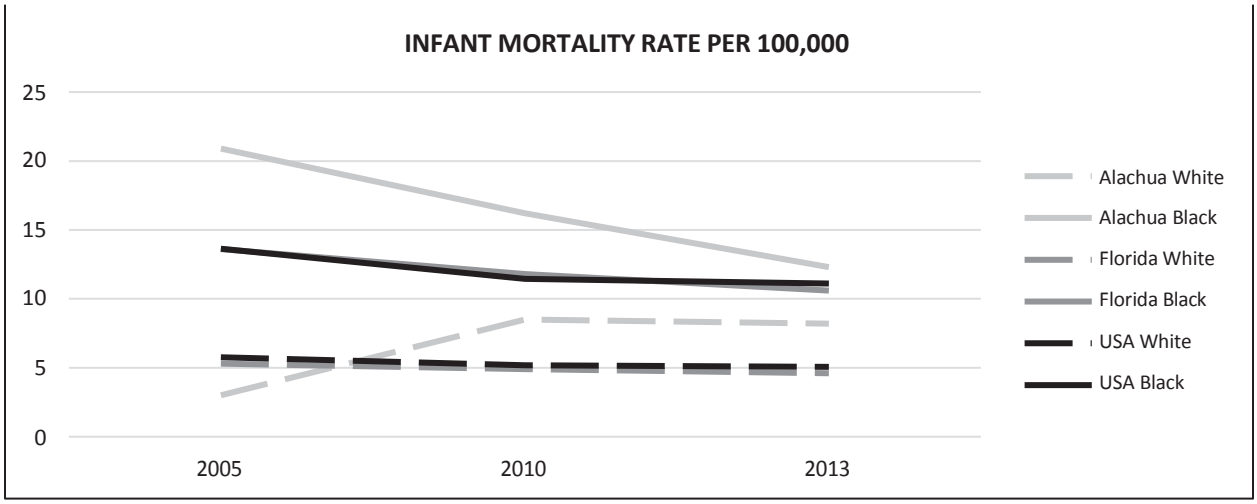
INFANT MORTALITY

Infant Mortality	Alachua			Florida			USA		
	2005	2010	2013	2005	2010	2013	2005	2010	2013
White Death Rate per 1,000	**3.00**	**8.50**	**8.20**	**5.30**	**4.90**	**4.60**	**5.76**	**5.18**	**5.06**
White Death Count	5	15	14	882	750	707	13,134	11,192	10,766
Black Death Rate per 1,000	**20.90**	**16.20**	**12.30**	**13.60**	**11.80**	**10.60**	**13.63**	**11.46**	**11.11**
Black Death Count	17	14	11	652	580	517	7,958	6,758	6,488
Other Death Rate per 1,000	**13.04**	**0.00**	**11.81**	**7.81**	**6.44**	**7.37**	**5.40**	**4.90**	**4.59**
Other Death Count	3	0	3	91	69	90	1,490	1,440	1,432
Hispanic Death Rate per 1,000	**10.40**	**4.70**	**0.00**	**5.90**	**5.10**	**4.40**	**5.62**	**5.25**	**5.00**
Hispanic Death Count	2	1	0	373	307	261	5,537	4,964	4,507

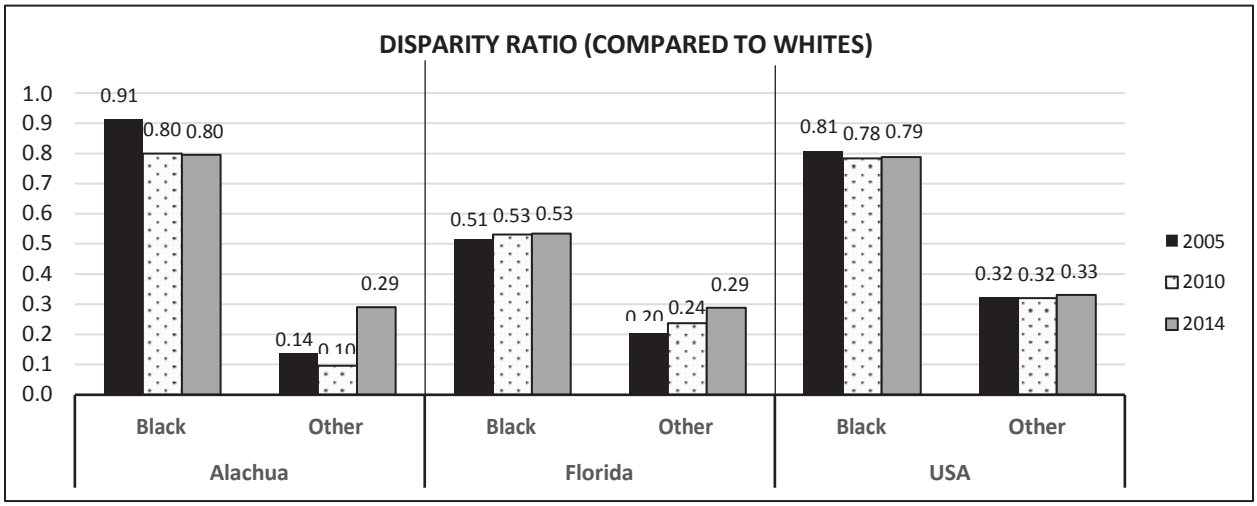


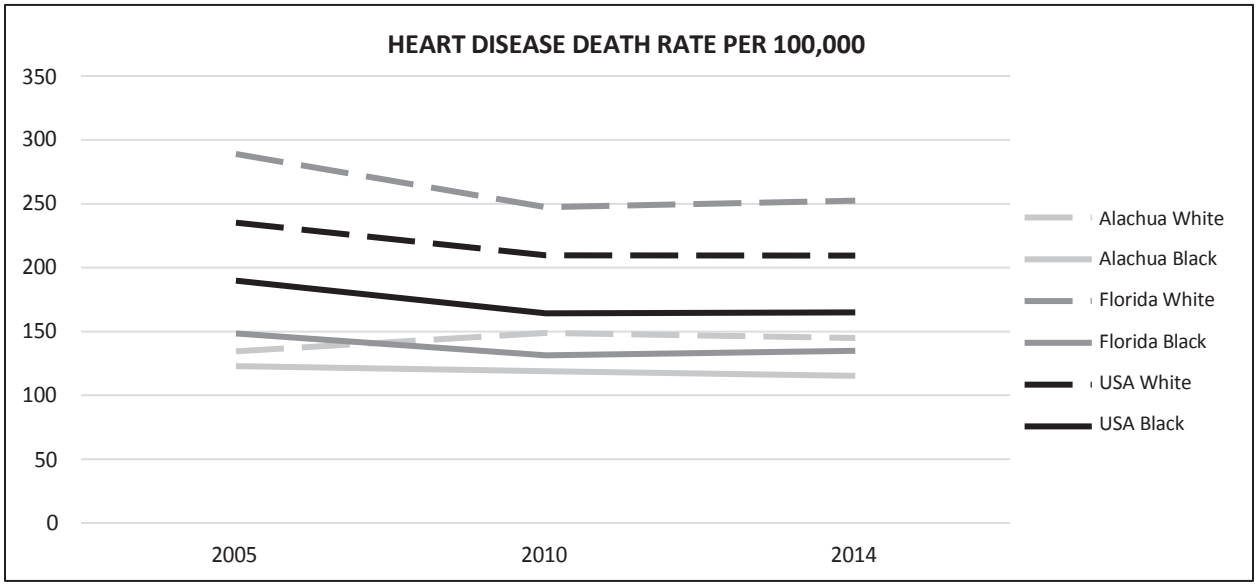


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total. Non-Hispanic white and black were used for the national data.

HEART DISEASE

Heart Disease Deaths	Alachua			Florida			USA		
	2005	2010	2014	2005	2010	2014	2005	2010	2014
White Death Rate per 100,000	**134.40**	**148.80**	**144.90**	**288.90**	**247.30**	**252.50**	**235.20**	**209.60**	**209.40**
White Death Count	230	262	258	41,353	36,631	38,603	564,796	514,323	524,695
Black Death Rate per 100,000	**122.90**	**118.90**	**115.20**	**148.40**	**131.30**	**134.80**	**189.80**	**164.20**	**165.00**
Black Death Count	57	60	59	4,183	4,049	4,400	74,159	69,083	73,095
Other Death Rate per 100,000	**18.30**	**14.25**	**42.03**	**58.43**	**58.67**	**72.77**	**76.37**	**67.19**	**69.23**
Other Death Count	3	3	9	435	541	726	13,136	14,283	16,558
Hispanic Death Rate per 100,000	**35.60**	**28.00**	**42.80**	**142.30**	**112.10**	**115.70**	**69.20**	**59.40**	**61.40**
Hispanic Death Count	6	6	10	5,040	4,763	5,421	29,555	30,006	34,021

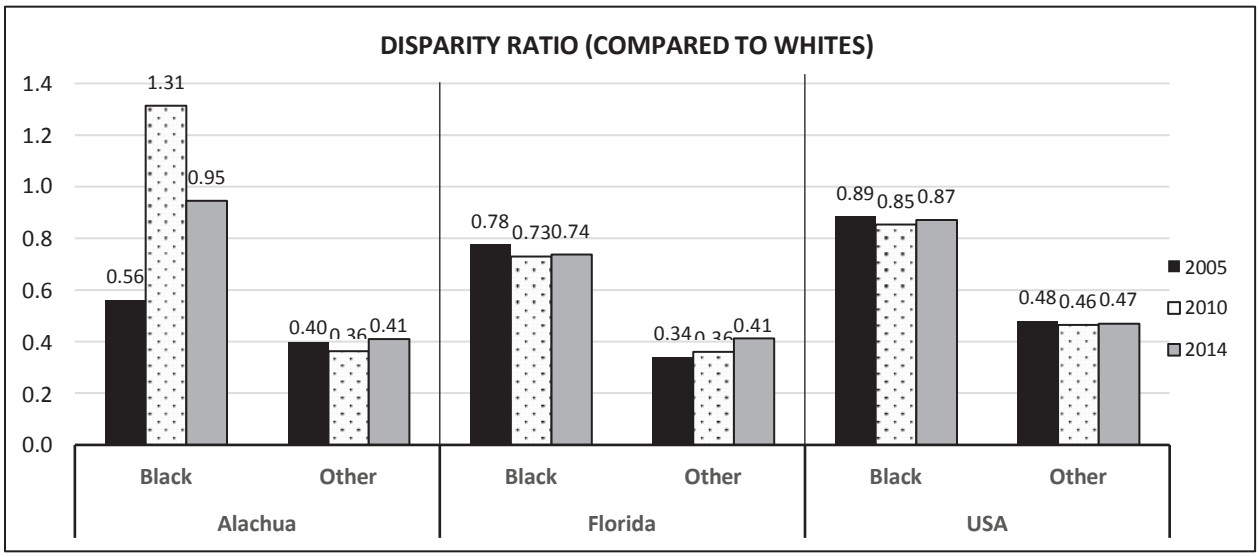


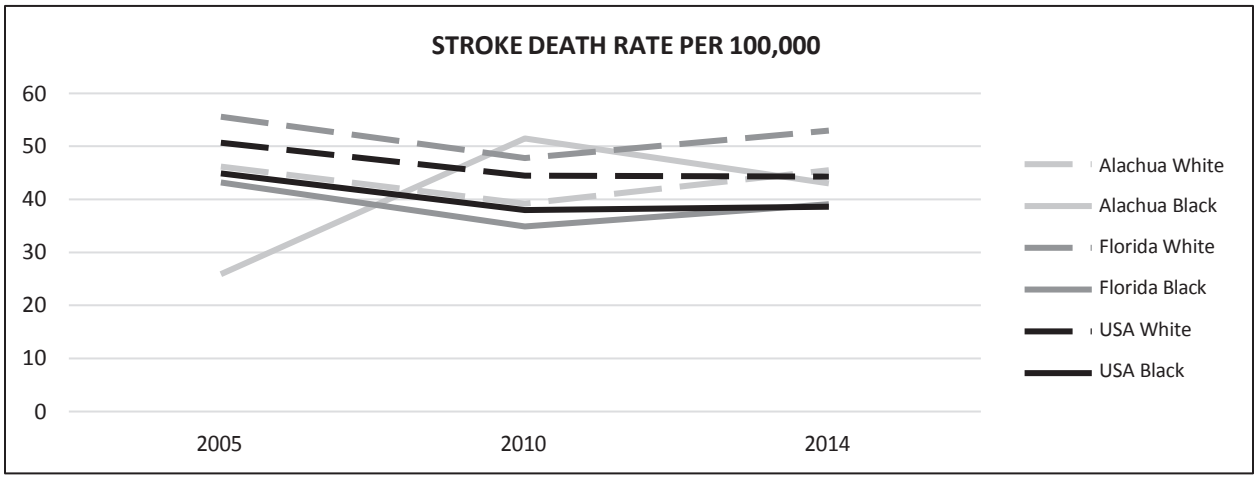


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total.

STROKE

Stroke Deaths	Alachua			Florida			USA		
	2005	2010	2014	2005	2010	2014	2005	2010	2014
White Death Rate per 100,000	**46.20**	**39.20**	**45.50**	**55.60**	**47.80**	**53.00**	**50.70**	**44.50**	**44.30**
White Death Count	79	69	81	7,959	7,084	8,106	121,868	109,119	111,035
Black Death Rate per 100,000	**25.90**	**51.50**	**43.00**	**43.20**	**34.90**	**39.10**	**44.90**	**38.00**	**38.60**
Black Death Count	12	26	22	1,217	1,075	1,275	17,541	15,965	17,088
Other Death Rate per 100,000	**18.30**	**14.25**	**18.68**	**18.94**	**17.24**	**21.85**	**24.24**	**20.66**	**20.82**
Other Death Count	3	3	4	141	159	218	4,170	4,392	4,980
Hispanic Death Rate per 100,000	**17.80**	**4.70**	**12.80**	**24.20**	**20.50**	**26.70**	**16.00**	**14.40**	**15.70**
Hispanic Death Count	3	1	3	856	869	1,249	6,830	7,274	8,713

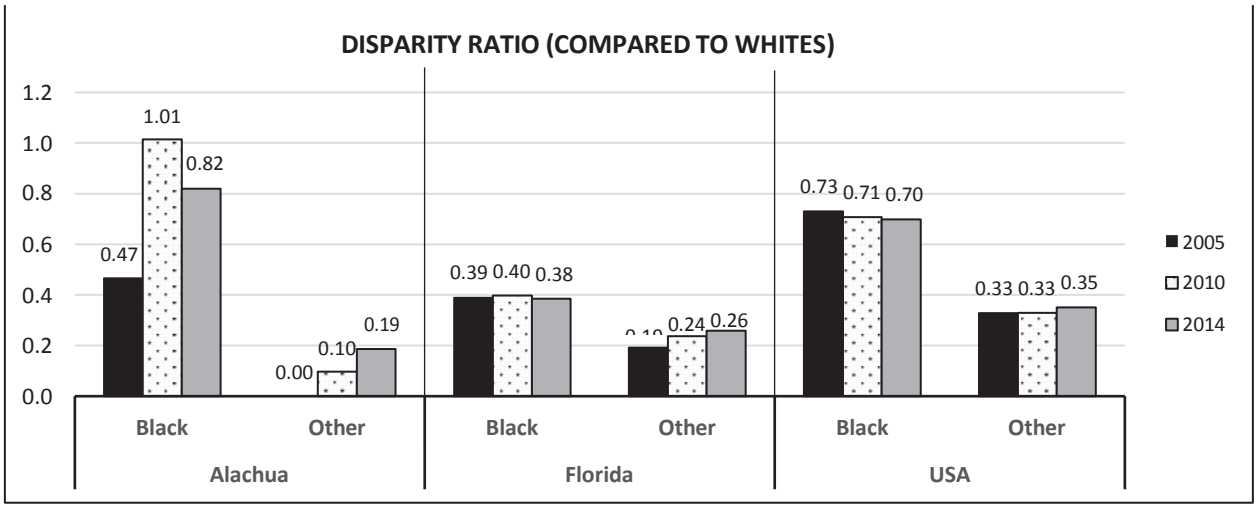


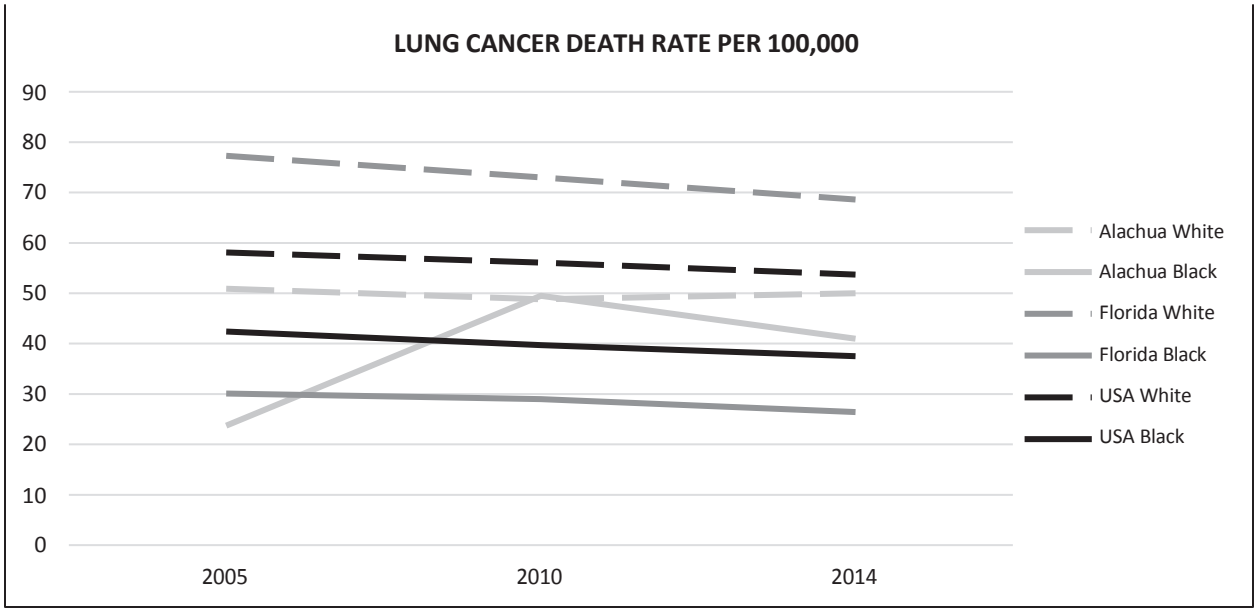


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total.

LUNG CANCER

Lung Cancer Deaths	Alachua			Florida			USA		
	2005	2010	2014	2005	2010	2014	2005	2010	2014
White Death Rate per 100,000	**50.90**	**48.80**	**50.00**	**77.30**	**73.00**	**68.60**	**58.10**	**56.10**	**53.70**
White Death Count	87	86	89	11,067	10,808	10,479	139,442	137,698	134,472
Black Death Rate per 100,000	**23.70**	**49.50**	**41.00**	**30.10**	**29.00**	**26.40**	**42.40**	**39.70**	**37.50**
Black Death Count	11	25	21	847	894	860	16,567	16,688	16,636
Other Death Rate per 100,000	**0.00**	**4.75**	**9.34**	**14.78**	**17.35**	**17.74**	**19.09**	**18.50**	**18.83**
Other Death Count	0	1	2	110	160	177	3,283	3,932	4,503
Hispanic Death Rate per 100,000	**11.90**	**4.70**	**4.30**	**22.50**	**19.90**	**21.50**	**10.50**	**9.80**	**10.00**
Hispanic Death Count	2	1	1	796	843	1,008	4,490	4,953	5,514

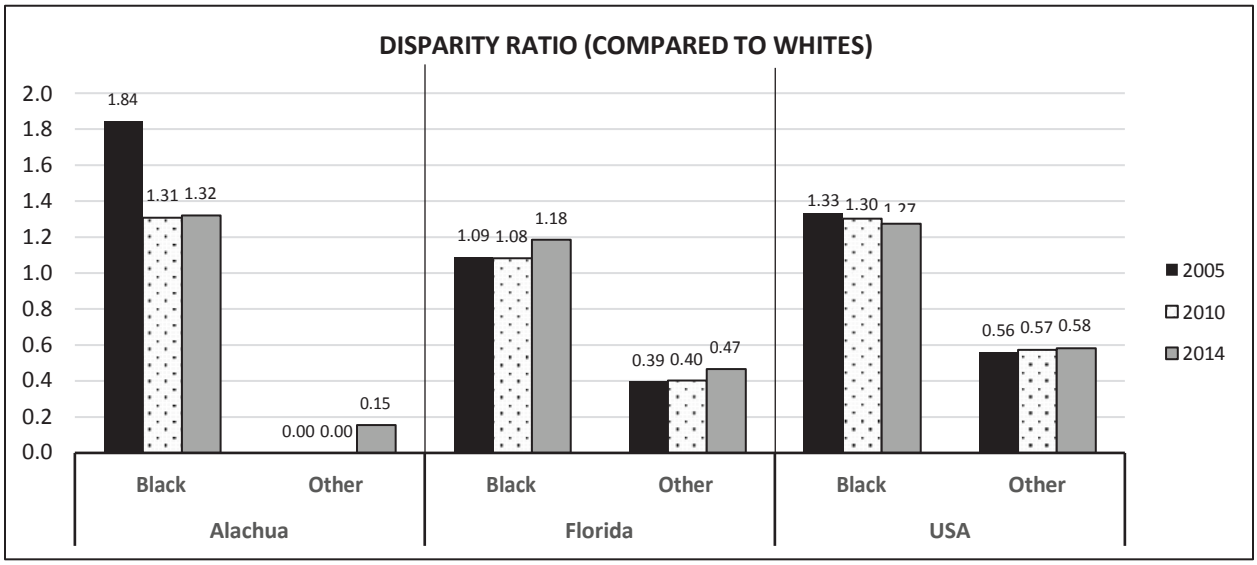


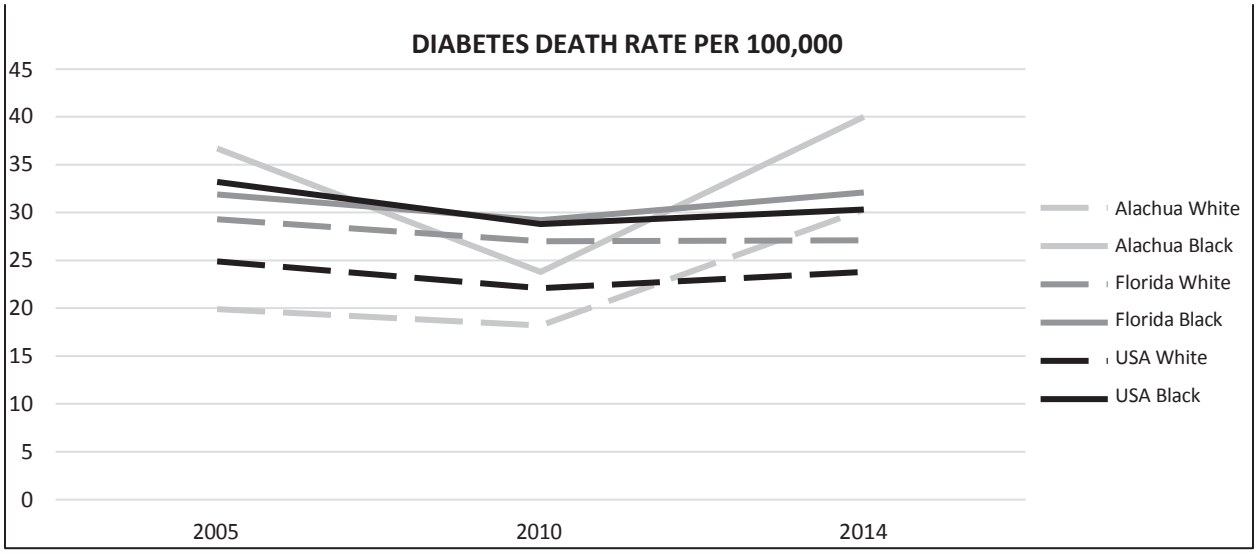


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total.

DIABETES DEATHS

Diabetes Deaths	Alachua			Florida			USA		
	2005	2010	2014	2005	2010	2014	2005	2010	2014
White Death Rate per 100,000	**19.90**	**18.20**	**30.30**	**29.30**	**27.00**	**27.10**	**24.90**	**22.10**	**23.80**
White Death Count	34	32	54	4,197	3,992	4,147	59,755	54,250	59,741
Black Death Rate per 100,000	**36.70**	**23.80**	**40.00**	**31.90**	**29.20**	**32.10**	**33.20**	**28.80**	**30.30**
Black Death Count	17	12	25	898	900	1046	12,970	12,126	13,435
Other Death Rate per 100,000	**0.00**	**0.00**	**4.67**	**11.55**	**10.85**	**12.63**	**13.92**	**12.68**	**13.85**
Other Death Count	0	0	1	86	100	126	2,394	2,695	3,312
Hispanic Death Rate per 100,000	**0.00**	**0.00**	**21.40**	**18.30**	**16.70**	**15.50**	**15.60**	**13.00**	**14.10**
Hispanic Death Count	0	0	5	649	707	725	6,665	6,556	7,795





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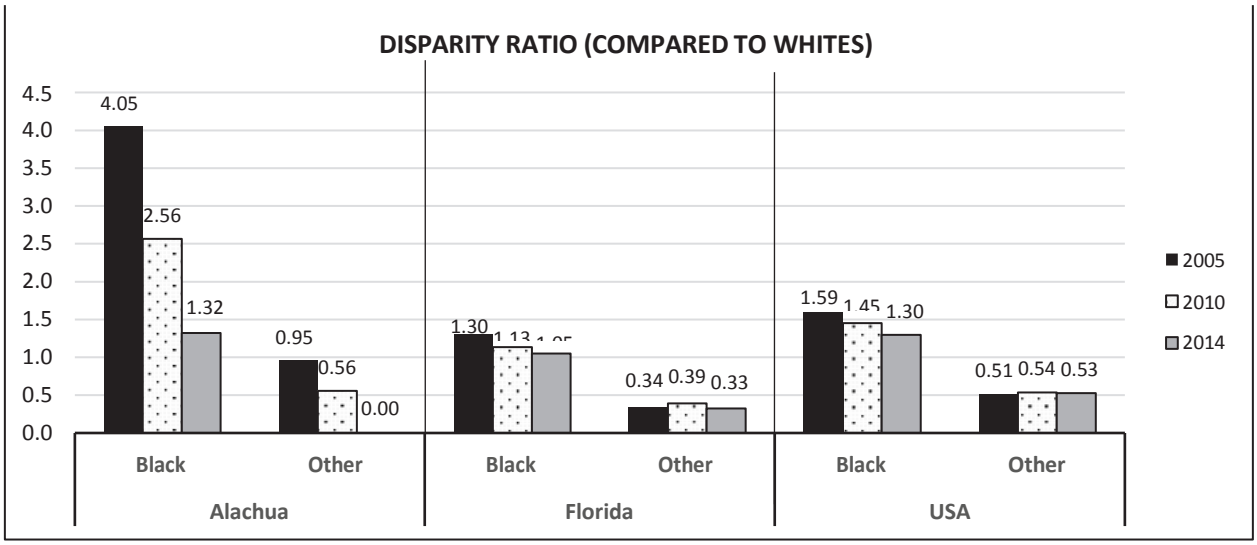
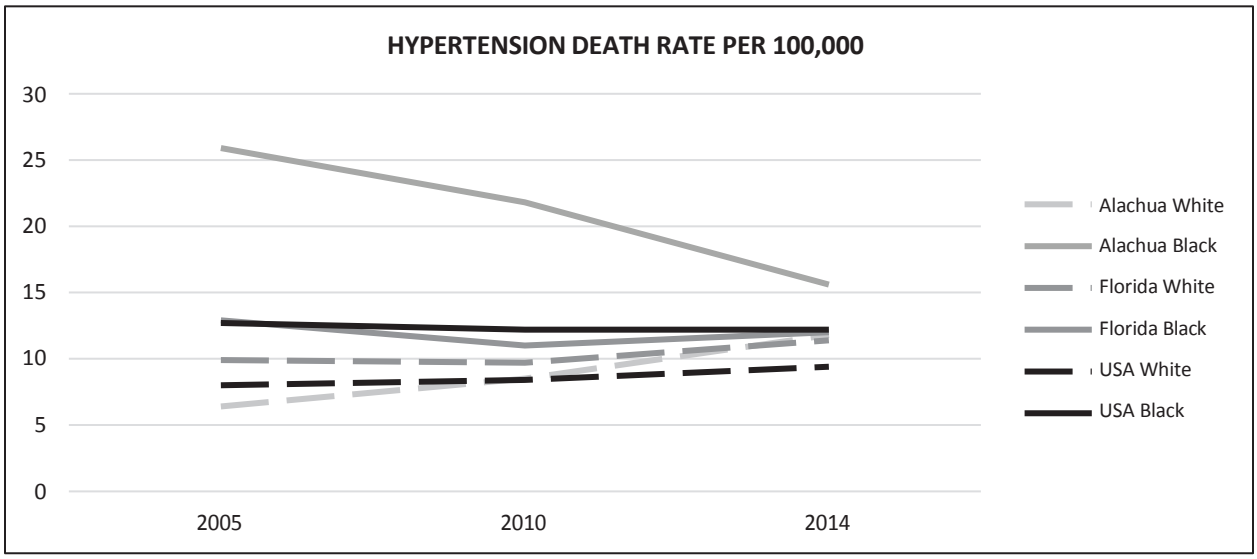
HYPERTENSION

Hypertension Deaths	Alachua			Florida			USA		
	2005	2010	2014	2005	2010	2014	2005	2010	2014
White Death Rate per 100,000	**6.40**	**8.50**	**11.80**	**9.90**	**9.70**	**11.40**	**8.00**	**8.40**	**9.40**
White Death Count	11	15	21	1,420	1,432	1,743	19,254	20,560	23,639
Black Death Rate per 100,000	**25.90**	**21.80**	**15.60**	**12.90**	**11.00**	**12.00**	**12.70**	**12.20**	**12.20**
Black Death Count	12	11	8	362	338	392	4,953	5,116	5,399
Other Death Rate per 100,000	**6.10**	**4.75**	**0.00**	**3.36**	**3.80**	**3.71**	**4.04**	**4.51**	**4.95**
Other Death Count	1	1	0	25	35	37	695	958	1,183
Hispanic Death Rate per 100,000	**0.00**	**4.70**	**0.00**	**4.40**	**3.70**	**4.80**	**3.10**	**3.40**	**4.60**
Hispanic Death Count	0	1	0	154	156	224	1,314	1,712	2,139

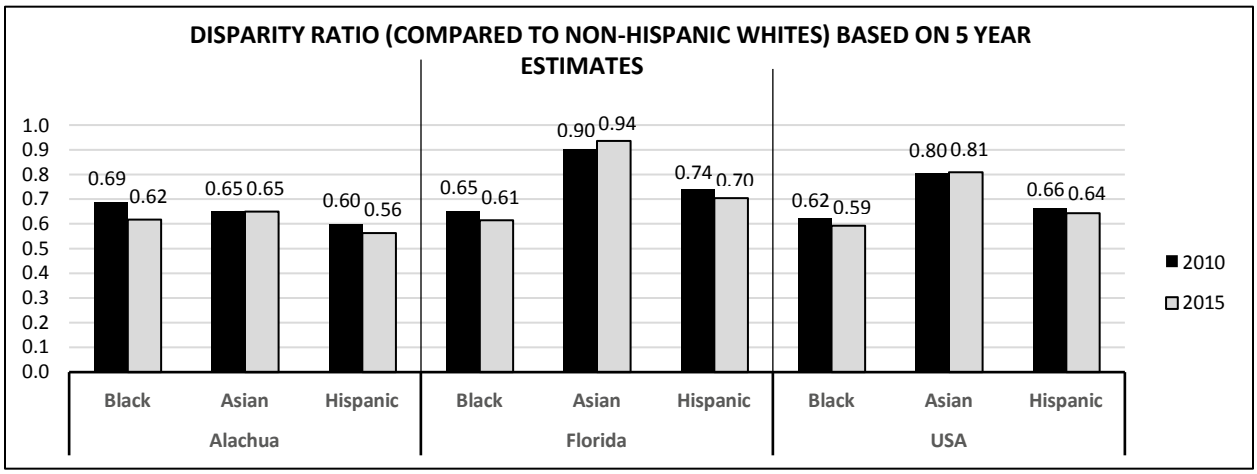


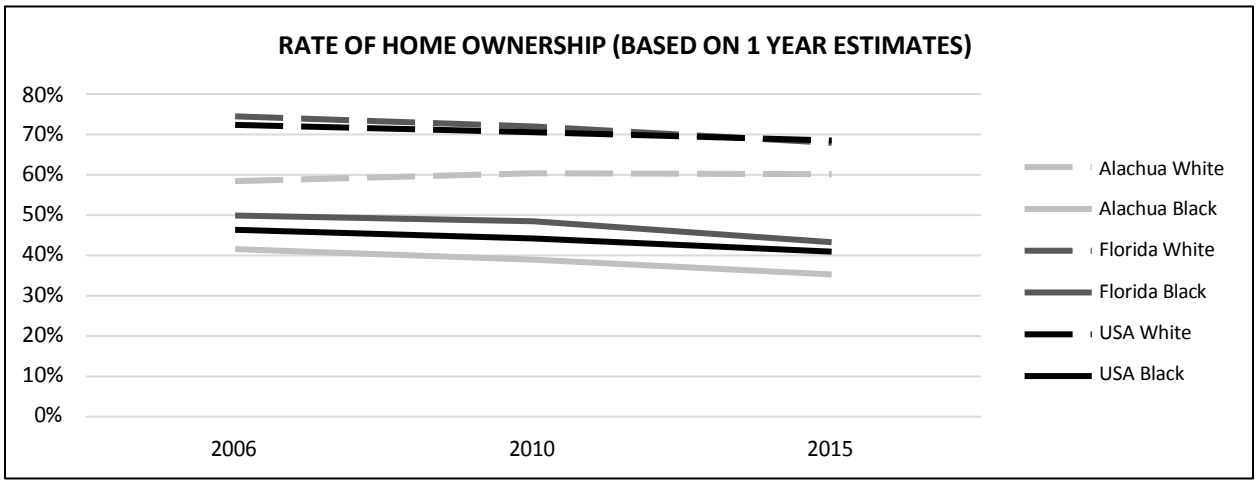


Notes: Data reported annually by FL Health Charts for Alachua and Florida, CDC National Vital Statistics Reports for national data. Other data at the national level is calculated by subtracting white and black from the total. Hypertension is essential hypertension and hypertensive renal disease.

HOMEOWNERSHIP

Home Ownership (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White homeowner	**61.04%**	**60.86%**	**76.94%**	**73.43%**	**73.59%**	**71.53%**
Non-Hispanic White homeowner	41,185	39,622	3,659,316	3,448,414	59,781,602	57,916,474
Non-Hispanic White	67,468	65,107	4,756,221	4,696,110	81,235,589	80,971,346
% White homeowner	**59.32%**	**58.47%**	**73.70%**	**69.35%**	**71.71%**	**69.19%**
White homeowner	43,139	41,879	4,255,765	4,076,526	63,857,606	62,719,082
White	72,721	71,620	5,774,503	5,877,996	89,046,111	90,647,126
% Black homeowner	**42.01%**	**37.60%**	**50.14%**	**45.14%**	**45.81%**	**42.39%**
Black homeowner	7,347	6,628	478,803	451,715	6,239,661	6,014,334
Black	17,488	17,628	954,842	1,000,764	13,619,955	14,186,983
% Asian homeowner	**39.57%**	**39.54%**	**69.51%**	**68.68%**	**59.05%**	**57.87%**
Asian homeowner	1,859	1,832	96,143	106,331	2,658,201	2,932,796
Asian	4,698	4,633	138,315	154,822	4,501,393	5,067,711
% Other homeowner	**43.58%**	**41.89%**	**51.69%**	**44.25%**	**45.36%**	**40.99%**
Other homeowner	560	491	101,539	69,383	2,442,025	2,003,726
Other	1,285	1,172	196,433	156,792	5,383,354	4,888,257
% Hispanic homeowner	**36.53%**	**34.27%**	**57.00%**	**51.66%**	**48.74%**	**45.97%**
Hispanic homeowner	2,414	2,607	709,582	712,853	6,273,336	6,623,760
Hispanic	6,609	7,608	1,244,858	1,380,024	12,871,609	14,410,181

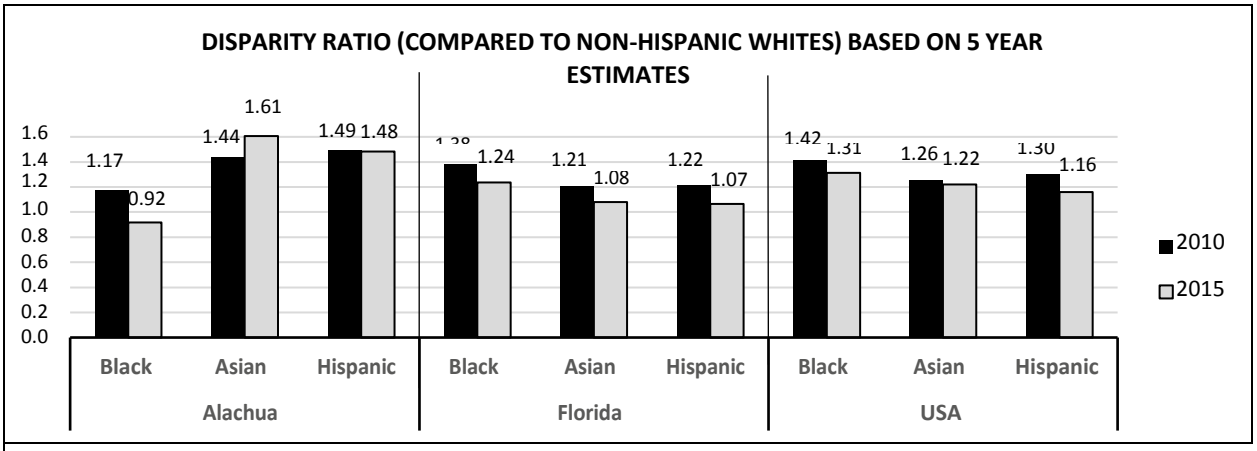


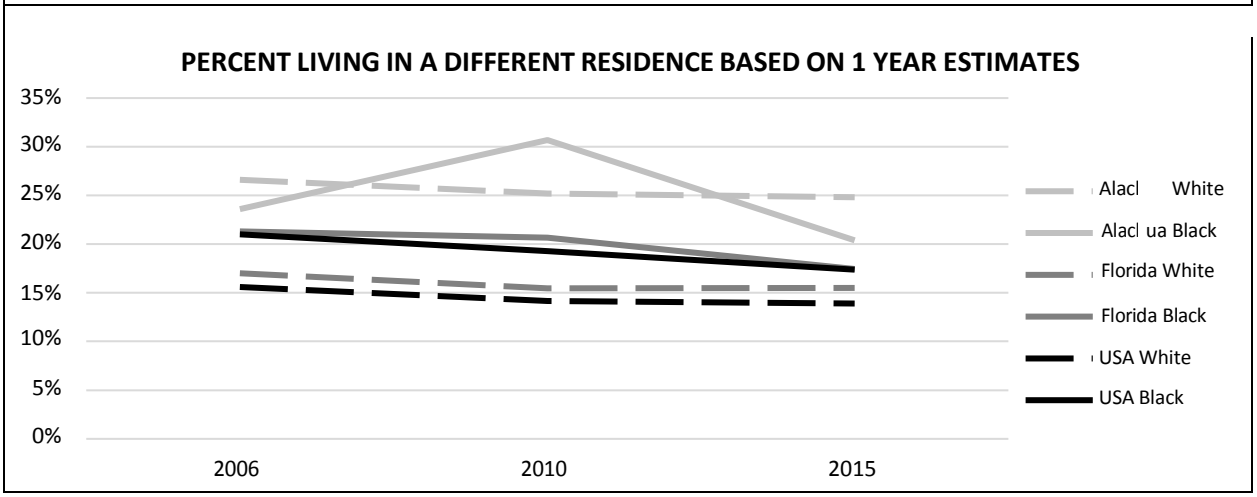


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

GEOGRAPHIC MOBILITY

Not living in the same residence as a year ago (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White who moved	**24.22%**	**22.94%**	**15.12%**	**15.23%**	**14.06%**	**13.68%**
Non-Hispanic White who moved	37,955	36,271	1,638,672	1,664,734	27,361,181	26,727,003
Non-Hispanic White	156,683	158,128	10,838,102	10,928,874	194,551,014	195,366,944
% White who moved	**25.13%**	**24.12%**	**15.66%**	**15.27%**	**14.51%**	**13.92%**
White who moved	43,160	42,450	2,188,461	2,260,633	32,265,776	32,086,602
White	171,754	176,015	13,975,900	14,799,917	222,310,625	230,448,820
%Black who moved	**28.36%**	**21.02%**	**20.88%**	**18.84%**	**19.92%**	**17.94%**
Black who moved	13,638	10,510	596,596	589,806	7,456,914	7,069,621
Black	48,084	50,008	2,857,312	3,129,953	37,436,473	39,402,983
%Asian who moved	**34.83%**	**36.83%**	**18.31%**	**16.46%**	**17.66%**	**16.70%**
Asian who moved	4,450	5,229	80,595	82,964	2,475,220	2,682,530
Asian	12,775	14,198	440,268	503,985	14,019,378	16,067,363
%Other who moved	**37.70%**	**30.71%**	**22.05%**	**20.72%**	**19.10%**	**16.50%**
Other who moved	1,449	1,102	149,597	114,101	3,671,014	2,921,043
Other	3,844	3,588	678,356	550,548	19,217,604	17,705,497
%Hispanic who moved	**36.13%**	**34.03%**	**18.38%**	**16.24%**	**18.31%**	**15.85%**
Hispanic who moved	7,004	7,520	723,246	746,611	8,562,232	8,445,094
Hispanic	19,385	22,095	3,934,997	4,597,958	46,758,519	53,291,310

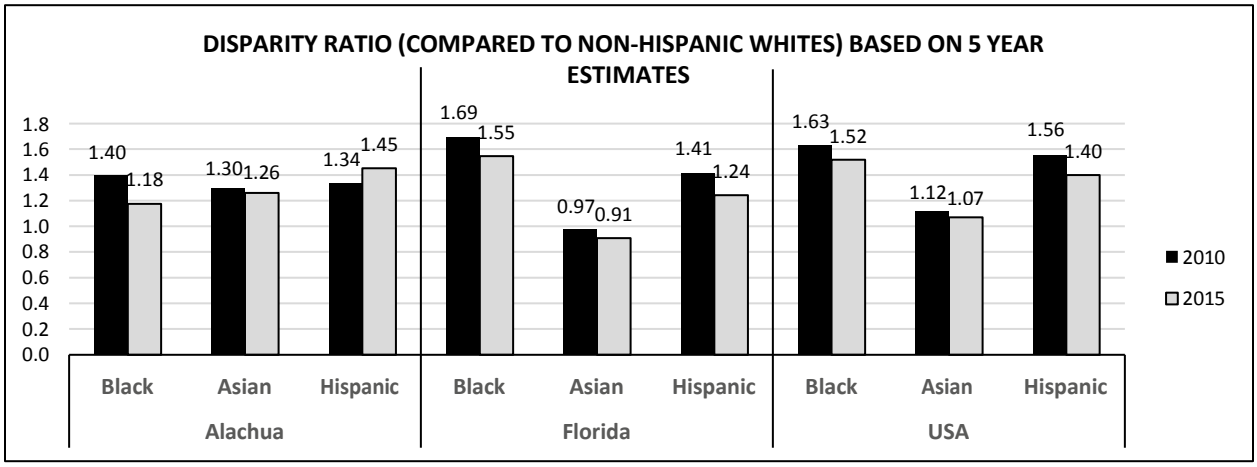


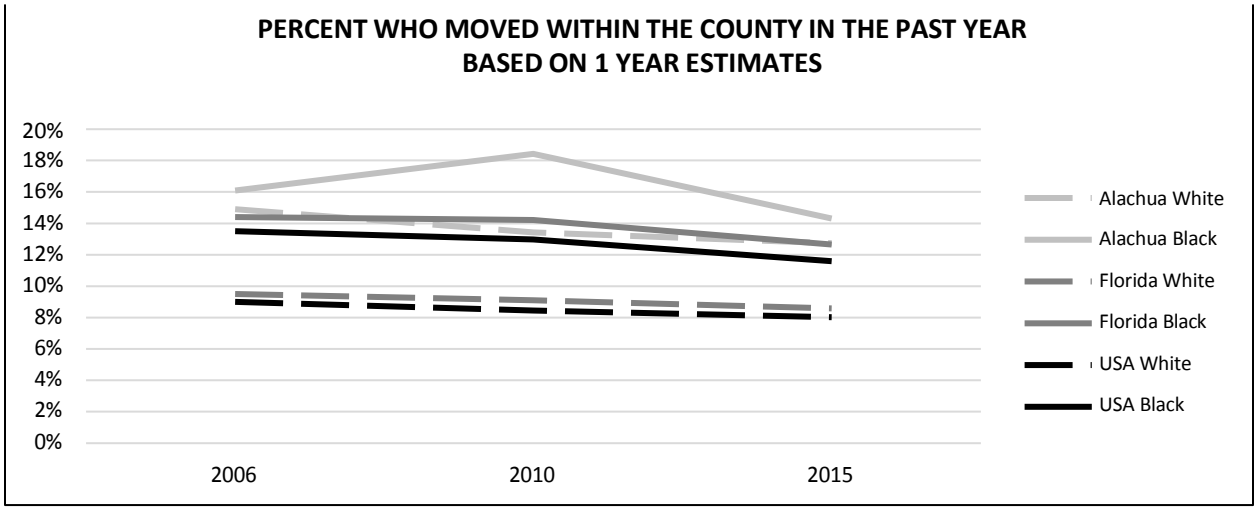


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

GEOGRAPHIC MOBILITY WITHIN COUNTY

Moved within the county in the past year (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White who moved	**13.20%**	**12.17%**	**8.39%**	**8.18%**	**7.95%**	**7.63%**
Non-Hispanic White who moved	20,683	19,239	909,639	893,949	15,467,551	14,911,477
Non-Hispanic White	156,683	158,128	10,838,102	10,928,874	194,551,014	195,366,944
% White who moved	**13.43%**	**12.74%**	**9.10%**	**8.58%**	**8.44%**	**8.03%**
White who moved	23,067	22,419	1,272,339	1,270,469	18,773,131	18,496,231
White	171,754	176,015	13,975,900	14,799,917	222,310,625	230,448,820
% Black who moved	**18.43%**	**14.31%**	**14.23%**	**12.65%**	**12.98%**	**11.59%**
Black who moved	8,861	7,154	406,467	395,989	4,859,535	4,567,897
Black	48,084	50,008	2,857,312	3,129,953	37,436,473	39,402,983
% Asian who moved	**17.16%**	**15.33%**	**8.18%**	**7.43%**	**8.89%**	**8.17%**
Asian who moved	2,192	2,176	36,017	37,456	1,246,953	1,311,945
Asian	12,775	14,198	440,268	503,985	14,019,378	16,067,363
%Other who moved	**19.59%**	**17.67%**	**13.32%**	**12.23%**	**12.81%**	**11.19%**
Other who moved	753	634	90,355	67,337	2,461,825	1,980,569
Other	3,844	3,588	678,356	550,548	19,217,604	17,705,497
% Hispanic who moved	**17.66%**	**17.66%**	**11.87%**	**10.16%**	**12.38%**	**10.68%**
Hispanic who moved	3,424	3,901	467,106	467,291	5,787,923	5,692,543
Hispanic	19,385	22,095	3,934,997	4,597,958	46,758,519	53,291,310

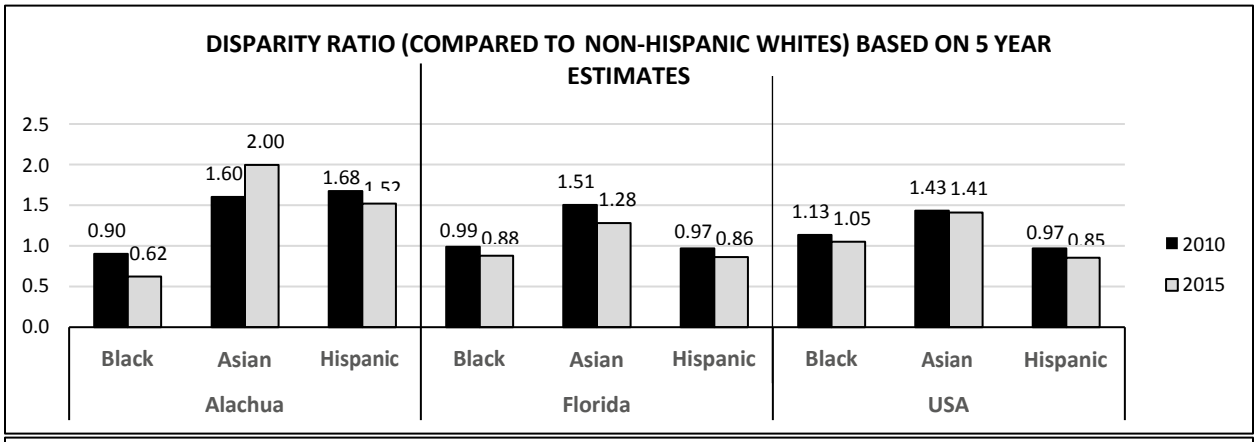


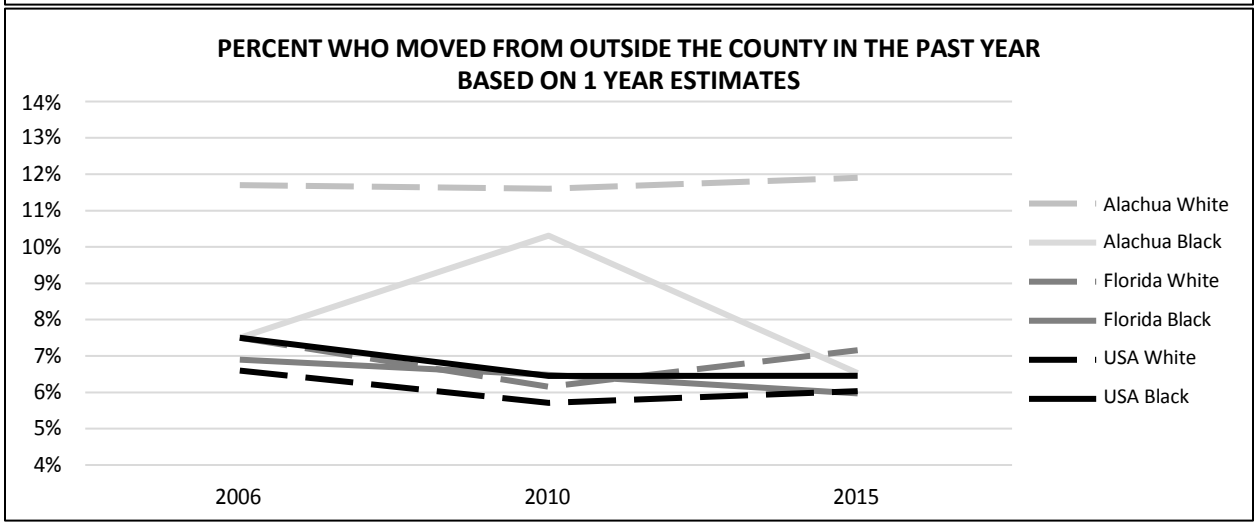


Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race.

GEOGRAPHIC MOBILITY FROM OUTSIDE COUNTY

Moved from outside the county in the past year (5 year estimates)	Alachua		Florida		USA	
	2010	2015	2010	2015	2010	2015
% Non-Hispanic White who moved	**11.02%**	**10.77%**	**6.73%**	**7.05%**	**6.11%**	**6.05%**
Non-Hispanic White who moved	17,272	17,032	729,033	770,785	11,893,630	11,815,526
Non-Hispanic White	156,683	158,128	10,838,102	10,928,874	194,551,014	195,366,944
% White who moved	**11.70%**	**11.38%**	**6.56%**	**6.69%**	**6.07%**	**5.90%**
White who moved	20,093	20,031	916,122	990,164	13,492,645	13,590,371
White	171,754	176,015	13,975,900	14,799,917	222,310,625	230,448,820
% Black who moved	**9.93%**	**6.71%**	**6.65%**	**6.19%**	**6.94%**	**6.35%**
Black who moved	4,777	3,356	190,129	193,817	2,597,379	2,501,724
Black	48,084	50,008	2,857,312	3,129,953	37,436,473	39,402,983
% Asian who moved	**17.68%**	**21.50%**	**10.13%**	**9.03%**	**8.76%**	**8.53%**
Asian who moved	2,258	3,053	44,578	45,508	1,228,267	1,370,585
Asian	12,775	14,198	440,268	503,985	14,019,378	16,067,363
% Other who moved	**18.11%**	**13.04%**	**8.73%**	**8.49%**	**6.29%**	**5.31%**
Other who moved	696	468	59,242	46,764	1,209,189	940,474
Other	3,844	3,588	678,356	550,548	19,217,604	17,705,497
% Hispanic who moved	**18.47%**	**16.38%**	**6.51%**	**6.07%**	**5.93%**	**5.17%**
Hispanic who moved	3,580	3,619	256,140	279,320	2,774,309	2,752,551
Hispanic	19,385	22,095	3,934,997	4,597,958	46,758,519	53,291,310





Notes: One-year and five-year estimates from the American Community Survey, U.S. Census Bureau. Data reported annually. Hispanic is of any race. Moved from outside county

includes inside state, outside state and abroad.

APPENDIX B

MAPS

APPENDIX B

MAPS

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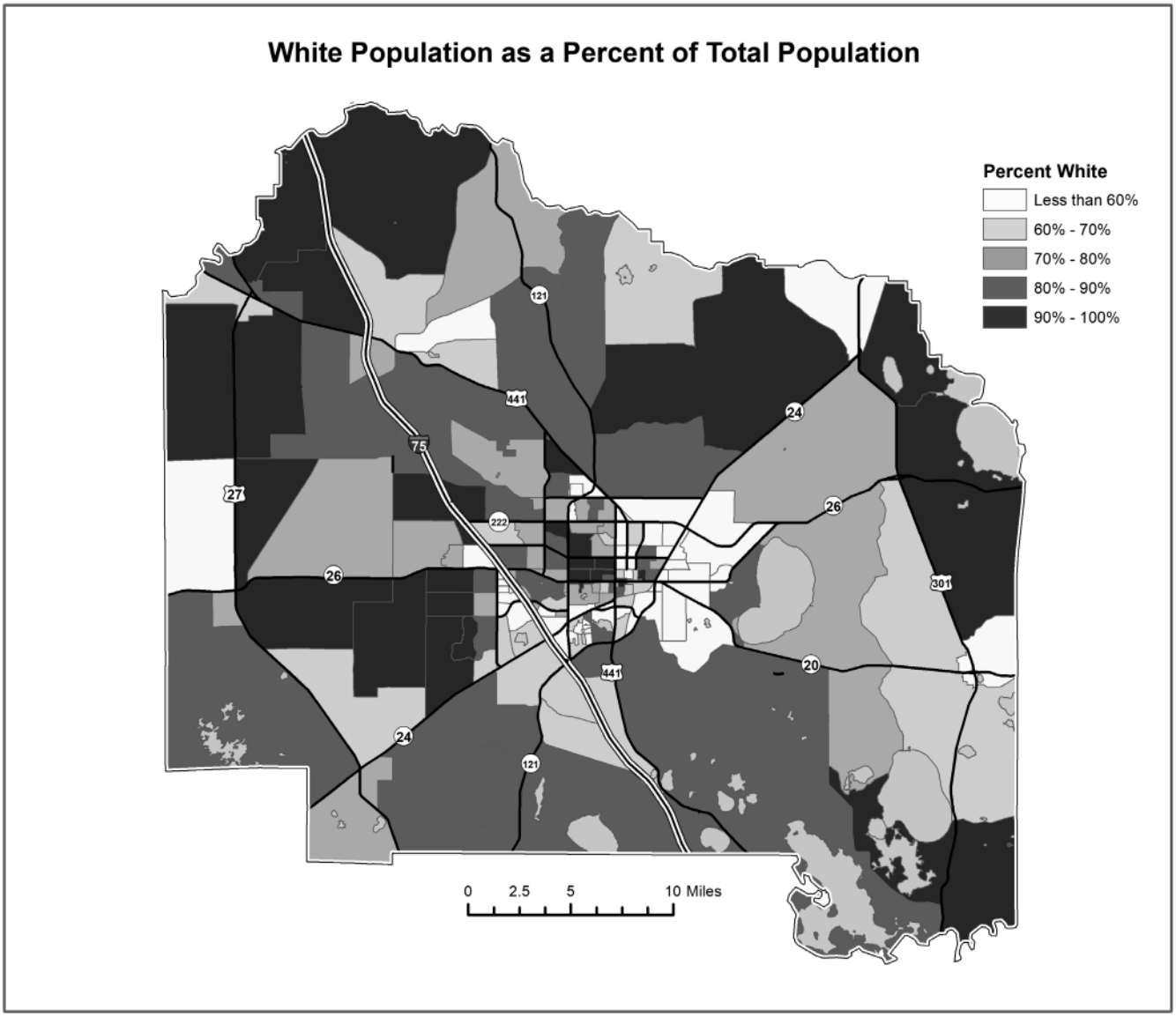
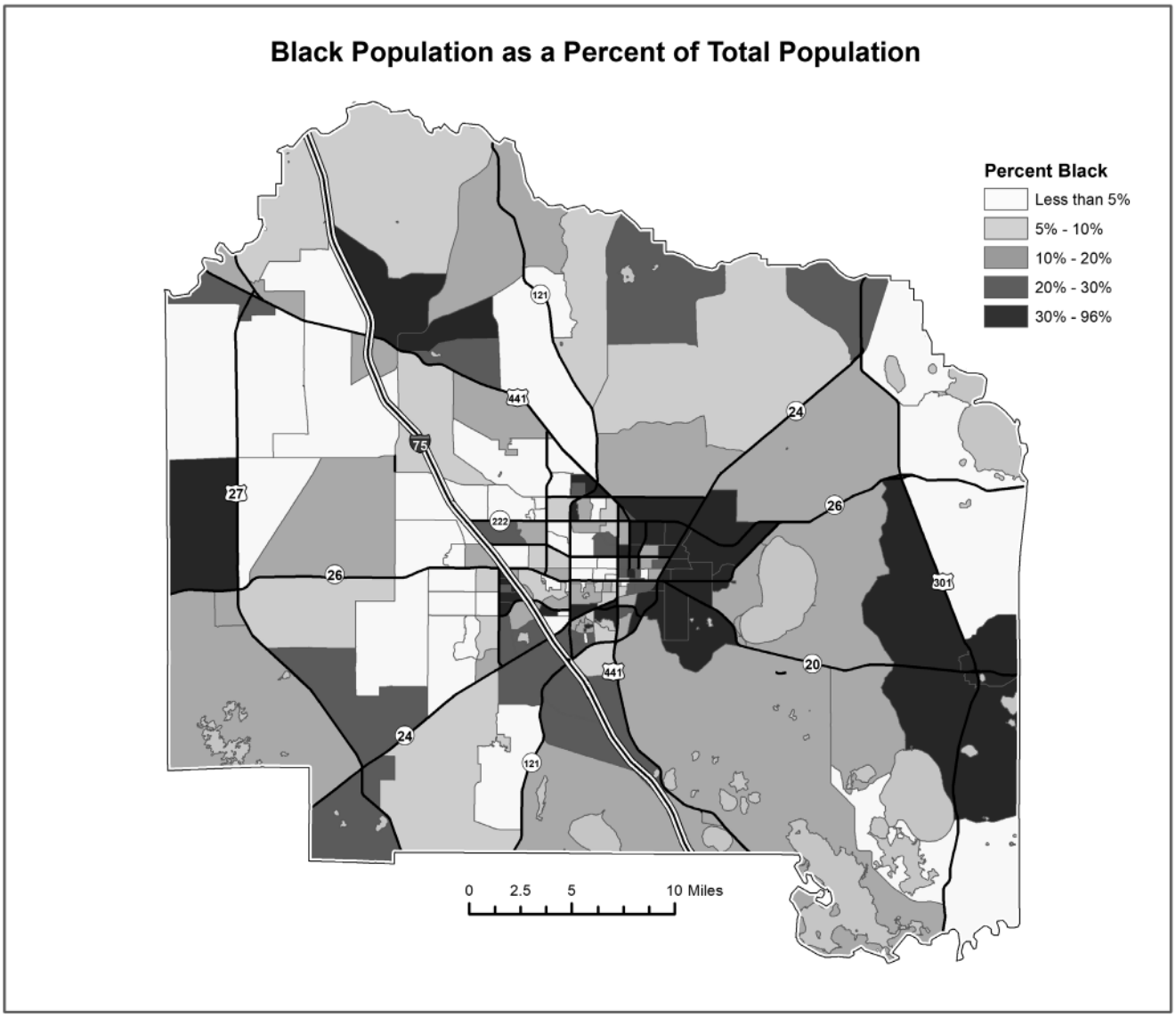


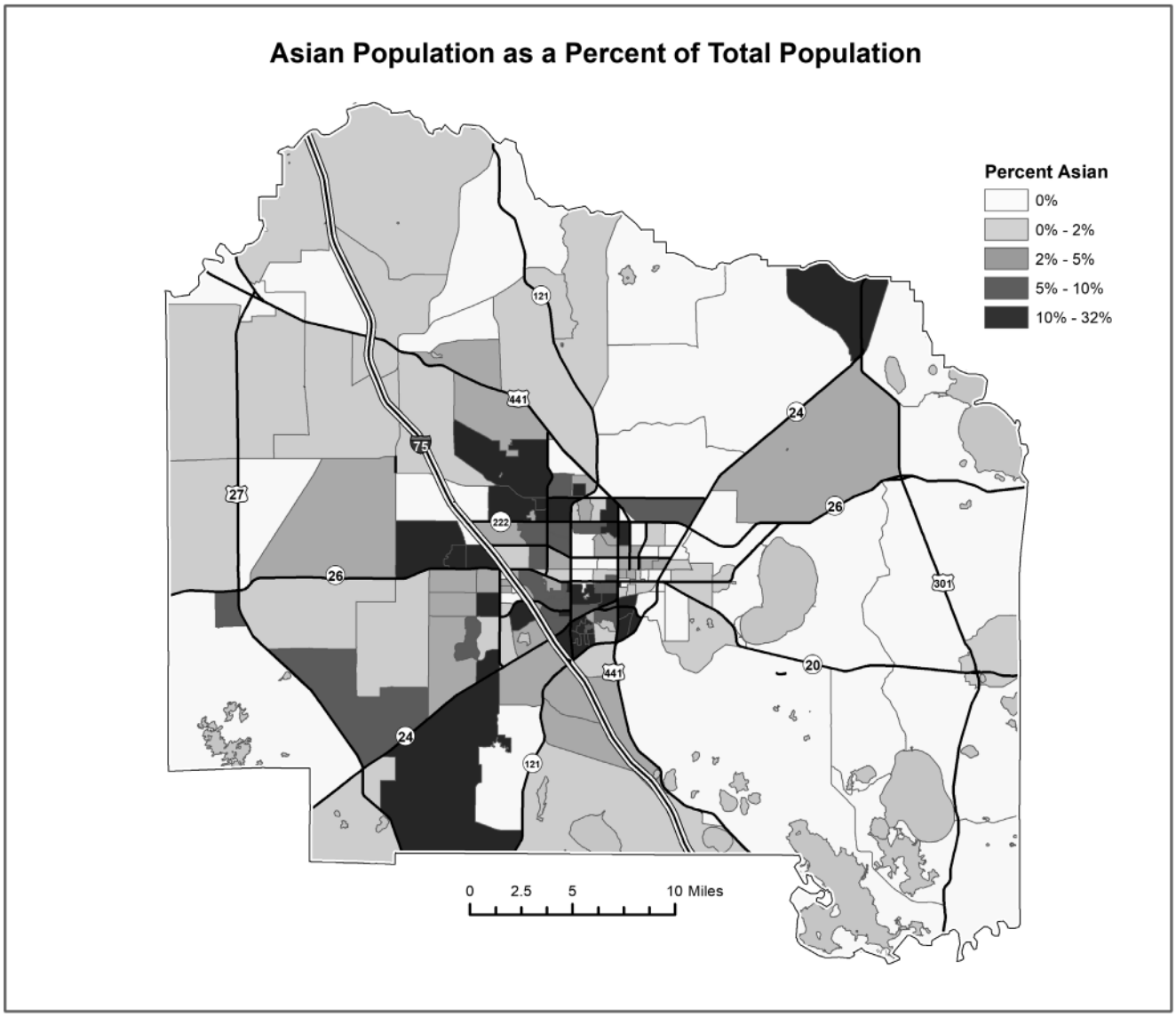
Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the highest concentration of white persons are in darker colors. These areas are: Haile Plantation, Town of Tioga, Hibiscus Park, Ridgewood, Raintree Park, Brywood, Waldo, Fox Grove & The Meadows. Block groups are typically defined to contain between 600 and 3,000 people. They can generally be seen as representing neighborhoods.



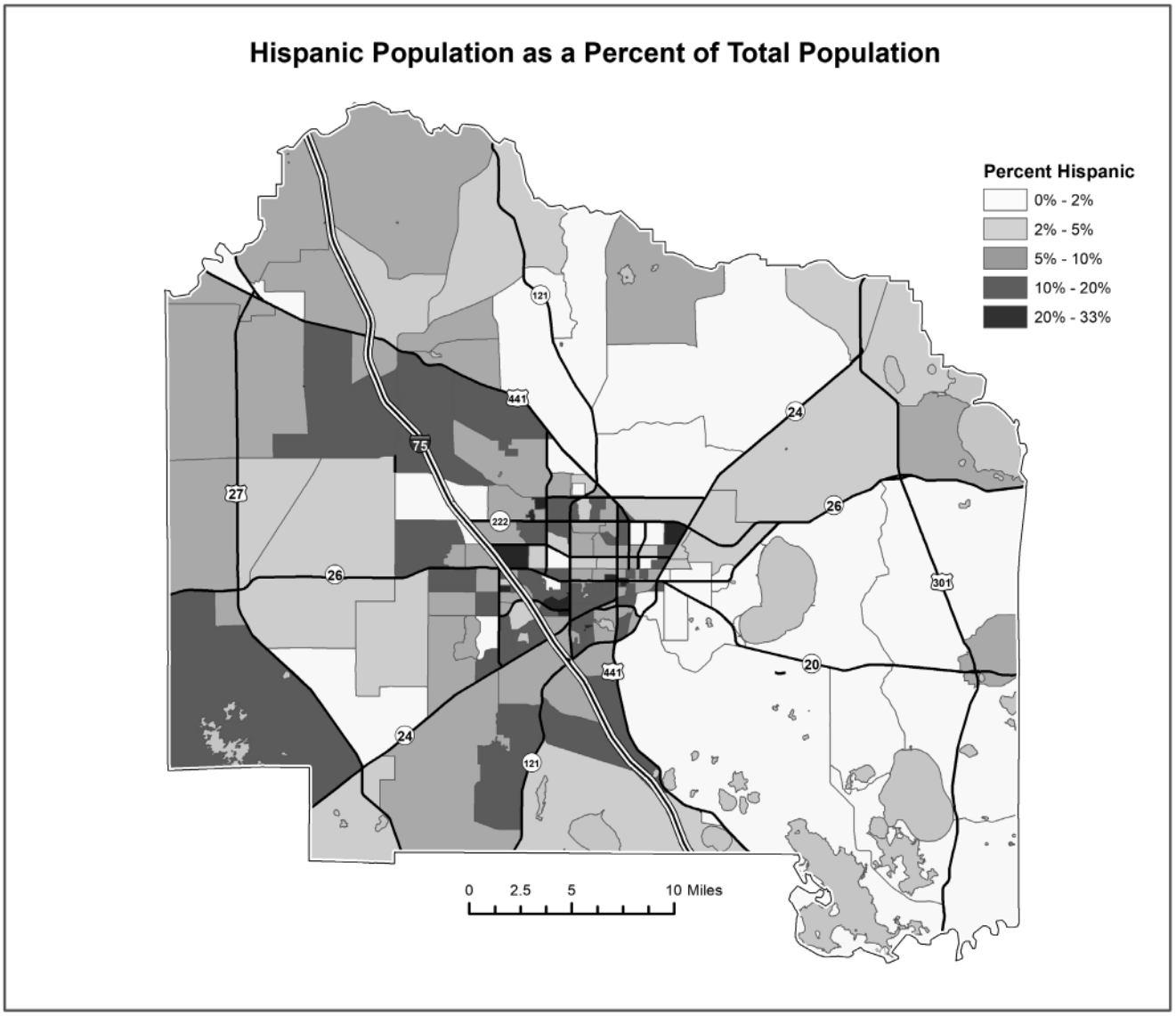
Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the highest concentration of African Americans are in darker colors. These areas are: Northwest side of Newberry, Alachua (city), the east side of Gainesville, and Hawthorne. Block groups are typically defined to contain between 600 and 3,000 people. They can generally be seen as representing neighborhoods.



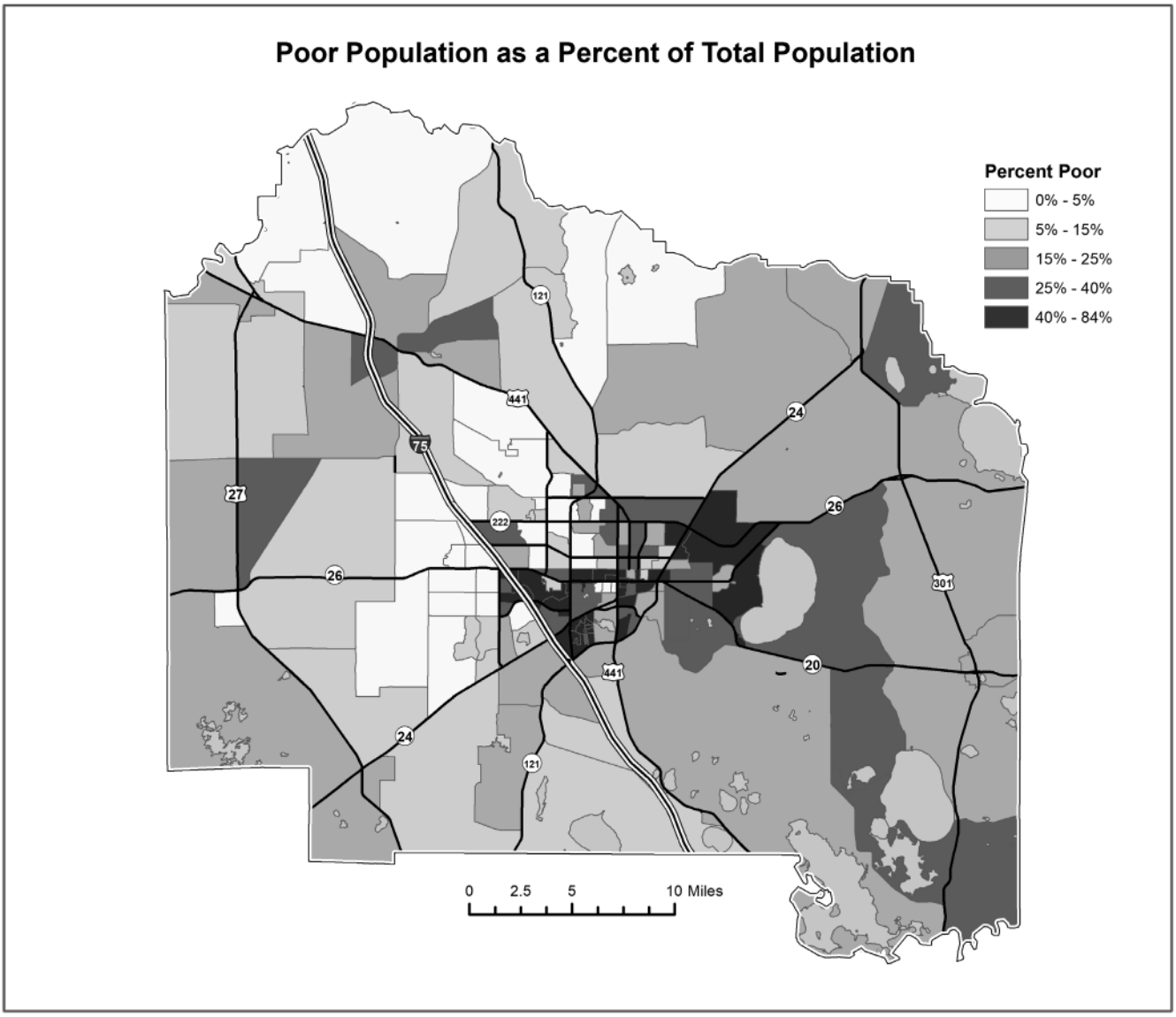
Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the highest concentration of Asians persons are in darker colors. These areas are: Rustlewood and South of Archer Road. Block groups are typically defined to contain between 600 and 3,000 people. They can generally be seen as representing neighborhoods.



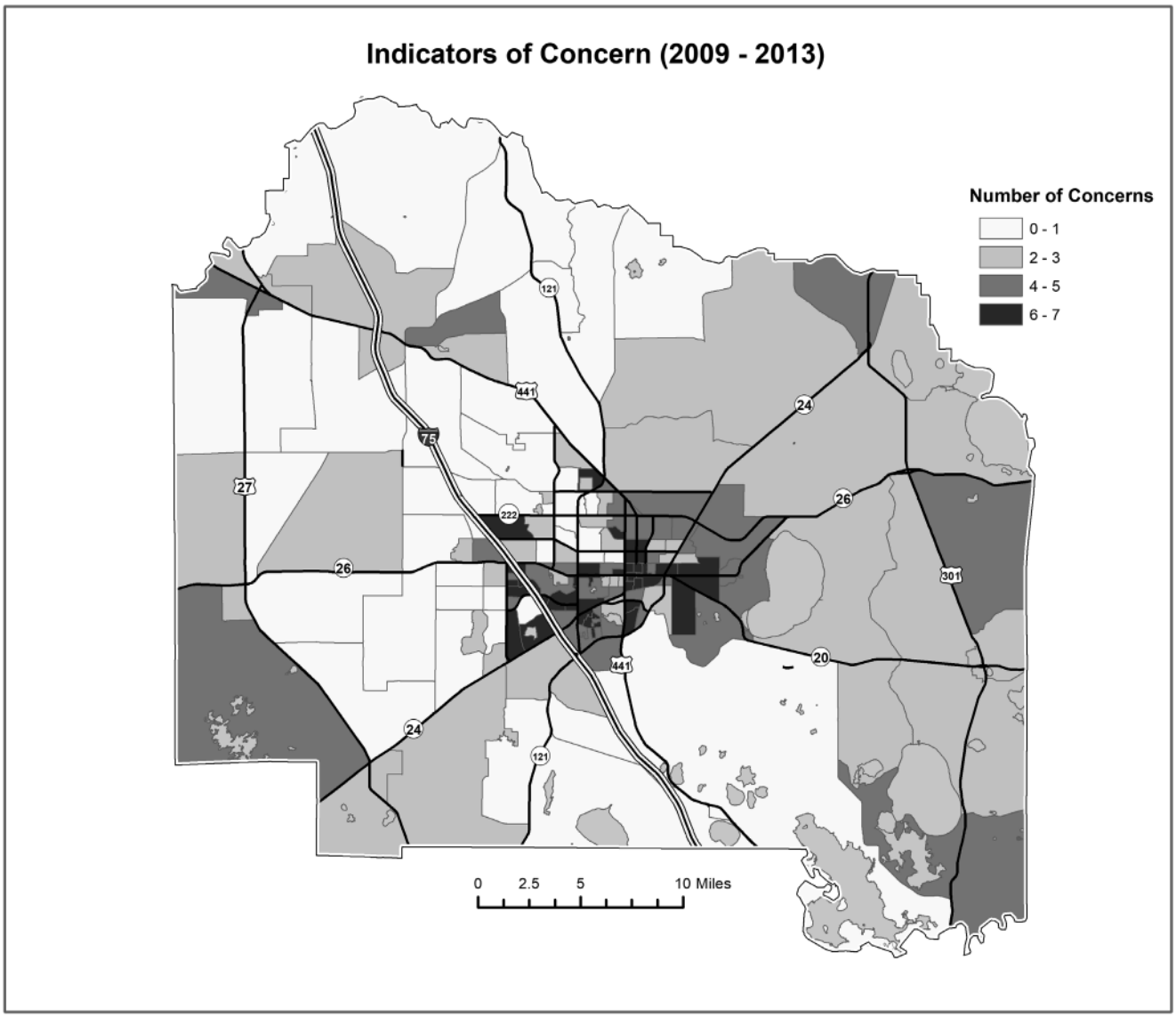
Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the highest concentration of Hispanic persons are in darker colors. These areas are: north of Butler Plaza, north of the Oaks Mall, and near the Flatwoods Conservation Area. Block groups are typically defined to contain between 600 and 3,000 people. They can generally be seen as representing neighborhoods.



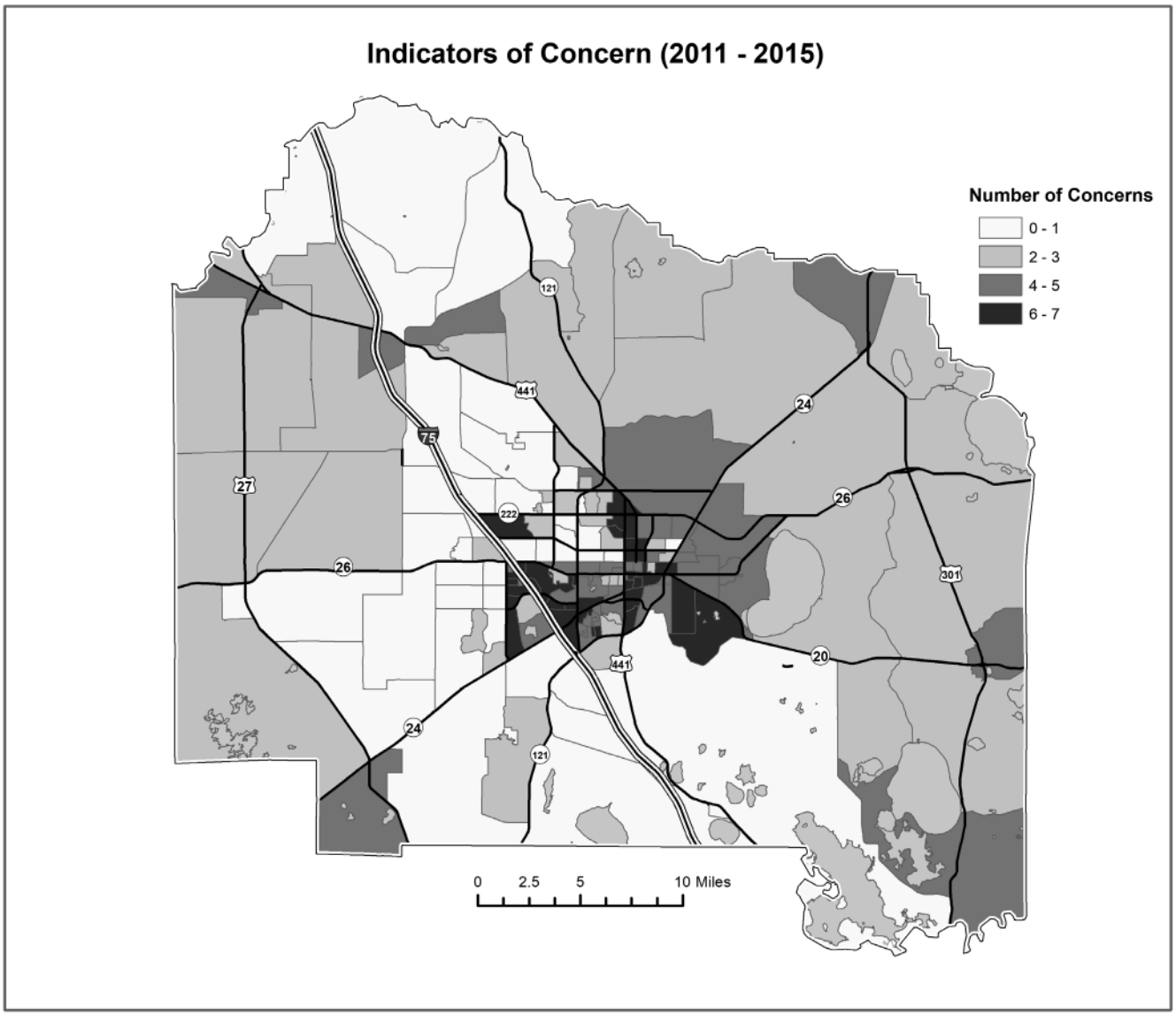
Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the highest concentration of poor population are in darker colors. These areas are: East side of Gainesville, north of SW Williston Road, and near the Clear Lake Nature Park. Block groups are typically defined to contain between 600 and 3,000 people. They can generally be seen as representing neighborhoods.



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

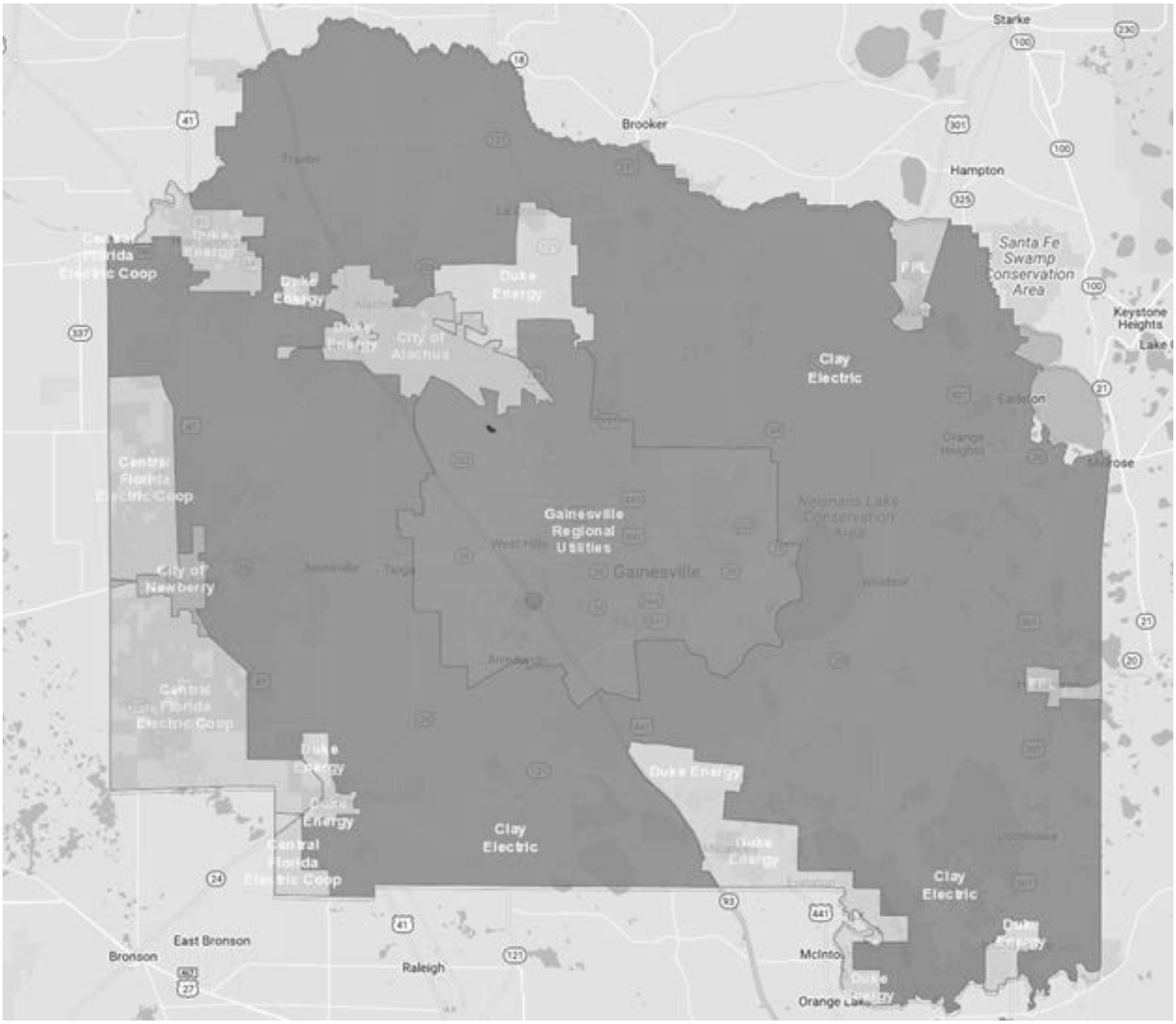
Block groups with the higher number of concerns are in darker colors. Using the five years estimates from 2009 to 2013, these areas are: the downtown area, the east side of Gainesville, and around Lake Kanapaha. The indicator of concerns index is constructed using seven indicators, each representing one of the dimensions of human well-being described in the report. The indicators considered are: median household income, uninsured rate, poverty rate, mobility rate, homeownership rate, unemployment rate, and mortgage rate. When the value of each indicator is above the median for the corresponding indicator, it was considered an area (block group) of concern. This indicator of concern is a relative measure.



Source: U.S. Census Bureau, American Community Survey (ACS) 5-year estimates.

Block groups with the higher number of concerns are in darker colors. Using the five years estimates from 2011 to 2015, these areas are: the east side and the southeast of Gainesville, the Butler Plaza surroundings, and north of SW Williston Road. The indicator of concerns index is constructed using seven indicators, each representing one of the dimensions of human well-being described in the report. The indicators considered are: median household income, uninsured rate, poverty rate, mobility rate, homeownership rate, unemployment rate, and mortgage rate. Whenever the value of each indicator is above the median for the corresponding indicator, it was considered an area (block group) of concern. This indicator of concern is a relative measure.

Electricity service territory of Alachua County utilities



Source: University of Florida Program for Resource Efficent Communities (PREC)

CHAPTER 111. - HUMAN RIGHTS[3]

Footnotes:

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Editor's note— Ord. No. 2013-10, § 1, adopted Aug. 13, 2013, repealed former Ch. 111, §§ 111.20—111.33, 111.60—111.72, in its entirety and enacted new provisions as herein set out. Former Ch. 111 pertained to equal opportunity, and see the Code Comparative Table at the end of the volume for a listing of ordinances that amended this former chapter.

Cross reference— Assurance of equal rights, § 21.05; purchasing regulations relating to small and minority businesses, § 22.30 et seq.; personnel, ch. 23; business licenses and regulations, tit. 6; discrimination in provision of cable television service, § 61.20.

State Law reference— Discrimination in the treatment of persons, F.S. § 760.01 et seq.

ARTICLE I. - GENERAL PROVISIONS

Sec. 111.01. - Legislative findings.

It is hereby declared by the Alachua County Board of County Commissioners that:

(a) It is a matter of concern to the board to protect and safeguard the right and opportunity of all individuals to be free from discrimination, including discrimination based on race, color, national origin, religion, sex, marital status, age, disability, sexual orientation, gender identity or expression; and

(b) The board's purpose in enacting this ordinance is to promote the personal dignity, public safety, health and general welfare of all individuals who live in, visit and work in Alachua County; and

(c) Discriminatory practices are contrary to the public policy of Alachua County and are a menace to the personal dignity, public safety, health and general welfare of our citizens and, as such, the board shall direct its efforts toward eliminating discriminatory practices within Alachua County in the areas of employment, housing and public accommodations.

(Ord. No. 2013-10, § 1, 8-13-13; Ord. No. 2019-11 , § 1, 4-23-19)

Sec. 111.02. - Title of chapter.

Chapter 111, Articles I—IV shall be known and cited as the "Human Rights Ordinance" of Alachua County.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.03. - Intent of chapter.

It is the intent of this chapter to:

(a) Secure for all individuals within Alachua County freedom from discrimination because of race, color, national origin, religion, sex, marital status, age, disability, sexual orientation, gender identity or expression in connection with employment, housing or public accommodations; and

(b) Prohibit discrimination in housing and real estate transactions based on familial status, veterans or service member status, lawful source of income, citizenship status, or being the victim of dating violence, domestic violence, or stalking.

(Ord. No. 2013-10, § 1, 8-13-13; Ord. No. 2019-11 , § 1, 4-23-19)

Sec. 111.04. - Territorial jurisdiction.

This chapter shall be applicable to incidents of alleged discriminatory practices within the geographic boundaries of Alachua County. If any municipality in Alachua County has in force or adopts its own human rights ordinance, such municipal ordinance shall prevail over the Human Rights Ordinance of Alachua County to the extent of any conflict between the two ordinances.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.05. - Definitions.

The following words, terms, and phrases, when used in this chapter, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Age means person(s) who are 18 years of age or older.

Aggrieved person means any person who claims to have been injured by a discriminatory practice or believes that he or she will be injured by a discriminatory practice that is about to occur.

Because of sex or on the basis of sex includes but is not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions.

Board means the Alachua County Human Rights Board created by this chapter.

Citizenship status includes a perception that the person has a particular citizenship status, or that the person is associated with a person who has, or is perceived to have, a particular citizenship status.

Complainant means a person who files a complaint with the county pursuant to this chapter.

Covered multifamily dwelling means:

(1) A building which consists of four or more units and has an elevator; or

(2) Ground floor units of a building which consists of four or more units and does not have an elevator.

Disability means, as the term pertains to an individual:

(1) A physical or mental impairment that substantially limits one or more of the major life activities of such individual;

(a) *Major life activities* means basic activities that the average person in the general population can perform with little or no difficulty including, but not limited to, caring for oneself, performing manual tasks, walking, sitting, standing, lifting, seeing, hearing, speaking, breathing, learning, thinking, concentrating, working and interacting with other people. Major life activities also includes major bodily functions including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

(b) *Substantially limits* means how an impairment affects the ability to perform a major life activity and is to be construed broadly in favor of expansive coverage, to the maximum extent permitted by the terms of federal or state anti-discrimination laws and regulations.

(2) A record of such impairment; or

(3) Being regarded as having such an impairment.

For purposes of the sections of this chapter as they relate to employment, such term does not include any individual who is an alcohol or drug abuser whose current use of alcohol or drugs prevents

such individual from performing the duties of the job in question or whose employment, by reason of such current alcohol or drug abuse, would constitute a direct threat to the property or safety of others.

Discriminatory practice means an act that is unlawful under this chapter.

Domestic partner means a person in a legal or personal relationship between two individuals (not related by blood) who live together and share a common domestic life but are neither joined by marriage nor a civil union, pursuant to a state or municipal domestic partner registry.

(1) Domestic partnership as recognized under this chapter shall not be construed to rise to the level of marriage as defined under state or federal law.

Employee means any individual employed by or seeking employment from an employer.

Employer means any person employing five (5) or more employees for each working day in each of four (4) or more consecutive calendar weeks in the current or preceding calendar year, and any agent of such person. Such term shall include Alachua County Board of County Commissioners, but shall not include:

(1) The United States or a corporation wholly owned by the government of the United States; the State of Florida, any municipal government within Alachua County, or other governmental entity within Alachua County;

(2) An Indian tribe; or

(3) A bona fide private membership club (other than a labor organization) which is exempt from taxation under section 501(c) of title 26, United States Code.

Employment agency means any person regularly undertaking, with or without compensation, to procure employees for an employer, or to procure for employees opportunities to work for an employer, and includes an agent of such a person.

Familial status means a status that is established when an individual who has not attained the age of 18 years is domiciled with:

(1) A parent or other person having legal custody of such individual; or

(2) A designee of a parent or other person having legal custody, with the written permission of such parent or other person.

Family includes a single individual.

Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about the manifestation of a disease or disorder in an individual's family members (i.e. family medical history).

Gender identity or expression means an individual's physical appearance, presentation or representation of being a male or a female, regardless of that individual's assigned sex at birth.

Housing accommodation means any building, structure, or portion thereof, mobile home, or trailer, or other facility which is occupied as, or designed or intended for occupancy as, a residence by one or more families, and any vacant land which is offered for sale or lease for the construction or location thereon of any such building, structure, or portion thereof, mobile home or trailer, or other facility.

Housing and real estate transaction means the sale, purchase, exchange, rental, or lease of real property, and any agreement or contract pertaining thereto.

Labor organization means:

(1) An organization of any kind representing employees in dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours, or other terms or conditions of employment;

(2) A conference, general committee, joint or system board, or joint council which is subordinate to a national or international labor organization; or

(3) An agent of a labor organization.

Lawful source of income means the lawful, verifiable income paid directly to a tenant or paid to a representative of a tenant, including but not limited to, income derived from social security, supplemental security income, child support, alimony, veteran's benefits, disability benefits, pension and retirement benefits, or any form of federal, state, or local public, food, or housing assistance or subsidy, including assistance from the Supplemental Nutrition Assistance Program (SNAP) and the Housing Choice Voucher Program or "Section 8" vouchers, whether such income is received directly or indirectly by the renter or purchaser and includes supplemental income.

Lending institution means any bank, insurance company, savings and loan association, mortgage company, or any other person or organization regularly engaged in the business of lending money or guaranteeing loans, or sources of credit information, including, but not limited to, credit bureaus.

Manager means the manager of the Alachua County Equal Opportunity Office.

Marital status means an individual's status of being married, separated, or unmarried, including being single, divorced, widowed or a domestic partner.

National origin means to be from a particular country or part of the world by ancestry, naturally, by marriage, or by adoption.

Owner means any person, including, but not limited to, a lessee, sub-lessee, assignee, manager, or agent, and also including Alachua County government, having the right of ownership or possession, or the authority to sell or lease any housing accommodation.

Person includes an individual, association, corporation, joint apprenticeship committee, joint-stock company, labor union, legal representative, mutual company, partnership, receiver, trust, trustee in bankruptcy, or unincorporated organization, any other legal or commercial entity, the state, or any other governmental entity or agency.

Place of public accommodation means an establishment which serves or holds itself out to serve the public, including where a member of the public would go to seek the goods, services and facilities which are held out as being open to the public.

Private membership club means a private organization which is exempt from taxation under section 501 (c) of title 26, United States Code; has meaningful conditions on limited membership and eligibility requirements; is controlled or owned by club members and restricts facilities and services to members and their guests.

Protected status or characteristic means race, color, national origin, religion, sex, marital status, age, disability, sexual orientation, gender identity or expression.

Protected status or characteristic in housing and real estate transactions means race, color, national origin, religion, sex, marital status, age, disability, sexual orientation, gender identity or expression, familial status, veteran or service member status, lawful source of income, citizenship status, or being the victim of dating violence, domestic violence, or stalking.

Real estate broker or salesperson means a person, whether licensed or not, who lists, sells, purchases, exchanges, rents, or leases real property, or who negotiates or attempts to negotiate any of these activities, or who holds himself or herself out as engaged in these activities, or who negotiates or attempts to negotiate a loan secured or to be secured by mortgage or other encumbrance upon real property, or who is engaged in the business of listing real property in a publication; or a person employed by or acting on behalf of any of these.

Readily achievable means easily accomplishable and able to be carried out without much difficulty or expense.

Rent means lease, sublease, assignment, and/or rental, including any contract to do any of the foregoing, or otherwise granting for a consideration the right to occupy premises that are not owned by the occupant.

Respondent means any person against whom a complaint is filed pursuant to this chapter.

Sale means any contract to sell, exchange, or to convey, transfer, or assign legal or equitable title to, or a beneficial interest in, real property.

Service member status means a status as defined by federal law and includes the state of serving on active duty in the armed forces of the United States, including the Reserves and National Guard.

Sexual orientation means an individual's actual or perceived heterosexuality, homosexuality or bisexuality.

Transgender means an individual whose gender identity or expression differs from his or her assigned sex at birth.

Transitioning means the process of permanently changing one's gender.

Veteran status means the state of having served in any branch of the armed forces of the United States, including the Reserves and National Guard, and having been discharged or released under conditions other than dishonorable as defined under federal law.

Victim of dating violence means a person who has been subjected to acts or threats of violence, not including acts of self-defense, during the course of a significant relationship of a romantic or intimate nature, committed by another person under the following circumstances:

(1) The nature of the relationship was characterized by the expectation of affection or sexual involvement between the individuals; and

(2) The frequency and type of interaction between the individuals was on a continuous basis during the course of the relationship.

This does not include violence between individuals involved in a casual acquaintanceship or individuals who have engaged only in ordinary fraternization in a business or social context.

Victim of domestic violence means a family or household member who has been subjected to acts or threats of violence, not including acts of self-defense, by another family or household member.

For purposes of this chapter, "family or household member" includes:

(1) A current or former spouse of the victim;

(2) A person with whom the victim shares a child in common;

(3) A person who is cohabitating with or has cohabitated with the victim; or

(4) A person who is or has continually or at regular intervals lived in the same household as the victim.

Victim of stalking means a victim of acts that constitute or are deemed under state law to be willful, malicious, and repeated following, harassing or cyberstalking of another person, or the making of a credible threat with the intent to place that victim in reasonable fear of death or bodily injury of the person, or the person's spouse, child, parent, sibling or dependent. The term "cyberstalking" means engaging in a course of conduct to communicate or cause to be communicated, words, images or language by or through the use of electronic mail or electronic communication, directed at a specific person, causing substantial emotional distress to that person and serving no legitimate purpose.

(Ord. No. 2013-10, § 1, 8-13-13; Ord. No. 2019-11 , § 1, 4-23-19)

Sec. 111.06. - Generally.

It is a violation of this chapter for a person who owns or operates a place of employment, housing or public accommodation, either personally or through the actions of an employee or independent contractor, to:

(a) Discriminate against a person in employment, housing or public accommodations because of that individual's protected status or characteristic; or

(b) Display or publish any written communication which is to the effect that a person is unwelcome, objectionable or unacceptable because of that individual's protected status or characteristic.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.07. - Incorporation of federal and state regulations.

With respect to the provisions of this chapter which relate to the prohibition of discrimination in employment, housing or public accommodations, the applicable provisions of federal and state anti-discrimination laws and regulations promulgated pursuant thereto are hereby incorporated by reference as if set out in full herein.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.08. - Retaliation, coercion, interference, obstruction, or prevention of compliance with this chapter.

It is an unlawful discriminatory practice for a person to conspire to:

(a) Retaliate or discriminate against a person because he or she has opposed a discriminatory practice, or because he or she has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing under this chapter.

(b) Aid, abet, incite, or coerce a person to engage in an unlawful discriminatory practice.

(c) Willfully interfere with the performance of a duty or the exercise of a power by the board or manager, or one of their staff members or representatives.

(d) Willfully obstruct or prevent a person from complying with the provisions of this chapter or an order issued hereunder.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.09. - Human rights manager.

(a) The manager of the Alachua County Equal Opportunity Office is hereby designated and authorized to serve as the human rights manager and to administer the provisions of this chapter.

(b) The duties, functions, powers, and responsibilities of the human rights manager are as follows:

(1) Implement the provisions of this chapter and the rules and regulations promulgated hereunder, and all Alachua County ordinances, codes, rules, and regulations pertaining to discrimination in employment, housing and public accommodations, and advise the board of county commissioners when changes in the federal or state human rights laws require revisions to the county's human rights ordinance.

(2) Receive and investigate or refer written complaints, as provided by this chapter, of unlawful practices in violation of this chapter. Refer any written complaints received by the manager that allege unlawful practices in employment, housing or public accommodations by the federal government, the State of Florida, any municipality within Alachua County, or any other governmental entity within Alachua County, to the appropriate agency with authority to investigate such complaints. Refer any written complaints received by the manager that allege unlawful discrimination in county programs and services, or by a vendor doing business with Alachua County to the appropriate federal or state agency for investigation or, at the option of the complainant, have such complaints investigated internally by the county's equal opportunity

office in accordance with the policies and procedures adopted by the board of county commissioners for internal investigations.

(3) Upon receiving a written complaint, make such investigations as the manager deems appropriate to ascertain facts and issues.

(4) Utilize methods of persuasion, conciliation and mediation or informal resolution of grievances.

(5) Provide assistance in all matters relating to discrimination in equal employment, housing and public accommodations within Alachua County.

(6) Publish and disseminate public information and educational materials relating to discrimination in employment, housing and public accommodations.

(7) Keep the human rights board fully and currently informed of all complaints alleging violations of this chapter and actions taken thereon, and of other actions taken by the manager under the provisions of this chapter, and attend all meetings of the human rights board, or send a designee.

(8) Implement recommendations received from the human rights board concerning this chapter and the carrying out of its intent. When, in the opinion of the manager, effectuating any such recommendation would be undesirable or unfeasible, the manager shall promptly so report to the board, with his or her reasons. Any differences of judgment not able to be resolved between the board and the manager shall be referred to the county manager for his or her determination, and the board may, if it feels the matter warrants, further carry any such unresolved differences to the board of county commissioners for decision.

(9) Make annual reports to the board of county commissioners, through the county manager, and to the human rights board, of activities under the provisions of this chapter, and make recommendations concerning methods by which to reduce discrimination, and such other comments and recommendations as the manager may choose to make.

(10) Conduct educational and public information activities that are designed to promote the policy of this chapter.

(11) Bring to the attention of the board of county commissioners, through the county manager, those items that may require the board of county commissioners' notice or action to resolve.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.10. - Human rights board.

(a) The board shall be composed of seven members plus one alternate member appointed by the board of county commissioners. The membership shall consist, whenever possible, of the following: a member of the Alachua County Citizens Disability Advisory Committee, an attorney eligible to practice in the State of Florida, a residential rental manager, a representative of a lending institution, and four citizens-at-large. Membership shall be representative of the county's population and, whenever possible, should reflect racial, ethnic, and religious minorities, as well as geographic, economic, and gender considerations.

(b) Members of the board shall serve terms of three years each; provided, however, that three of the initial appointments shall be for a term of one year, two of the initial appointments shall be for a term of two years, and the remaining two initial appointments shall be for a term of three years. Thereafter, all appointments shall be for three-year terms.

(c) The members of the board shall receive no compensation.

(d) The board shall annually elect one of its members as chair and one as vice-chair. Elections shall be held at the first regularly scheduled meeting after appointment of the board. The chair shall preside and conduct meetings of the board. The vice-chair shall act in the absence of the chair. A quorum for the conduct of lawful business of the board shall be a majority of the current members. Unless

otherwise stated in this chapter, all actions and decisions of the board may be by a simple majority vote of those members present at a lawful meeting of the board.

(e) The attendance policy for the board shall be in accordance with the attendance policy for boards and committees as set forth in the Alachua County Board of County Commissioners Rules of Procedure. The attendance policy shall apply to the alternate member.

(f) The board shall have the power and authority to promulgate such procedures and rules as necessary to conduct the business of the board, provided such rules are not inconsistent with this chapter and provided that such rules may be subject to review and repeal by and at the discretion of the board of county commissioners.

(g) The board shall meet as often as necessary. The manager shall schedule each meeting and give notice of the time and place of the meetings to all board members, all parties to be heard, and the public. Special meetings of the board may be convened by the chair, with the concurrence of the manager, upon giving notice thereof to the members of the board, or may be called by written notice signed by three members of the board and the manager. The notice of a special meeting shall be given, whenever possible, at least 24 hours prior thereto. All meetings shall be public.

(h) The county manager shall provide clerical and administrative support, through the county's equal opportunity office, to the board as may be reasonably required by the board to discharge its duties and responsibilities. The county manager shall provide a regular meeting place for the board.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.11. - Powers and duties.

The board shall have the following duties, powers, functions, and responsibilities:

(a) Adopt rules and procedures necessary to conduct the business of the board.

(b) Make recommendations to the manager for the enforcement of this chapter and the carrying out of its intent.

(c) Subpoena and compel the production of evidence necessary for investigation of complaints filed for any alleged violation of this chapter. Administer oaths and compel the attendance of witnesses and production of evidence by subpoenas issued by the chair of the board.

(d) Review the manager's actions and decisions on all complaints of discrimination as provided for in this chapter.

(e) Review and comment on the manager's annual report, and forward such comments to the board of county commissioners.

(f) In coordination with the manager, take other informational, educational, or persuasive actions to implement the intent of this chapter.

(g) Apply to the circuit court for enforcement of any subpoena upon the refusal to answer or produce the requested document or information, wherein the circuit court shall determine the matter.

(h) Recommend that the county seek prompt judicial action for appropriate temporary or preliminary relief pending final disposition of a complaint if the board determines that such action is necessary to carry out the intent of this chapter.

(i) Any other powers and duties provided elsewhere in this chapter.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.12. - Filing of complaints.

(a) Any person claiming to be aggrieved by an unlawful practice prohibited by this chapter may file a written, verified complaint with the manager, or his or her designated representative. The complaint shall state the name and address of the complainant and the person or persons against whom the complaint is made (hereinafter referred to as the "respondent"). The complaint shall set forth the facts upon which the complaint is made, and such other information as the manager requires. The complaint must be filed within 180 days after the date the alleged unlawful practice has most recently occurred. The complaint may be withdrawn by the complainant at any time.

(b) When it is determined that a complaint has been timely filed, the manager shall serve notice of the filing and a copy of the complaint upon the respondent. Notice should be served within ten business days of the date of filing. An amendment likewise shall be served upon the respondent. The notice shall advise the respondent of relevant procedural rights and obligations.

(c) The manager shall serve notice upon the complainant acknowledging the filing of the complaint and advising the complainant of relevant procedural rights and remedies. The notice shall advise the complainant of remedies and choice of forums and inform the complainant that the administrative procedure provided for in this chapter is neither an obstacle nor a prerequisite to the complainant commencing a separate civil action on his or her own.

(d) Once a complaint has been served on the respondent, the respondent shall preserve all records and other evidence which may pertain to the complaint until the matter has been finally determined.

(e) The respondent shall file an answer to the complaint not later than ten business days after receipt of the notice of the filing. The answer shall be sworn to or affirmed before a notary public or other person duly authorized by law to administer oaths and take acknowledgments.

(f) A complaint or answer may be amended at any time when it would be fair and reasonable to do so, and the manager shall furnish a copy of each amended complaint or answer to the respondent or the complainant, respectively, as promptly as practicable. With respect to any complaint filed pursuant to this chapter, the burden of proof is on the complainant.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.13. - Processing of complaints.

(a) Within 30 days after the filing of a complaint, the manager shall commence such investigation as deemed appropriate to ascertain facts and issues. The manager may utilize the services and information gathered from other public agencies charged with the administration of equal opportunity laws.

(b) The following investigation procedures shall be followed:

(1) *Complaint verification.* As part of the investigation process, the complaining party may be required to provide an additional sworn written statement which shall include:

a. A statement of each particular harm or potential harm which the aggrieved person has suffered or will suffer and the date on which each harm occurred or will occur.

b. For each harm, a statement specifying the act, policy, or practice which is alleged to be unlawful.

c. For each act, policy, or practice alleged to have harmed the aggrieved person, a statement of the facts which led the complainant to believe that the act, policy, or practice is discriminatory.

(2) *Requests for information.* In investigating a complaint, the manager and/or the manager's designee may obtain information by:

a. Oral interview; and/or

b. Requests for written statement or affidavit; and/or

c. Any discovery methods set forth in the Florida Rules of Civil Procedure.

(3) *Investigations.* The investigations will seek the voluntary cooperation of all persons in obtaining information. If, however, the manager is unable to obtain the voluntary cooperation of persons, he or she shall request the board to issue subpoenas. The board shall have the power to issue subpoenas or subpoenas duces tecum. Any subpoena issued by the board must be approved by the county attorney as to the subpoena's legality before it is issued.

(4) *Complaining party's failure to cooperate.* Where the complainant fails to provide a necessary information statement; fails or refuses to appear or be available for interviews or conferences; fails or refuses to provide necessary information requested by the manager pursuant to this section; or otherwise refuses to cooperate to the extent that impedes the investigation, the manager shall dismiss the complaint after providing 20 days' notice to the complainant unless the manager, with board approval, determines there is sufficient grounds and sufficient evidence to proceed with the complaint.

(5) *Access to files during investigation.* Information obtained during the investigation of a complaint shall be disclosed only to the complainant, the respondent, or their authorized representatives, or to witnesses, only when disclosure is deemed necessary by the manager for the investigation or for securing appropriate disposition of the complaint. The manager may direct that a particular record, document, or portion thereof be withheld from inspection by a party only when necessary for the protection of a witness or third party, or for the preservation of a trade secret, and only in accordance with the provisions of the Florida Public Records Law.

(c) The manager shall, within 100 days after the filing of a complaint, complete the investigation of the alleged unlawful discriminatory practice, unless it is impracticable to do so. If the manager is unable to complete the investigation within 100 days after the filing of a complaint, the manager shall notify, by certified mail or by personal service, the complainant and the respondent in writing of the reasons for not so doing. The manager shall notify the aggrieved person and the respondent if administrative disposition of the complaint pursuant to this chapter cannot be accomplished within one year of the filing of the complaint.

(d) Beginning with the filing of the complaint and ending with the filing of a reasonable cause charge, as provided for in subsection (g) herein, the manager shall attempt to conciliate the matter by methods of initial conference and persuasion with all interested parties and such representatives as the parties may choose to assist them. Such conciliation conferences may be by whatever method the manager determines to be most appropriate. The manager shall attempt to achieve a just resolution of all violations found, and to obtain agreement that the respondent will eliminate the unlawful practice and provide appropriate affirmative relief. Except as provided in subsection (e) herein, nothing that is said or done in the course of conciliation or such informal endeavors may be made public or used as evidence in a subsequent proceeding without the written consent of the persons concerned.

(e) Where conciliation attempts are successful, the terms of a settlement of a complaint shall be reduced to a written conciliation agreement. The agreement must be executed by the respondent and the complainant, and is subject to the approval of the manager. The conciliation agreement shall seek to protect the interests of the aggrieved person, other persons similarly situated, and the public interest. Confidentiality of conciliation agreements shall be maintained in accordance with Florida public records law.

(f) A duly executed conciliation agreement shall operate as a dismissal of the complaint.

(g) If conciliation has not been reached within 100 days of the filing of the complaint and the complaint has not been withdrawn, the manager shall make a recommendation as to whether or not reasonable cause exists to believe that an unlawful discriminatory practice has occurred or is about to occur. Reasonable cause shall be based upon sufficiently trustworthy information which would lead an impartial observer to believe that a discriminatory practice has occurred or is likely to occur. The manager and/or the manager's designee shall report the results of the investigation and his or her recommendation to the board. The board shall receive a copy of the manager's report and shall have the opportunity to review the report and submit comments to the manager. If the board

determines that reasonable cause exists to believe that a discriminatory practice has occurred or is about to occur, it shall issue a notice of determination of reasonable cause. A copy of the notice shall be served upon the respondent, the complainant, and the aggrieved person within 20 days after the notice has been issued; along with the notice, the parties shall be advised of the options available under this section.

(h) When the board has issued a notice of determination of reasonable cause, the aggrieved person may either:

(1) Bring a civil action against the person named in the complaint in any court of competent jurisdiction no later than one year after the date of determination of reasonable cause by the board; or

(2) Request an administrative hearing as provided for in subsection (j) herein. The request for an administrative hearing must be in writing and must be made no later than 35 days after the date of determination of reasonable cause by the board. The election by the aggrieved person of filing a civil action or requesting an administrative hearing under this subsection is the exclusive procedure available to the aggrieved person pursuant to this chapter.

(i) If the manager determines that the complaint lacks reasonable grounds upon which to base a violation of this chapter, the manager shall dismiss the complaint, then shall inform the board of his or her findings through a written report. The board, in its discretion, may order that the matter be closed or may order, by a three-fourths majority vote, such further investigation as may be deemed necessary. If further investigation is ordered, the results thereof shall be presented to the board in the form of a written report within 60 days and shall be acted upon by the board within an additional 30 days.

(j) If a request for an administrative hearing is timely made under subsection (h), an administrative hearing shall be held and shall be conducted according to the procedures provided in F.S. § 120.57(l). Any conciliation agreement reached prior to a scheduled hearing may result in such hearing being cancelled. The county, through the county manager's office, shall arrange for the services of a hearing officer to conduct the administrative hearing.

(k) In conducting any administrative hearing to determine whether or not there has occurred a failure to comply with the provisions of this chapter, the hearing officer shall have the power to administer oaths, issue subpoenas, compel the production of books, paper, and other documents, and receive evidence. In interpreting the provisions of this chapter, the hearing officer may consider administrative and judicial interpretations of substantially equivalent provisions of federal or state laws.

(l) The hearing officer shall transmit the recommended order conforming to the requirements of Chapter 120, F.S. § 120.59 to the board. The manager and the board shall review such order and, in an addendum to such order, the board may set forth its findings and recommendations with respect to the order. In reviewing such recommended order, the board shall not have the power to receive or consider additional evidence. The board shall have no power to reject or modify the findings of fact contained in the recommended order, unless the board first determines from a review of the complete record, and states with particularity in its addendum to the recommended order, that the findings were not based upon competent, substantial evidence, or that the proceedings on which the findings in the recommended order were based did not comply with the essential requirements of law. The recommended order together with the addendum of the board shall be considered as the final order of the board. The final order shall be served upon the complainant and respondent within ten business days of adoption by the board. If the hearing officer finds that a discriminatory practice has occurred or is about to occur, he or she shall issue a recommended order to the board prohibiting the practice and recommending affirmative relief from the effects of the practice, including actual damages and reasonable attorneys' fees and costs and other injunctive or equitable relief. Judgment for the amount of damages and costs assessed pursuant to a final order by the board may be entered in any court having jurisdiction thereof and may be enforced as any other judgment.

(m) Final orders of the board are subject to judicial review pursuant to F.S. § 120.68. Unless specifically ordered by the court, the commencement of any appeal does not suspend or stay an order of the

board. In the event the aggrieved person is the prevailing party on any appeal, he or she shall be entitled to reasonable attorneys' fees and costs.

(n) Either party to the administrative proceeding or the county shall have authority to bring an action in equity in the circuit court to enforce the final administrative order to ensure compliance with this chapter. The court of equity shall be empowered to issue mandatory or prohibitive injunctions to implement such administrative order.

(o) Should any party fail or refuse to comply with the final order issued by the board or breach a conciliation agreement as provided herein, then, following the expiration of the appeal time as provided herein, the board shall forward such order or conciliation agreement to the board of county commissioners with a request that the board of county commissioners authorize the county attorney to bring such action or actions as necessary to obtain compliance with this chapter.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.14. - Civil action and penalties.

In any civil action commenced under subsection (h) of section 111.13, the court may issue an order prohibiting the discriminatory practice and providing affirmative relief from the effects of the practice, including back pay. The court may also award compensatory damages, punitive damages, and other relief in accordance with federal and state anti-discrimination laws. A civil action brought under this chapter shall be commenced no later than one year after the date of determination of reasonable cause by the board. The commencement of a civil action shall divest the board of jurisdiction of the complaint.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.15. - Implementation date.

The amendments made by Ordinance No. 2013-10 shall be implemented on January 1, 2014.

(Ord. No. 2013-10, § 1, 8-13-13)

Secs. 111.16—111.24. - Reserved.

ARTICLE II. - EQUAL EMPLOYMENT OPPORTUNITY

Sec. 111.25. - Discrimination in employment.

(a) *Employers.* It is an unlawful discriminatory practice for an employer, on the basis of a protected status or characteristic, to:

(1) Fail or refuse to hire, discharge, or otherwise discriminate against a person with respect to compensation or the terms, conditions, or privileges of employment.

(2) Limit, segregate, or classify an employee in any way which would deprive or tend to deprive a person of employment opportunities or otherwise adversely affect the status of an employee.

(3) Discriminate against any person because of a physical or mental disability except with respect to a bona fide occupational qualification.

(b) *Employment agencies.* It is an unlawful discriminatory practice for an employment agency, on the basis of a protected status or characteristic, to:

(1) Fail or refuse to refer for employment or otherwise discriminate against an individual; or

(2) Classify or refer for employment an individual on such a discriminatory basis.

(c) *Labor organizations.* It is an unlawful discriminatory practice for a labor organization, on the basis of a protected status or characteristic, to:

(1) Exclude or to expel from membership or otherwise discriminate against any individual.

(2) Limit, segregate, classify membership or applicants for membership, or refuse to refer an individual for employment in a way which would deprive or tend to deprive, limit, or adversely affect an individual's employment opportunities.

(3) Discriminate against any person because of a physical or mental disability except with respect to a bona fide occupational qualification.

(4) Cause, assist, or attempt to cause or assist an employer to violate this article.

(d) *Training programs.* It is an unlawful discriminatory practice for an employer, labor organization, or training committee, on the basis of a protected status or characteristic, to discriminate against an individual in a training program providing apprenticeship or other training.

(e) *Genetic information discrimination.* It is an unlawful discriminatory practice for an employer, employment agency, labor organization or training/apprenticeship program to use genetic information to make employment decisions or to disclose genetic information about applicants, employees or members. Employers and agencies referenced above are restricted from requesting, requiring or purchasing genetic information except as allowed under federal law.

(f) *Pregnancy Discrimination* . It is unlawful and discriminatory for an employer, employment agency, labor organization or training/apprenticeship program, to fail to treat women affected by pregnancy, childbirth or related medical conditions the same for all employment-related purposes including receipt of benefits under fringe benefit programs, as other persons are treated who are not so affected but similar in their ability or inability to work.

(g) *Advertising.* It is an unlawful and discriminatory practice for an employer, labor organization, or employment agency to publish an advertisement relating to employment, indicating a preference, limitation, specification, or discrimination on the basis of a protected status or characteristic.

(h) *Discriminatory information gathering.* Except as permitted and required by regulations of the county, or by applicable federal or state law, or bona fide occupation qualifications, it is a discriminatory practice for an employer or employment agency to elicit information about an employee, because of a protected status or characteristic, to keep or disclose a record of such information for the purpose of effecting discrimination.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.26. - Exceptions.

(a) It is not a discriminatory practice under this chapter for:

(1) An employer to hire and employ employees;

(2) An employment agency to classify or refer for employment any individual;

(3) A labor organization to classify its membership or to classify or refer for employment any individual; or

(4) A joint labor/management committee controlling apprenticeship or other training or retraining program to admit or employ any programs to admit any person in any such program;

on the basis of an individual's protected status or characteristic in those certain instances where race, color, national origin, religion, sex, marital status, age, or disability, sexual orientation or gender identity is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise.

(b) It is not a discriminatory practice for a religious corporation, association, educational institution, or society to employ or give preference in employment to individuals of a particular religion to perform work connected with the carrying on by such corporations, associations, educational institutions, or societies of its various activities.

(c) It is not a discriminatory practice to observe the terms of a bona fide seniority system, a bona fide employee benefit plan such as a retirement, pension, or insurance plan, or a system which measures earnings by quantity or quality of production, which is not designated, intended, or used to evade the purposes of this article. However, no such employee benefit plan or system which measures earnings shall be excused the failure to hire, and no such seniority system, employee benefit plan or system which measures earnings shall execute the involuntary retirement of any individual on the basis of any factor not related to the ability of such individual to perform the particular employment for which such individual has applied or in which such individual is engaged. This subsection shall not be construed to make unlawful the rejection or termination of employment when the individual applicant or employee has failed to meet bona fide requirements for the job or position sought or held or to require any changes in any bona fide retirement or pension programs or existing collective bargaining agreements during the life of the contract, nor shall this article preclude such physical and medical examinations of applicants and employees as an employer may require of applicants and employees to determine fitness for the job or position held.

(d) It is not a discriminatory practice to take or fail to take any action on the basis of age pursuant to law or regulation governing any employment or training program designed to benefit persons of a particular age group.

(e) Inadvertent acquisitions of genetic information, such as in situations where a manager or supervisor overhears someone talking about a family member's illness or an employee voluntarily discloses such information, shall not be construed as a violation of this article.

(f) This article shall not be construed to require an employer to provide an accommodation on the basis of disability, religion or gender-identity, that creates an undue burden or hardship on the employer. In determining whether an accommodation is readily achievable or creates an undue burden or hardship, factors to be considered include:

(1) The nature and cost of the action;

(2) The overall financial resources of the employer, the effect on expenses and resources and the impact on operations.

(g) The domestic partner provision shall not be construed to require an employer to provide employee benefit plans that violate state or federal law, such as the Employment Retirement Income Security Act (ERISA).

(h) This article shall not be construed to prohibit an employer from requiring an employee to adhere to reasonable dress or grooming standards at work, provided the employer permits an employee who is undergoing gender transition to adhere to the same dress or grooming standards for the gender to which the employee is transitioning.

(Ord. No. 2013-10, § 1, 8-13-13)

Secs. 111.27—111.39. - Reserved.

ARTICLE III. - FAIR HOUSING

Sec. 111.40. - Discrimination in housing.

Except as provided in section 111.41, the following shall be unlawful and discriminatory housing practices, by an owner, real estate broker, as defined in this chapter, or any other person engaging in a real estate transaction, on the basis of a protected status or characteristic in housing.

(a) *Sale or rental;* advertising of sale or rental.

(1) *Refusal.* To refuse to engage in a real estate transaction or otherwise make unavailable or deny housing to any person;

(2) *Terms; free association.* To discriminate against a person in the terms, conditions, or privileges of a real estate transaction, or in the furnishing of facilities or services in connection therewith, or because of such person's exercise of his right to free association;

(3) *Offer.* To refuse to receive or to fail to transmit a bona fide offer to engage in a real estate transaction from any person;

(4) *Negotiation.* To refuse to negotiate for a real estate transaction with a person;

(5) *Availability; inspection.* To represent to a person that housing is not available for inspection, sale, rental, or lease when in fact it is so available, or to fail to bring a property listing to such person's attention, or to refuse to permit him or her to inspect the housing;

(6) *Leading.* To steer any person away from or to any housing;

(7) *Notice; record.* To make, print, publish, circulate, post, or mail, or cause to be made, printed, published, or circulated, any notice, statement, advertisement, or sign, or to use a form of application or photograph for a real estate transaction or, except in connection with a written affirmative action plan, to make a record or oral or written inquiry in connection with a prospective real estate transaction, which indicates directly or indirectly an intent to make a limitation, specification, or discrimination with respect thereto;

(8) *Listing.* To offer, solicit, accept, use, or retain a listing of housing with the understanding that a person may be discriminated against in a real estate transaction or in the furnishing of facilities or services in connection therewith;

(9) *Proximity of certain housing.* To induce or attempt to induce any person to transfer an interest in any housing by representations regarding the existing or potential proximity of housing owned, used, or occupied by any person protected by the terms of this article;

(10 *Misrepresentation of listing.* To make any misrepresentation concerning the listing for sale or rental, or the anticipated listing for sale or rental, or the sale or rental of any housing for the purpose of inducing or attempting to induce any such listing or any of the above transactions;

(11) *Retaliation.* To retaliate or discriminate in any manner against any person because of their opposition to a practice declared unlawful by this article, or because he or she has filed a complaint, testified, assisted, or participated in any manner in any investigation, proceeding, or conference under this article;

(12) *Opposition.* To aid, abet, incite, compel, or coerce any person to engage in any of the practices prohibited by the provisions of this article, or to obstruct or prevent any person from complying with the provisions of this article, or any conciliation agreement entered into hereunder;

(13) *Causing violation.* By causing any person to compel any practice prohibited by the provisions of this article;

(14) *Denying accommodation.* Otherwise to deny to, or withhold, any housing accommodations from a person;

(15) *Inciting unrest.* To promote, incite, influence, or attempt to promote, induce, or influence by the use of postal cards, letters, circulars, telephone, visitation, or any other means, directly or indirectly, a property owner, occupant, or tenant to list for sale, sell, remove from, lease, assign, transfer, or otherwise dispose of any housing by referring, as a part of a process or pattern of inciting neighborhood unrest, community tension based on a protected status or characteristic of actual or anticipated neighbors, tenants, or other prospective buyers of any housing;

(16) *False information to obtain listing.* To cause to be made any untrue or intentionally misleading statement or advertisement or, in any other manner, attempt, as a part of a process or pattern of inciting neighborhood unrest, community tension in any street, block, neighborhood, or any other area, to obtain a listing of any housing for sale, rental, assignment, transfer, or other disposition, where such statement or other representation is false or materially misleading, or where there is insufficient basis to judge its truth or falsity to warrant making the statement, or to make any other material misrepresentation in order to obtain such listing, sale, removal from, lease, assignment, transfer, or other disposition of said housing; or

(17) *Signs.* To place a sign or display any other device, either purporting to offer to sell, lease, assign, transfer, or make other disposition or tending to lead to the belief that a bona fide offer is being made to sell, lease, assign, transfer, or otherwise dispose of any housing that is not in fact available or offered for sale, lease, assignment, transfer, or other disposition.

(18) *Citizenship status.* A landlord or any agent of a landlord, shall not do either of the following:

a. Require or request that any tenant, prospective tenant, occupant, prospective occupant, or guest of the residential rental property disclose or make any statement, representation, or certification concerning his or her citizenship status.

b. Disclose to any person or entity information regarding or relating to citizenship status of any tenant, prospective tenant, occupant, or prospective occupant of the residential rental property for the purpose of, harassing or intimidating a tenant, prospective tenant, occupant, or prospective occupant, retaliating against a tenant or occupant for the exercise of his or her rights, influencing a tenant or occupant to vacate a dwelling, or recovering possession of the dwelling.

c. This section does not prohibit a landlord or any agent of a landlord from doing either of the following:

i. Complying with any legal obligation under state or federal law, including, but not limited to, any legal obligation(s) under any state or federal government program(s) that provide for rent limitations or rental assistance to a qualified tenant, or a subpoena, warrant, or other order issued by a court.

ii. Requesting information or documentation necessary to determine or verify the financial or background qualifications of a prospective tenant, or to determine or verify the identity of a prospective tenant or prospective occupant.

(b) *Financing and residential real estate transactions.*

(1) It shall be unlawful and a discriminatory housing practice for any lending institution, as defined in this chapter, to deny a loan or other financial assistance to a person applying therefor for the purpose of purchasing, constructing, improving, repairing, or maintaining housing, or to discriminate against such person in the fixing of the amount, interest rate, duration or other terms or conditions of such loan or other financial assistance, because of a protected status or characteristic of such person or of any person associated with such person in connection with such loan or other financial assistance, or for purposes of such loan or other assistance, or of the present or prospective owners, lessees, tenants, or occupants of the housing in relation to which such loan or other financial assistance is to be made or given; provided that nothing contained in this subsection shall impair the scope or effectiveness of the exceptions contained in section 111.41.

(2) It is unlawful for any person or entity whose business includes engaging in residential real estate transactions to discriminate against any person in making available such a transaction, or in the terms or conditions of such a transaction, because of a protected status or characteristic. The term "residential real estate transaction" means any of the following:

a. The making or purchasing of loans or providing other financial assistance:

i. For purchasing, constructing, improving, repairing, or maintaining a dwelling; or

ii. Secured by residential real estate.

b. The selling, brokering, or appraising of residential real property.

(c) *Brokerage services.* It shall be unlawful and a discriminatory housing practice to deny any person access to or membership or participation in any multiple-listing service, real estate brokers' organization, or other service organization, or facility related to the business of selling or renting housing, or to discriminate against such person in the terms or conditions of such access, membership, or participation because of a protected status or characteristic.

(d) *Familial status.* The protection afforded under subsections (a), (b), and (c) of this section against discrimination on the basis of familial status applies to any person who is pregnant or is in the process of securing legal custody of any individual who has not attained the age of 18 years.

(e) *Discrimination against persons with disabilities in sale or rental.* It is unlawful to discriminate in the sale or rental of, or to otherwise make unavailable or deny, a dwelling to any buyer or renter because of a disability of:

(1) That buyer or renter;

(2) A person residing in or intending to reside in that dwelling after it is sold, rented, or made available; or

(3) Any person associated with the buyer or renter.

(f) *Same—Discrimination in terms or conditions.* It is unlawful to discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection with such dwelling, because of a disability of:

(1) That buyer or renter;

(2) A person residing in or intending to reside in that dwelling after it is sold, rented, or made available; or

(3) Any person associated with the buyer or renter.

(g) *Same—Person acting as agent.* The prohibitions on discrimination because of a disability, as provided for in subsections (e) and (f), are applicable although another person who may be acting as agent or representative for the disabled person in the real estate transaction.

(h) *Same—Accessibility standards.* For purposes of subsections (e) and (f), discrimination includes:

(1) A refusal to permit, at the expense of the person with a disability, reasonable modifications of existing premises occupied or to be occupied by such person if such modifications may be necessary to afford such person full enjoyment of the premises;

(2) A refusal to make reasonable accommodations in rules, policies, practices, or services, when such accommodations may be necessary to afford such person equal opportunity to use and enjoy a dwelling; or

(3) In connection with the design and construction of covered multifamily dwellings for first occupancy on or after March 13, 1991, a failure to design and construct those dwellings in such a manner that:

a. The public use and common use portions of such dwellings are readily accessible to and usable by persons with disabilities.

b. All doors designed to allow passage into and within all premises within such dwellings are sufficiently wide to allow passage by a person in a wheelchair.

c. All premises within such dwellings contain the following features of adaptive design:

i. An accessible route into and through the dwelling.

ii. Light switches, electrical outlets, thermostats, and other environmental controls in accessible locations.

iii. Reinforcements in bathroom walls to allow later installation of grab bars.

iv. Usable kitchens and bathrooms such that a person in a wheelchair can maneuver about the space.

(4) Compliance with the appropriate requirements of the Florida Accessible Building Code, providing accessibility and usability for persons with physical disabilities, suffices to satisfy the requirements of subsection (h)(3)c. State agencies with building construction regulation responsibility or local governments, as appropriate, shall review the plans and specifications for the construction of covered multifamily dwellings to determine consistency with the requirements of this subsection.

(5) For the purposes of subsection (h)(1) above, in the case of a rental, a landlord may, where it is reasonable to do so, condition permission for a modification on the renter agreeing to restore the interior of the premises to the condition that existed before the modification, reasonable wear and tear excepted. The landlord may not increase for persons with disabilities any customarily required security deposit. However, where it is necessary in order to ensure with reasonable certainty that funds will be available to pay for the restorations at the end of the tenancy, the landlord may negotiate as part of such a restoration agreement a provision requiring that the tenant pay into an interest bearing escrow account, over a reasonable period, a reasonable amount of money, not to exceed the cost of the restorations. The interest in any such account shall accrue to the benefit of the tenant. A landlord may condition permission for a modification on the renter providing a reasonable description of the proposed modifications, as well as reasonable assurances that the work will be done in accordance with applicable building codes and that any required building permits will be obtained.

(Ord. No. 2013-10, § 1, 8-13-13; Ord. No. 2019-11 , § 2, 4-23-19)

Sec. 111.41. - Exceptions.

(a) *Religious societies.* Nothing contained in section 111.40 shall prohibit a religious organization, association, or society, or any nonprofit charitable or educational institution or organization operated, supervised, or controlled by or in conjunction with a religious organization, association, or society, from limiting or from advertising the sale, rental, or occupancy of housing which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on the basis of a protected status or characteristic.

(b) *Single-family houses.* Nothing in section 111.40, other than subsection (a)(7) thereof, shall apply to:

(1) Any single-family house sold or rented by its owner, provided that such private individual owner does not own more than three such single-family houses at any one time; provided further that, in the case of the sale of any such single-family house by a private individual owner not residing in such house at the time of such sale or who was not the most recent resident of such house prior to such sale, the exemption granted by this subsection shall apply only with respect to one such sale within any 24-month period; provided further that such bona fide private individual owner does not own any interest in, nor is there owned or reserved on such owner's behalf, under any express or voluntary agreement, title to or any right to all or a portion of the proceeds from the sale or rental of more than three such single-family houses at any one time; provided further that the owner sells or rents such housing:

a. Without the use in any manner of the sales or rental facilities or the sales or rental services of any real estate broker, agent, or salesperson, or of such facilities or services of any person in the business of selling or renting housing, or of any employee or agent of any such broker, agent, salesperson, or person; and

b. Without the publication, posting, or mailing, after notice, of any advertisement or written notice in violation of subsection 111.40(a)(7); however, nothing in this provision shall prohibit the use of attorneys, escrow agents, abstractors, title companies, and other such professional assistance as necessary to perfect or transfer the title; or

(2) Rooms or units in housing containing living quarters occupied or intended to be occupied by no more than four families living independently of each other if the owner actually maintains and occupies one of such living quarters as such owner's residence, provided that the owner sells or rents such rooms or units:

a. Without the use in any manner of the sales or rental facilities or the sales or rental services of any real estate broker, agent, or salesperson, or of such facilities or services of any person in the business of selling or renting housing, or of any employee or agency of any such broker, agent, salesperson, or person; and

b. Without the publication, posting, or mailing, after notice, of any advertisement or written notice in violation of subsection 111.40(a)(7).

(3) Nothing in this section shall prohibit the use of attorneys, escrow agents, abstractors, title companies, and other such professional assistance as necessary to perfect or transfer the title. For the purpose of this section, a person shall be deemed to be in the business of selling or renting housing if:

a. Within the preceding 12 months, a person participated as principal in three or more transactions involving the sale or rental of any housing or any interest therein; or

b. Within the preceding 12 months, a person participated as agent, other than in the sale of his or her own personal residence, in providing sales or rental facilities or sales or rental services in two or more transactions involving the sale or rental of any housing or any interest therein; or

c. A person is the owner of any housing designed or intended for occupancy by, or occupied by, five or more families.

(c) *Physical accessibility.* Nothing in section 111.40 requires any person renting or selling a dwelling constructed for first occupancy before March 13, 1991, to modify, alter, or adjust the dwelling in order to provide physical accessibility, except as otherwise required by law.

(d) *Housing for older persons—Definition.* Any provision of this article regarding familial status or age does not apply with respect to housing for older persons. As used in this subsection, the term "housing for older persons" means housing:

(1) Provided under any local, state, or federal program that the Secretary of the United States Department of Housing and Urban Development determines is specifically designed and operated to assist elderly persons, as defined in the local, state, or federal program;

(2) Intended for, and solely occupied by, persons 62 years of age or older; or

(3) Intended and operated for occupancy by at least one person 55 years of age or older per unit. In determining whether housing qualifies as housing for older persons under this subparagraph, the manager shall consider at least the following factors:

a. The existence of significant facilities and services specifically designed to meet the physical or social needs of older persons; or, if providing such facilities and services is not practicable, such housing is necessary to provide important housing opportunities for older persons;

b. At least 80 percent of the units are occupied by at least one person 55 years of age or older per unit; and

c. The publication of and adherence to policies and procedures which demonstrate an intent by the owner or manager to provide housing for persons 55 years of age or older.

(e) *Same—Additional criteria.* Housing shall not fail to be considered housing for older persons if:

(1) A person who resides in such housing on or after September 13, 1988, does not meet the age requirements of this subsection, provided that any new occupant meets such age requirements; or

(2) One or more units are unoccupied, provided that any unoccupied units are reserved for occupancy by persons who meet the age requirements of this subsection.

(f) *Miscellaneous exceptions.* Nothing in section 111.40.

(1) Prohibits a person engaged in the business of furnishing appraisals of real property from taking into consideration factors other than a protected status or characteristic.

(2) Limits the applicability of any reasonable local restriction regarding the maximum number of occupants permitted to occupy a dwelling.

(3) Requires that a dwelling be made available to an individual whose tenancy would constitute a direct threat to the health or safety of other individuals or whose tenancy would result in substantial physical damage to the property of others.

(4) Prohibits conduct against a person because such person has been convicted by any court of competent jurisdiction of the illegal manufacture or distribution of a controlled substance as defined under F.S. ch. 893.

(Ord. No. 2013-10, § 1, 8-13-13)

Secs. 111.42—111.59. - Reserved.

ARTICLE IV. - EQUAL ACCESS TO PLACES OF PUBLIC ACCOMMODATION

Sec. 111.60. - Discrimination in public accommodations.

It is an unlawful discriminatory practice for any person to deny, withhold, or refuse a person the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of a place of public accommodation because of a protected status or characteristic.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.61. - Places of public accommodation.

The following words, terms and phrases, when used in this article, shall have the following meanings ascribed to them in this article, except where the context clearly indicates a different meaning:

Operator shall mean and include any owner, lessee, proprietor, manager, superintendent, agent, or occupant of a place of accommodation or an employee or independent contractor of any such person.

Public accommodation shall mean a place open to the public which serves or holds itself out as serving the public, including, but not limited to, lodgings, facilities principally engaged in selling food for consumption on the premises, gasoline stations, places of exhibition or entertainment, and other covered establishments. Each of the following establishments which serve the public is a place of public accommodation within the meaning of this section:

(1) Any inn, hotel, motel, resort or other establishment which provides lodging to transient guests, other than an establishment located within a building which contains not more than four rooms for rent or hire and which is actually occupied by the proprietor of such establishment as his or her residence.

(2) Any restaurant, cafeteria, lunchroom, lunch counter, soda fountain, buffet or other facility principally engaged in selling food for consumption on the premises, including, but not limited to, any such facility located on the premises of any retail establishment, or any gasoline station.

(3) Any tavern, bar, liquor lounge, package store or other facility holding a license for the sale of alcoholic beverages issued by the division of alcoholic beverages and tobacco of the department of business and professional regulation of the state, and which serves or which holds itself out as serving the general public.

(4) Any pool or billiard hall, bowling alley, motion picture house, theater, concert hall, sports arena, place of amusement, skating rink, amusement park, golf courses, swimming pool, or other place of exhibition or entertainment.

(5) Any gasoline station, retail establishment, convenience store, beauty parlor, barbershop, styling salon, or laundry establishment.

(6) Facilities, or portions of facilities, when open to the general public, including, but not limited to: hospitals, nurseries, schools, libraries or educational facilities supported in part or whole by public funds, kindergartens, day care centers.

(7) Any transportation conveyance open to the general public, including, but not limited to: taxis, limousines, trains, and buses.

(8) Any professional office, generally open to the public, such as those of attorneys, physicians, dentists, architects, or accountants.

(9) Any establishment which is physically located within the premises of any establishment otherwise covered by this section, or within the premises of which is physically located any such covered establishment, and which holds itself out as serving patrons of such covered establishment.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.62. - Prohibition of discrimination in public accommodations.

(a) It is a violation of this article for a person who owns or operates a place of public accommodation, whether personally or through the actions of an employee or independent contractor, to deny or refuse to another individual the full and equal enjoyment of the facilities and services of any place of public accommodation on the basis of that individual's protected status or characteristic.

(b) It is a violation of this article for a person who owns or operates a place of public accommodation, either personally or through the actions of an employee or independent contractor, to display or publish any written communication which is to the effect that any of the facilities and/or services of a place of public accommodation will be denied to any individual or that any such individual is unwelcome, objectionable or unacceptable because of that individual's protected status or characteristic.

(c) All people have an equal right to the access and safe use of restrooms or other facilities that are segregated by sex (gender), consistent with their gender identity as presented.

(1) In gender-specific facilities where nudity in the presence of other people may be unavoidable, such as shared showers or changing areas, a transgender individual who has completed the transitioning process shall be allowed access and safe use of the facility that is consistent with the individual's gender identity as presented.

(2) This provision shall not be construed to require the construction of new or additional facilities.

(d) In gender-specific facilities or programs where identification is required for membership or participation, such as a women's only gym, exercise class or other gender-based program, membership or participation may not be denied to any individual with an identification that designates the gender they are asserting. Alternative forms of gender identification, such as a letter from a healthcare provider or counselor, are acceptable.

(Ord. No. 2013-10, § 1, 8-13-13)

Sec. 111.63. - Exceptions.

(a) The provisions of this article shall not prohibit a religious organization or any nonprofit institution or organization operated, supervised, or controlled by or in conjunction with a religious organization from limiting the full and equal enjoyment of the goods, services, facilities, privileges, advantages, and accommodations of any place of public accommodation which it owns or operates, other than for a commercial purpose, to individuals of the same religion, or to individuals who subscribe to its tenets or beliefs, or from giving preference to such individuals.

(b) The provisions of this article shall not apply to lodge halls or other similar facilities of private organizations which are available for public use occasionally or periodically.

(c) The provisions of this article shall not apply to any private membership club or other establishment which is not, in fact, open to the public, except to the extent that the facilities of the club or establishment are made available to the customers or patrons of another establishment which is a place of public accommodation. However, any institution, club or place of public accommodation which provides regular meal service and regularly receives payment for dues, fees, use of space, facilities, services, meals or beverages, directly or indirectly, from, or on behalf of, nonmembers for the furtherance of the trade or business, shall not receive an exemption as a private club under this article.

(d) The provisions of this article shall not be construed to require an establishment to provide an accommodation on the basis of disability, religion or gender-identity, that creates an undue burden or hardship on the business. In determining whether an accommodation is readily achievable or creates an undue burden or hardship, factors to be considered include:

(1) The nature and cost of the action;

(2) The overall financial resources of the facility, the effect on expenses and resources and the impact on the operations of the facility.

(e) The domestic partner provision shall not be construed to require an establishment to treat unmarried couples in the same manner as married couples for the purposes of membership benefits or discounts, but does not prohibit the extending of such benefits to domestic partners.

(f) The provisions of this article shall not be construed to prohibit the separation on the basis of gender in transient shelters or dormitory-lodging facilities.

(g) The provisions of this article shall not be construed as prohibiting the giving of special discounts or promotions on goods and services on the basis of gender or age by a place of public accommodation, provided such goods and services, at other than such special discount rates or promotions, are not denied to individuals on the basis of race, color, national origin, religion, sex, marital status, age, disability, sexual orientation, gender identity or expression, unless such denial is pursuant to federal or state laws. Examples of such special discounts or promotions include senior citizen discounts or ladies' night promotions.

(Ord. No. 2013-10, § 1, 8-13-13)

Alachua County, Florida

A MEMORIAL SERVICE FOR THE VICTIMS OF LYNCHING IN ALACHUA COUNTY

Join us for this Service to acknowledge the pain and to testify that this will never happen again in our community.

The Memorial Service includes prayers, reading of scriptures, a reading of victims' names, a candlelight ceremony, drum call libation, singing, and remarks by family members and community leaders.

Friday, February 7, 2020 at 6 p.m.
Mt. Pleasant United Methodist Church
630 NW 2nd St, Gainesville, FL 32601

City of Gainesville
Race And Equity Subcommittee Vision Statement

The Race and Equity Sub-committee is committed to building a government that mirrors, throughout its breadth and hierarchy, the diversity of its community, instills principles of equity within its policies and practices and procedures, to ensure equitable outcomes for all residents. As a unified team, we seek to face and dismantle the institutional and structural barriers that perpetuate inequities within city government. In addition, we will suggest bold and courageous policies and practices in order to eliminate disparities, transform city government into a more racially equitable environment and achieve social progress in promoting opportunities for all so that every resident thrives.

Ref: City of Tacoma Equity and Human Rights,
City of Philadelphia

Proposed Race and Equity Subcommittee Goals

Goal: City of Gainesville convenes a task force to answer the question, "How can Gainesville become more equitable" with the intention of advancing racial equity and making significant progress within the city at large within the next 5 years.

Goal: City of Gainesville dollars used for contracting, consulting and procurement benefit the community we serve, at a minimum, proportionate to the demographics of our city.

Goal: The City of Gainesville hires, trains and promotes a racially and culturally diverse workforce within all departments at all levels.

Goal: The City of Gainesville's resource allocation will advance racial equity.

Goal: The City of Gainesville meaningfully engages historically and presently marginalized groups.

Goal: The City of Gainesville, in partnership with the Friendship Seven, will commit to equitable development, meaning that quality of life outcomes, such as affordable housing, quality education, living wage employment, healthy environments and transportation are equitably experienced by people currently living and working in a community as well as for new people moving in.

Overall outcome: To institutionalize the above goals through recommending a series of resolutions and ordinances to be voted on by the entire commission.

Resolution No. 190657

CITY OF GAINESVILLE

A Resolution of the City of Gainesville, Florida, confirming that race and equity is a core value that will be incorporated into the updated version of the Comprehensive Plan.

WHEREAS, it is a priority of the City of Gainesville to achieve racial equity by focusing on the power and influence of city government and working in partnership with others; and

WHEREAS, the City of Gainesville is updating its Comprehensive Plan and is duly committed to incorporating race and equity goals and policies within all parts of city government ; and

WHEREAS, According to Section 163.3177, Florida Statutes, the Comprehensive Plan shall provide the principles, guidelines, standards, and strategies for the orderly and balanced future economic, social, physical, environmental, and fiscal development of the area that reflects community commitments to implement the Plan and its elements; and

WHEREAS, these principles and strategies shall guide future decisions in a consistent manner and shall contain programs and activities to ensure the Comprehensive Plans is implemented; and

WHEREAS, the elements of the Comprehensive Plan containing the principles and strategies, generally provided as goals, objectives, and policies shall describe how the local government's programs, activities, and land development regulations will be initiated, modified, or continued to achieve the goals of comprehensive plan in a consistent manner. The City of Gainesville is committed to racial and social equity through establishing equity goals and policies for all elements of its Comprehensive Plan; and

WHEREAS, evidence shows that cities that work toward equity have stronger and more resilient economic growth-for everyone; and

WHEREAS, racial and social equity planning not only includes shared distribution of the benefits and burdens of growth and investments, but also partnership in the process resulting in shared decision-making and more equitable outcomes that strengthen the entire city; and

WHEREAS, the City works to create racial equity by explicitly naming and addressing the historic and current impacts of institutional and structural racism in our policies, procedures, programming, initiatives, and budgetary decisions; and

WHEREAS, the City acknowledges that structural and institutional racism, including redlining, restrictive racial covenants, and other discriminatory practices led to racial segregation and current racial disparities in quality of life outcomes such as access to quality education, living wage employment, healthy environment, safe, stable and affordable housing, and transportation; and

WHEREAS, the City's Comprehensive Plan is a 10 year vision and roadmap for the City of Gainesville's future growth that provides an opportunity to articulate how the City will reduce race and social disparities related to growth; and

WHEREAS, some neighborhoods experience racial and economic segregation and are home to residents, businesses, and community organizations at risk of displacement due to a range of institutional and systemic factors, as well as new development that the Comprehensive Plan anticipates for those neighborhoods; and

WHEREAS, achieving equitable growth requires further work by the City offices and departments to implement plans and tools that will operationalize the new equity goals and policies in the updated Comprehensive Plan; and

WHEREAS, because the City benefits from the diversity of its population, the City desires to incorporate the expertise of those most negatively impacted by growth to provide guidance on policies and investments.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF GAINESVILLE, FLORIDA THAT:

Section 1. The City will make Race and Equity a core value of the Comprehensive Plan integrating it into the other core values.

Section 2. Defining the Race and Equity Core Value.

A. Marginalized People: To Be Determined

B. Race and Equity: The time when all marginalized people can attain those resources, opportunities, and outcomes that improve their quality of life and enable them to reach their full potential. The City has a collective responsibility to address the history of inequities in the existing systems and their ongoing impacts in Gainesville communities, leveraging collective resources to create communities of opportunity for everyone, regardless of race or means.

C. Equitable Development: Public and private investments, programs, and policies in neighborhoods to meet the needs of marginalized people and reduce disparities,

taking into account past history and current conditions, so that quality of life outcomes such as access to quality education, living wage employment, healthy environment, affordable housing and transportation, are equitably distributed for the people currently living and working here, as well as for new residents.

Section 3. Incorporating Race and Equity in the Plan.

A. Introduction and Core Value. The Plan's introduction will articulate a definition of race and equity and a clear vision of equitable growth. It will also provide the rationale for making race and equity a foundation of the Plan. It will include a description of current context, connect historical decisions to current conditions, and will articulate the benefits of addressing race and social equity into the Comprehensive Plan.

B. Elements. New equity goals and policies will be consistent and clear throughout the entire Plan. Goals and policies for capital investments and the provision of public services will include, but are not limited to, the City's priority to eliminate racial disparities.

Section 4. Equity Measurements. Quantifiable city-wide community indicators of equitable growth will be identified, measured over time, and reported annually as part of the City's ongoing monitoring of the Plan's effects on race and social equity over time. Equity measurements will track growth and displacement issues and be disaggregated by race, ethnicity and income when possible. Equity measures will be updated as more data is available to measure impacts of growth for marginalized people.

Section 5. The City strives to make the Plan more understandable and to seek community input on the Plan by:

A. Issuing, at the same time as the release of the draft Plan, a "Plan Summary" that uses clear and simple language to highlight policy changes including policies related to race and social equity and the equity analysis of the growth strategies.

B. Using inclusive outreach and community engagement best practices to engage historically underrepresented communities during the development of the plan; and

C. Continuing to invite collaboration with city departments and community organizations to review equity goals and policies.

Section 6. Stewardship of Race and Equity. The City will incorporate the experience of those most negatively impacted by growth to provide guidance on policies and budget allocation so that marginalized people can benefit from, and not be displaced or overly burdened by, future growth. The City will seek guidance on City policies and budget allocation from community bodies who demonstrate inclusive representation and voice, especially of marginalized people.

Section 7. Schedule. To the extent feasible, the City will follow the below schedule in preparing the update of its Comprehensive Plan:

City of Gainesville Comprehensive Plan

Pre-Bid/Bidding/Contract Process
(November, 2019 – April, 2020)

- Bid Release in November 2019
- Pre-Bid Conference/Pre-Bid Question/Answer Exchange in mid-December, 2019
- Bids received in mid-January, 2020
- Bids evaluated and ranked early February, 2020
- Bid ranking to City Commission early March, 2020
- Consultant under Contract April, 2020

Contract Execution – Establishing the Structure/Strategy
(April, 2020 – June, 2020)

- Committee Formation (Citizen/Stakeholder; Internal City; External Agency) in April/May, 2020
- Project Management Plan developed cooperatively by Staff and Consultant in April/May, 2020
- Outreach/Engagement Strategy formulated by Citizen/Stakeholder Committee/Consultant/Staff in May, 2020
- Construct electronic platform for posting of Comprehensive Plan Work

Contract Execution – Implementing the Structure/Strategy
(June, 2020 – June, 2021)

- Project Management Plan implemented June, 2020 – June, 2021
- Committees meet periodically throughout project implementation, June 2020 – June, 2021
- Consultant/Staff meet often and as needed with various Citizens, Stakeholders, Neighborhoods and Various Communities within the City through entirety of project implementation, June 2020 – June, 2021

Contract Execution – Crafting the Comprehensive Plan
(June, 2020 – June, 2021)

- Comprehensive Plan components/elements reviewed and updated, drafted for deliberation by community and Commission throughout project implementation June, 2020 – June, 2021

- Materials continuously posted to electronic Comprehensive Plan platform June, 2020 – June, 2021
- Alignment of Comprehensive Plan with other City/Community Plans June, 2020 – June 2021
- Meet periodically with City Commission and Plan Board throughout project implementation June, 202 – June, 2021
- Formulate Implementation Program and branding approach June, 2020 – June, 2021

Contract Execution – Final Adoption
(July, 2021 – October, 2021)

- Review Final Comprehensive Plan product through Outreach/Engagement Strategy July, 2021 – October, 2021
- Review Final Comprehensive Plan product with Plan Board and City Commission for Final Adoption in October, 2021

Adopted by the City Commission this _____ day of _____, 2019.

_____

Lauren Poe, Mayor

Attest:

_____

Marie P. Kessler, Acting Clerk of the Commission

Approved as to form and legality:

_____

Nicolle M. Shalley, City Attorney

Agenda Item Summary

Agenda Date: 2/3/2020 Agenda Item No.: 3.

Agenda Item Name:
Truth and Reconciliation Update and Process Overview

Presenter:
Jackie Chung, Joel Laguerre, and Kathleen Pagan

Description:
Truth and Reconciliation Update

Recommended Action:
Review website, action plan and presentation.

Prior Board Motions:
Nov. 13, 2018 -

1. The County Commission hereby initiates its Truth and Reconciliation process, the goal of which is to set an example for how local government can recall its role in our history of racial injustice, and repair what it can through official apologies and appropriate reparations.

2. The County will research its history of voter suppression, segregation in housing and public accommodations, discrimination in hiring and economic opportunity, participation in leased prison labor to fund county government and build/maintain public facilities, differences in the provision of government services, and any other government actions or inactions that deserve to be remembered.

3. The County will cooperate in and co-sponsor one or more symposiums or conferences where “truth and reconciliation” is the topic, and where experts with experience in similar processes are invited to provide insights.

4. The County will facilitate town hall meetings where people can tell their story and react to historical findings.

5. The County will co-sponsor and assist in one or more public reading projects, such as the Gainesville Mayor’s Book Club.

6. The County will create an online archive of documents, images and recordings, related to this project. This may be done in cooperation with the county’s constitutional officers, the Library District, the University of Florida, and local historic museums. As much as possible, original documents and interviews with those directly affected will be collected rather than relying on secondhand accounts and historical interpretations. The County website will provide the County’s role but should provide

hyperlinks to the other resources from the other entities participating in the process.
7. By letter from the Chair, other public and private institutions will be invited to participate in a similar process for their organization, with a goal to complete the research phase by 2020.

8. The County will formally request that the memorial slab of Alachua County victims of lynching be transferred to County government when we have: a) substantially completed as soon as the Equal Justice Initiative (EJI) requirements have been met for this truth and reconciliation process; b) determined through a public process where and how the monument will be displayed; and c) have raised sufficient public and private funds required to properly display and interpret the monument. d) Explore how those names not on the EJI Memorial will be properly memorialized in Alachua County and Montgomery Alabama. e) Explore the possibility of collecting jars of soil from or near the lynching sites as well as providing some to the display in Montgomery Alabama. f) Explore the possibility of road signs near the sites that would direct those interested in the matter to the information. g) Explore how those names not on the EJI Memorial will be properly memorialized in Alachua County and Montgomery Alabama.

9. This motion will be provided as a referral to all County advisory boards, with a request for them to provide a short written recommendation for the scope of their participation, any areas of inquiry that they believe should be included, or any proposed revisions to this process.

10. The County Manager and Attorney are requested to return with their analysis of the public and private resources needed to complete the tasks suggested in this motion, and any further revisions including legal liabilities, for further consideration by the Board of County Commissioners as an item on a regular agenda during an evening meeting. The County Manager will discuss with the University of Florida their willingness to participate in the process and any cost associated with their efforts. The County Manager shall explore how to send County Employees on a trip to view the EJI Museum in Alabama and report back to the Board with how that would work. There should be an interim report in January informing the Board of the Manager's efforts and suggestions. (5:0)

Fiscal Consideration:
N/A

Background:
This Truth and Reconciliation update is being provided to inform the public, as well as the Board, of efforts made.