



# RACE RELATIONS & EQUALITY IN EDWARDSVILLE

DECEMBER 2020

INFORMATION &  
RECOMMENDATIONS

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## **Race Relations and Equality in Edwardsville Committee Members**

### **John Cunningham**

Former educator in Alton, has held leadership roles in many organizations, married, and is the current President of the Edwardsville branch of the NAACP. Has worked to educate youth about the challenges facing them in regards to race relations (is a wealth of history). Wants to increase the participation of minorities in government roles in the community. Wants people to talk about the taboos of religion, politics, race, and economic opportunities.

### **Brittany Johnson**

Editor for the Edwardsville Intelligencer, originally from Hazelwood with newspaper experience in Alton before moving to the "I" in October of 2018. Talked about the acute vs chronic examples of racism. Believes we have a good community but examples of acute racism are still here. Agreed that our focus needs to be local because of the many levels of policing being too much for us to control. Believes the media can be a tool to educate the public.

### **Jean McGurk O'Brien**

Owner of New Leaf Counseling, specializes in mental health and trauma counseling. Participated in the City of Edwardsville's Public Safety Task Force. Married with three children. Wants to establish a local website for people to share stories of racism and inequalities, looking for repetitive areas of concern. Listening needs to be a significant part of our process, in multiple formats to encourage sharing of experiences of racism (all ages and particularly would like youth involvement)

### **Hal Patton**

Nearly 24 years in community service, 26 years as small business (healthcare) owner, lifelong resident, married with three children. Main concern was the lack of systems in place in Edwardsville to evaluate conditions pertaining to racial inequity and inequality. Wants to work on these systems as it pertains to city government and citywide statistics.

## Race Relations and Equality in Edwardsville Meetings

Date	Group
July 1, 2020	Public Round Table at The Wildey Theatre
July 8, 2020	Public Round Table at City Hall
July 14, 2020	Race Relations and Equality Meeting
July 21, 2020	Public Round Table via Zoom
July 27, 2020	Focus Group with Clergy
August 12, 2020	Focus Group/Affordable Housing and Discrimination
August 19, 2020	Focus Group with Chamber of Commerce and Business Owners
August 26, 2020	Focus Group with SIUE Faculty and Students
September 2, 2020	Focus Group with Social Service Groups
September 17, 2020	Race Relations and Equality Committee Meeting
September 30, 2020	Focus Group meeting with Black Fraternal Organizations/Local Black Leaders
October 20, 2020	Race Relations and Equality Committee Meeting with Kesha Kent and Kerri Burchill
November 12, 2020	Race Relations and Equality Meeting
November 19, 2020	Race Relations and Equality Meeting

## Directive for Improving Race Relations and Equality in Edwardsville

- 1) The City of Edwardsville should refine and repeat the Race Relations and Equality Survey every two years. This was the first citywide effort to engage the public on the topic of race relations and as a result there was input that spanned decades of concerns. By hosting a public forum and updating the questionnaire every two years, progress can be measured. This summary can be used as a baseline.
- 2) The City of Edwardsville should continue to hire more employees from diverse backgrounds and to hire individuals who support the City's strength in diversity goals. We found, and a majority of our residents shared the concern, that the current city staffing lacked diversity and was not reflective of the community as a whole. Only 4.5% of the current employees identify as being from a minority group, while blacks alone make up more than ten percent of our residents. Some positive changes have already occurred within the hiring processes, directed by the Human Resources Department, resulting in the hiring of two African-American candidates in the Public Works Department and a Native American hiring. The City Council approval of the three day Diversity Workshop for all elected, appointed, and managing positions. This is highly commended by our group. Follow-up sessions to monitor the progress from these sessions is requested. Union leadership, from the six separate unions in the City, should do more to recruit minorities for job shadowing and apprenticeships.
- 3) The City should re-activate the Human's Relations Commission and modify commission membership and duties to create a truly diverse commission. We recommend membership be expanded to a minimum of ten members and include the City's Human Resource Director, an employer, an administrator or educator from District 7, a member of clergy, a person from LGBTQ+ community, a person with disabilities awareness, a current SIUE student leader, a person from NAACP leadership, a social service organization, an alderman, and a law enforcement representative. Like most city commissions, the group should meet monthly and submit a quarterly report to an aldermanic committee.
- 4) The Police Department should host an annual community forum to include an opportunity for citizen input, provide a summary of the use of force statistics, and describe specific training or programs to address and promote positive community relations.
- 5) The Mayor should appoint individuals to serve on a Crisis Communication Team. This team should create a plan of action for communicating with the public and media for wide variety of events.
- 6) The City should create a quarterly newsletter to inform the public about the ongoing projects and progress being made in the City.
- 7) The Edwardsville-SIUE Community Destination Group should be tasked with partnering with SIUE organizations that are working to improve diversity and race relations on the campus. An annual event should be initiated by this committee to highlight the work of these organizations.

8) The city council should ask the City Planner and the City Plan Commission to review rules and fees associated housing development that impact the total cost of construction. Access to affordable housing has been cited as major deterrent to diversity within the community.

9) The City's Economic Development Director should work with local businesses to promote hiring and encourage participation with minority members. A registry of local minority owned businesses should be kept and any concerns regarding access or services for minorities should be directed to the Human Relations Commission.

10) Lastly, this must be a community-wide effort. We are blessed to have a wonderful community to live, learn, work and play. We have accomplished this by a COLLECTIVE EFFORT of all of our residents, city employees, and volunteers. When the City Council acts on the findings of this directive and the residents take personal action improving race relations, we will become even a better and stronger community than we are today. Our slogan is "We all have a responsibility to end racism!"

# John Cunningham's Observations on the 10 points

John Cunningham (Edwardsville NAACP President)

- #1. The data from the past year's meetings should be shared with the Human Relations Commission and this group should plan to meet with some or all of our focus groups each year. Reform in these and other groups will lead to a more engaged community.
- #2. List the six unions and plan discussions with their leadership to review their present and future initiatives to create and maintain a more representative work force.
- #3. The idea of having such a broad range of persons on the Human Relations Commission may be a bit challenging, but we must start somewhere. I suggest that members of this committee begin with a three year term limit and then draw for one and two year terms. Max of 5 consecutive years for anyone person. After a break they may return in a one year or two year seat.
- #4. The Police and Fire Commission appointments would better serve the community if these were not what appears to be lifetime appointments. I suggest this and other city commissions adopt a similar term limit philosophy.
- #6. This newsletter could be published in our local newspaper to provide more access.
- #5. Good Point. #7. Good Point #8. Good Point
- #9. In addition, work with the City and Chamber of Commerce to have listings of all businesses in City. Perhaps a small business and/or business community promotional business fair held annually or biannually can serve the community.
- #10. Good Point

## Mayor Hal Patton's Summary

At first glance, the average passerby would think that everything was wonderful in the community of Edwardsville. In fact, some half-jokingly have said it looks like a modern day Mayberry. Thriving businesses, clean streets, bustling downtown, busy parks, excellent schools, and dedicated public safety professionals, are not part of a pretty picture, they do really exist here. Those images were normal, are normal, but the images that followed the murder of George Floyd on our downtown streets are real too. They are part of the soul of not only our town, but also part of this wonderful but flawed country we call the United States of America.

Upon seeing the hundreds of peaceful protestors march in our City, I, as Mayor and a lifelong resident, felt compelled to take action. We need to interview these passionate people. We need to listen to their concerns. We need to learn what we are doing right and what we could do better. That is where the idea for our Race Relations and Equality Roundtables began.

Despite their extremely busy schedules, I was able to recruit three impressive "volunteers." I put the quotes around volunteers as I was fairly persistent with these individuals because I knew they had the professional background and real life experience to tackle this difficult task... an educator with leadership skills in secondary education and with the local NAACP, a mother of three with a mental health/crisis counseling clinic having prior experience of examining our police department, and the talented young editor of our local paper who recently experienced moving into our community both professionally and personally. We are united by our passion for the subject and we recognize that city government is non-partisan. Political views or persuasions played no role in our decisions on who we met or our questions. We approached this as a local issue and our meetings were open to every citizen and our summaries reflect what we believe to be the state of race relations in Edwardsville.

Our methods and our mission were simple. We would listen to the public, learn from others, and summarize those findings with recommendations to the City Council. A nineteen question survey with both simple answers and written responses was put online for two months. A total of 426 residents answered the survey. We had three listening sessions, one live at The Wildey Theatre and two virtual due to COVID-19 restrictions. In total, around 400 residents participated in these three sessions. Finally, we had five Zoom round table discussions with constituent groups that we found of particular interest after reading the testimonial responses on the questionnaire. These included a meeting with local clergy, landlords/developers, Chamber of Commerce business leaders, SIUE faculty, and social service organizations. From these sources we have drafted the following report and recommendations.

Unless you have your head in the sand, it is clear that we still struggle as a country and a community with the throes of racism. The Race Relations and Equality in Edwardsville Survey put a number on this problem that was enlightening. Three questions in particular speak to the feelings of our community. Fifty-five percent of the respondents reported witnessing racism and/or inequality in Edwardsville, fifty percent of the respondents believe that minority groups are being held back by discrimination in our community, and fifty-eight percent say that our city workforce has inadequate minority representation in most areas.

As Mayor, I can assure you that we (all of our city employees) have worked tirelessly to make this community one that we can all be proud of now and in the future. In seven years, I have not witnessed or heard a single complaint of our workers or staff treating a resident poorly because of their race, creed, color, or sexual preference. Unfortunately, this was clearly not enough. The overt and repressive treatment of minorities is a problem that needs extra focus, just being a good person, or a good community, is not enough. That is why I coined the following slogan as a daily reminder that we all need to do more... "We all have a RESPONSIBILITY to end racism!"

One plan of action I will recommend to the City Council is an "All in" effort to diversify our city workforce with the goal of our employees better representing the diversity of our community. While this effort can be led by our Director of Human Resources, it cannot begin and end there. We need all of our employees, union leadership, and council members to recruit more applicants of color and diversity.

In order for the City to succeed in diversifying our work force, we must create a welcoming environment. Currently, we have a workforce that has roughly four and a half percent minorities in a community that is closer to ten percent. One of our Zoom guests pointed out that such a small percentage of minorities makes recruiting others even more difficult. "Who wants to be the first or second minority in a department, when they can go to another community and be amongst their peers?" Our fire, police, and labor personnel need to recruit candidates from their professions and recommend them to the Human Resources Department.

We learned of three methods from panelists in our business round table and during our questioning of the City Administrator. HIRE A MINORITY AS A DIRECTOR OF DIVERSITY CONSULTANT TO REVIEW OUR CURRENT CONDITIONS AND ASSIST IN THE RECRUITMENT AND INTERVIEWING OF MINORITY CANDIDATES. This will bring diversity to the hiring process and questions to the candidates that currently are not being asked. It will give minority candidates a chance to talk about their skills and all candidates will be asked about bias and equality in the workplace. "It helps to have a minority in the room when trying to attract minority candidates," one participant clarified.

IN DEPARTMENTS WHERE OUR EMPLOYEE DIVERSITY IS BELOW THAT OF THE COMMUNITY, DO NOT FILL THE POSITION UNTIL YOU HAVE INTERVIEWED MINORITY CANDIDATES. We heard this from a panelist on our business owner round table, who was able to significantly improve her management team through the hiring of minorities. This will give the interviewers an opportunity to ask questions beyond the resume and find those that may bring diversity to the City's workforce.

Many minorities lack the years of work experience required for some jobs, due to it being harder for them to get an opportunity. CONSIDER DIRECT HIRING FOR POSITIONS WHERE THE PERSON HAS BEEN RECOMMENDED TO THE CITY AND CAN PROVE THEMSELVES DURING A NORMAL PROBATIONARY PERIOD. Our City Administrator had a twenty-seven year career in the Air Force, mostly in finance, before joining our team. His resume was different than the majority of those from other city managers, yet his skill set has made an excellent fit in our administration team. He actually recommended the concept of direct hiring to us, as he had seen this be successful in the military as well.

A majority of our respondents have witnessed racism or discrimination in Edwardsville. Whether overt, intentional, micro or systemic, racism does exist in Edwardsville. Micro-racism is defined as a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group, and systemic racism is defined as resulting from the inherent biases and prejudices of the policies and practices of social and political organizations, groups, or institutions. Even more worrisome is that a higher percentage believe that racism is holding back minorities in this community. We had examples in the short answer section from almost every sector: churches, businesses, housing, education and government. These answers guided our round table committee to set up meetings with different groups. What we learned was very insightful and worth highlighting in detail. For the record, we did not consult with our Police Department and District 7 officials directly, as both of these entities have focus groups studying their own areas. We will report our findings to them with the goal of coordinating a community wide response to racism and equality.

Our first constituent group meeting took place with our local churches and clergy. Committee member, John Cunningham, has a wealth of information on the history of racism. He started the meeting saying that, "The most segregated time in our country is Sunday." Our local clergy did not disagree.

However, as expected, this group had already engaged their congregations on the subject of racism. Some had developed programs to involve their members, while others had open discussions and presentations. Clergy reported mixed results. Steve Mizer from Trailhead Church talked about the "VALUE OF DIVERSITY - GOD'S HIDDEN GIFT. He discussed race and the gospel adding that too frequently "too much pressure is put on African-Americans to lead cross ethnic conversations." Others reported that members felt uncomfortable discussing racism, a few even left the congregation over the subject. Terms like white privilege and white shame are a subject of reading clubs within the church. While these discussions and responses are difficult, we feel it is necessary for clergy to have these discussions.

Pastor Ben Tolly shared an idea that he has employed with his congregation called PEACE MEALS. These events are usually at a home of a church member or another safe place, and individuals from one or more congregations are invited for dinner and a discussion about race and diversity. The discussion may be about race and the church or race and the community. Ben said we should "MAKE RIGHTEOUSNESS THE STANDARD, and he continued about the atmosphere of this challenging topic, "THIS IS GOING TO BE A LITTLE UNCOMFORTABLE AT FIRST, BUT THIS IS GOING TO HELP US GET TO THE OTHER SIDE!" The overlying truth and finding of our meeting with clergy was that we are one people under God, which should be a unifying factor.

Our second group meeting was with property developers/builders about affordable housing and discriminatory actions related to housing. As Mayor, I have heard this for the last seven years from dozens of residents. It is a multi-factorial problem created by land prices, development codes, profit margins, and fear. Even here, in this basic necessity, the color of your skin or your ability to pay/borrow may affect every day of your life.

We heard about a few instances of overt racism, like nasty comments being made to individuals looking for housing in areas of the community. De facto discrimination is the attempt to direct certain people away from a housing area. Kyle Anderson of the Illinois Home Builder's Association referred to this and other fair housing standard violations in the Metro East, not

necessarily Edwardsville, where crime free housing rules lead to hurting women and children, who are victims of domestic violence.

Alderman Chris Farrar was in attendance and described subversive discrimination by the high prices of rent in our area. This kick-started a long discussion of price points and the costs of development. Dan Barnard, developer of Hillsboro Ave Senior Living, described the arduous process of developing affordable units in Edwardsville. Extensive coordination with federal programs, state agencies, county community development assistance and local building rules, result in very few affordable units being built. In summary, Dan recommended we re-think the strict codes we have for developing affordable housing and specifically educate the neighbors about unfounded fears and scare tactics.

We must strike a balance between welcoming people to our community and the fear that comes with change. The NIMBY (not in my back yard) mentality and fear of crime and a decrease in property value can be overcome with education and planning. An AFFORDABLE HOUSING STUDY AND ANTI-DISCRIMINATION POLICY needs to be completed for our community. The aldermen need to think outside the box and support policies and new standards that decrease the raw costs of these projects. Young professionals, young families, single parent households, those with disabilities and widowed seniors deserve opportunities for affordable and safe housing in Edwardsville.

We learned a great amount from listening to area business owners and job creators in our third small group session. A huge THANK YOU goes out to Desiree Bennyhoff, President of the Ed-Glen Chamber of Commerce, for setting up this panel. Desiree not only took charge of this group, but showed sincere passion for the subject of racism and equality in our community by attending most of the public and special group sessions. This attitude and effort by employment leadership bodes well for future job opportunities available to minorities.

Right from the start, this group started addressing concerns we saw in responses to the survey. A SIUE graduate and respected community banker addressed the lack of minorities in front line banking positions and loan officers. These are the greeters and those who welcome minorities entering into a traditionally critical area of opportunity, banking. Without access to funds for starting a business or buying a home, the American dream is out of reach for many. People of color would love to have these discussions with people of their same race or background. IT IS CRITICAL THAT LOCAL LENDING INSTITUTIONS HIRE TELLERS AND LENDERS THAT MORE ADEQUATELY REPRESENT THE COMMUNITY, SO ALL FEEL WELCOME TO REQUEST THEIR SERVICES.

A local female owned and managed employment agency discussed their lack of diversity. Several years ago they made a commitment to change the look of their management team by refusing to hire new management team members until an equal amount of minority candidates had been interviewed. She was thrilled with the results of bringing diversity into her team, "WE ARE IN THE PEOPLE BUSINESS" she proclaimed, and diversity has strengthened all aspects of her company.

We are blessed to have not one, not two, but three Amazon distribution and fulfillment facilities in Edwardsville. This amazing company understands the importance of innovation, and relies heavily on a dedicated and diverse workforce to deliver on company goals. Justin Roberts, from their Human Resources group, described how the company celebrated Black History Month by rolling video of black owned businesses in their employee welcoming and rest areas. Amazon

hosts an hour long diversity phone call with their entire workforce. They hire with diversity in mind at every level by **HAVING A DIVERSE VOICE AT EVERY INTERVIEW!** He described the importance of affordable housing and **TRANSPORTATION.**

A very unique program described how they train their employees to intervene properly and de-escalate conflict with discussion. The old way of calling the police when things got uncomfortable or feeling unsafe, resulted in more conflict than resolution. Over-policing at work and society have made it more difficult for minorities to apply for jobs and be part of the team.

Not every business has the resources that Amazon has to study and train on these issues, but it sure isn't expensive to copy them. When asked what we can share with minorities about Amazon, Justin responded, "Tell them we have openings." He closed by suggesting that employers **TRY TO LOCATE QUALITY CANDIDATES VERSUS ASKING FOR APPLICANTS!**

Katie Hess currently works at the Ed-Glen Chamber but prior to that she worked in workforce training at Lewis & Clark Community College. She recommended streamlining workforce training to attract more employees and become a better resource for employers. Knowing who pays for the training and whether the online training is eligible will better match people with career placements. One message Katie delivered that really struck our group was: **ASKING FOR 3-5 YEARS EXPERIENCE EXCLUDES A LOT OF MINORITIES WHO HAVE NOT BEEN GIVEN A CHANCE TO PERFORM.**

A final finding in this group was **THE CITY WEBSITE NEEDS TO BE A ONE STOP FOR BUSINESS START-UPS AND FOR A "JOB BOARD" POSTINGS.** This is an excellent idea for our Economic Development Department and one that could really change people's lives. Just as I have asked our Planning and Development Department to create a "Candyland" simple how to go about constructing a building in Edwardsville. We should have the same for developing a small business.

We had an impressive meeting with SIUE Faculty about their Anti-Racism Taskforce. Everyone from the Chancellor, Administration, graduate students, professors, students and staff seems to be dialed in to make a difference. Their media and public relations department is also contributing their expertise to proactively inform the campus on racial issues and they are prepared with a rapid response team should problems arise (Crisis Communication Plan).

Programs and organizations on campus include the BFSA -Black Faculty & Staff Association, the THRT Movement (Truth telling, Recognition, and Transform the community), and the Dream Collective. These efforts will include educational seminars and lectures that should be attended by city residents and city personnel. We are fortunate to have a campus recognized nationally for its commitment to diversity.

Several comments had been made by citizens, both in person and in the survey, about problems they had witnessed at SIUE and EHS in the past. Both campuses are tackling these concerns with open meetings. I think coordination of our findings and collaboration on our solutions with them will only make the greater community stronger!

The final public session was with our community's greatest strengths. Our social service organizations are more than the eyes and ears of the community; they are our caring heart and helping hand. In order to win the war on poverty and the war on racism, we must have boots on the ground. We are truly blessed to have these passionate groups and we were joined by the

Main Street Community Center, Moose Lodge, Edwardsville Township, Goshen Rotary, Edwardsville Rotary, Glen-Ed Pantry, Knights of Columbus, Edwardsville Community Center, and the Edwardsville Public Library.

The most impressive effort in this group was created by Jeanne Wojcieszak, when she worked as Administrator for Edwardsville Township. As the Township offices became a site of last resort for many struggling residents and families, Jeanne worked to organize the Social Safety Net, a collaboration of organizations which could receive referrals for service and assistance. Individuals seeking help could go directly to agencies to provide help within their scope and capabilities. This Safety Net is used on a daily basis today and will be a key asset for years to come.

A negative discovery from this meeting was finding a lack of focus on involving minorities within these organizations. In some cases, service organizations were not recruiting minority members or creating programs for assisting those with racial disadvantages. Rotary was an example of an organization that does a tremendous amount of good for international minorities, but there is a lack of minority members and local projects. A take home was a commitment to create a local Rotary Impact Project by joining all three local clubs with a focus on a local project with an EQUITY LENS.

The Glen-Ed Pantry provided the best percentages in terms of minority employees and minority assistance. Nearly one-fifth of the Pantry's clients are minority. They rely heavily on referrals from the school district nurses and teachers. COVID relief funds from a grant received by the Edwardsville Community Foundation have helped in recent months.

Edwardsville Public Library Director Jill Shardt has brought a lot of heart to our library. Her quotes include, "we strive to treat everyone equally," and "many people need help walking them through the process and it takes a lot of caring." Jill was able to collaborate with SIUE and a local bank, FCB, to provide a graduate student in social work to assist struggling residents. She was thrilled to diversify her board with a minority educator and has plans for a public series about race and equity called COURAGEOUS CONVERSATIONS, potentially utilizing the Mannie Jackson Center for the Humanities.

While almost all respondents described our City as very safe or extremely safe, many believe our police need to have an annual review from a Citizen Advisory Committee. While I am a huge believer that complete transparency makes better government, I worry about the "who" will be doing the review. If the review is done by a small group, five or less, made up of members of the Human Relations Commission and the Police and Fire Commission, plus an alderman, then I believe the extra oversight could work. Currently, use of force cases are reviewed by the Chief of Police, the Deputy Chief, and the overseeing Lieutenant. The Chief is appointed annually by recommendation of the Mayor and approval of the City Council, therefore citizen oversight does exist.

Most citizens do not realize the role and independence of our citizens serving on the Police and Fire Commission. This group operates totally independent from the City. Meaning, these citizens alone are responsible for the hiring and firing of our public safety personnel. While they receive assistance as requested from our Human Resources Director and from the Fire and Police Chief, they make all the final decisions. The current make-up of the five member committee is two females, three males, one African-American and four white, representing multiple professions including education and law. They put a tremendous amount of time and

passion into hiring the best candidates. We are very fortunate to have these professionals working in the public's best interest.

In reference to public safety, this report would be inadequate if I did not recognize the amazing individuals we have working for us in our police and fire departments. The national protests against them and push to defund the police is disgraceful. In my twenty-four years of public service and twenty-six years of being a dentist, I cannot emphasize enough how difficult it is to be a police officer on patrol. Granted other city positions are difficult, like an engineer filing quarterly reports to the EPA on water and wastewater, a paramedic first on the scene of a deadly accident, or a sewer line repairperson fifteen feet below the street in frigid temperatures. But the challenges of the emergency responses faced by our police officers are by far the most challenging. Mental illness, domestic violence, drug overdoses, suicides, child abuse, violent felons and life threatening weapons are a possibility on every single shift! We do need more diversity in our public safety departments and we need more minority candidates willing to face these daily challenges. Don't blame our officers for a lack of diversity, they would welcome colleagues of diverse backgrounds.

Finally, I would be remiss to not express my frustration with the polarization and division we are witnessing across the country today. Name calling and nasty rhetoric seems to be a way some want to demean those they don't really know. Our Amazon contributor described social media as a "cesspool" and I could not agree more. Communication is the key to solving any problem. We also need to be good listeners to create solutions. I have mixed feelings about the use of terms used to describe the advantages that a particular color or look provide an individual. If these terms lead to a deeper discussion or a better understanding, then I am okay with being uncomfortable. However, if these names further divide and/or lead to name calling, we are weakening our efforts to better understand each other. During these discussions, I have read comments and listened to presenters use the term white privilege, white blessing, bigot, and racist. Often times these terms are used to hurt an individual by a person that may disagree with a person they barely know. While it is important to realize the opportunities one has or doesn't have because of his or her color, there are many more factors involved in a person's character.

In summary, we started off with a goal of listening to our residents in order to find out if there was more the City needed to do to improve race relations and build equality. The simple answer is YES. I have highlighted a lot of those findings throughout this document. If past experiences at tackling difficult subjects play out, some will find this document does not go far enough and others will say it goes too far. My hope is that it serves as a measuring stick to show others where we were in 2020, and that the suggestions made in these findings can be advanced by future city councils and tracked by the Human Relations Commission.

While there were many things that stood out during this research, the most compelling statement was made by one of my close friend's son when I talked with him about our listening sessions. He said, "It means more to me than you know to hear you ask me how I feel living in this community as a young black male. Every single day I have to think about being a young black male. Will what I wear today affect others impression of me, will I be safe where I go today, will I be given equal consideration when I apply for a job?" He said, "Just having this conversation makes me feel better." That is why I coined the phrase "WE ALL HAVE A RESPONSIBILITY TO END RACISM." It may not be easy, but it can start with a simple conversation.

# **Brittany Johnson's Summary**

## **Building an Equitable City of Edwardsville Organization, Cognizant of Race Relations**

Race Relations and Equality Committee

Brittany Johnson (Member, Editor of the Edwardsville Intelligencer)

### **Preface**

After spending time hearing from dozens of citizens, I hope to see a richer cultural climate indicative of the city's demographics. As a young professional in Edwardsville, since moving here in 2018, I have not felt quite at home. For instance, I have had a person refer to me as "that Black girl" and question if this Black girl was actually the editor of the town's paper. This is perhaps an extreme instance of controversy, but there have been subtle instances that I have felt. These are more commonplace and what I call microaggressions.

Microaggressions can be intentional or unintentional and sometimes even well-meaning. But they communicate hostile, derogatory or negative racial messages or assumptions to the receiver. That information is what I learned about from Beverly Daniel Tatum, a psychologist and former Spelman College president after reading her book "Why Are All the Black Kids Sitting Together in the Cafeteria?"

Since I have been in Edwardsville, people have said in conversation "you don't sound Black" or "I have Black friends." Tatum addresses these instances and why they are microaggressions and can cause unrest. But there is hope, and our community action group is a great step to understanding the issues, how to intervene and why. In fact, the city of Edwardsville has already taken strides to make change happen, which shows genuine care. Overall, I am grateful for my time spent in Edwardsville, enjoy serving the community and have had a pleasant time living in the area. With that, my biggest push for a recommendation after serving this group is to inform and educate the public.

### **Introduction**

In response to the civil unrest that occurred at the murder of George Floyd and the subsequent protests in Edwardsville, the mayor felt like he needed to act. So he created two community action groups – one on policing, led by Police Chief Jay Keeven and one on city governance with the mayor leading.

Our mission was to listen to others to identify racial inequalities in policies, procedures and implementation within the city and to recommend appropriate suggestions to improve equality for all. We want to bring this proposal to the council to encourage action and engagement with the community.

Since initiation we have had countless conversations amongst our group, have led public listening session with roughly 200 participants, a survey with more than 400 participants and five breakout sessions focused on different sectors of our community.

The commission held public in-person and virtual meetings with the intent of hearing from citizens and gathering actionable information to bring to the council around city governance and race relations in the community.

### **Community Meetings**

On July 1, 2020, the commission held a public roundtable at the Wildey Theatre. A majority of the participants had issues with the culture climate within the city and the economic barriers present.

One resident with three kids in Edwardsville High School said her children want to leave the city after graduation, and do not plan to return to the area to live.

One of the reasons she cited was the lack of culture in the city. Another issue we saw frequently discussed in regards to young people was affordable housing. The issue seems to afflict aspiring homeowners of all ages, though.

Other residents suggested that White people should be more active and aware of race in the community, and all residents should join in a daily effort to end racism in the community. This was said to be true for the city as well. Citizens suggest the city should work to diversify its workforce to accurately represent the community it serves.

In regards to District 7, residents said they would like to see a more diverse group of educators, administrators and staff within the schools that are representative of the city's demographics and a more inclusive curriculum. It was also noted how when race relations incidents occur within the schools, it reverberates throughout the school community.

A citizen also suggested a comprehensive analysis of the history of race relations in Edwardsville, as a way to know our past and learn how it impacts us today.

Other residents felt more conversations or community-wide activities of any kind should be conducted and suggested, such as book reads.

A need for more networking opportunities for Black, Brown, and other minorities and businesses in town. This would allow for more visibility and more access to information and opportunities within the city. It was suggested that this model could also be adapted for nonprofits and public/social services information, to be gathered by the city and provided to people in need.

With that, it was said more youth should get involved in city governance (ie attend city council meetings, run for public office).

### **Focused Meetings**

From these meetings, we formulated focused meetings based on the common concerns we heard from citizens as well as groups we felt could aid us in our mission shed light on race relations and equity as it relates to city government.

Through these discussions, we were able to identify opportunities and challenges. Moreso, I enjoyed hearing from people who make up our city and participating in positive and productive conversations all for the sake of a better community. The city of Edwardsville and its constituents put in the hard work to make our community the success it is today, but there is always space to grow and a time to evolve and comments we attained reflected such.

Our focused meetings involved clergy, the business owners, community and social services organizations, realtors and property developers, leaders for change at SIUE and a group of Black community members (we found that a vast majority of people in the first four groups we spoke with were White, so a fifth group was formed.

Following these conversations, a few key trends emerged which lend themselves to points of actions to suggest to the city council. From there, the commission worked to form action items to propose to the city council, which I am in agreement. Here are three points I felt I could speak on following my participation – the resurgence of the human relations commission, a diversity director/training for city administration a crisis communication plan.

### **RESURGENCE OF THE HUMAN RELATIONS COMMISSION**

The members of the commission should oversee human relations issues in the City of Edwardsville and suggest strategic feedback, where applicable. Members should work with the city to facilitate promote understanding around race relations and an inclusive community.

This commission's members should represent skill sets such as policy making, administration, civic and public services, education, clergy, communications, business and others. The committee can serve to brainstorm, plan, evaluate, propose, and implement ideas for change in the form of feedback to the city; activities and programming for the city and community; and education for the city and community.

A mission statement should be created and explain the purpose of the commission. Goals should be set to progress the commission. Strategies should be formulated to achieve these goals.

The structure and operating procedures should reinforce equity. Create leadership opportunities for everyone. Include diverse groups of people from the community at the organization's inception. This can ensure that your organization's development reflects many perspectives.

Members should be committed to engage in opportunities the commission or city see fit.

#### **Adapt finding and continue outreach efforts to develop initiatives.**

Use findings from the Race Relations and Equality committee to adapt the processes and information that are consistent with the needs of the city organization. Use findings to continue research and outreach other groups or efforts that already exist.

### **MANAGING DYNAMICS OF CITY ORGANIZATION THROUGH DIVERSITY DIRECTOR/LEADERSHIP/ONGOING PRACTICES**

#### **Do a comprehensive assessment on equity and race relations of the city organization.**

Determine which instruments best match the needs and interest of your organization. Use the assessment results to develop a long-term plan with measurable goals and objectives to incorporate culturally competent principles, policies, structures, and practices into all aspects of your organization. This may include changes in the mission statement, policies, procedure, administration, staffing patterns, service delivery practices, outreach, telecommunications and information dissemination systems, and professional development activities.

### **Ask personnel about staff development needs.**

Identify the perception of city administration as it relates to equity and race relations within the organization and city. Use an outside facilitator or prospective Diversity Director or Counselor.

A respectful environment in regards to race relations in the organization should be a job requirement. Discuss the importance during the hiring process.

### **Commit to provide ongoing staff training and support for developing an equitable organization.**

Integrate aspects of different races, ethnicities and cultures into all activities suggested, rather than holding isolated events. Develop projects that people from different races can work on together. Conduct special activities to educate everyone about different cultural concerns (forums, conferences, panels and organized dialogues.) If activities are not attracting a diverse crowd, try running special events geared specifically to different groups, led and organized by representatives of these groups.

### **Structure and operating procedures**

Develop operational policies and programs that confront and challenge racism and other forms of intolerance. Conduct criticism/self-criticism of meetings to build a common set of expectations, values and operating methods.

### **City Organization**

(The city decided to hire diversity counselors instead of a director. These are notes the city members can continue to practice on their own following the counseling sessions.)

### **Vision and context**

A common problem heard was insensitivity. Frequently, people of color are asked to be the sole voice of an organization and that is where the effort should stop. Sometimes, they are asked to teach others in the organizations about equity and race relations. Rather, we all have a responsibility to be active in educating ourselves. In organizations there may be a gap in representation, the city (whether it be the council, city administration, a diversity director, diversity counselor or human relations commission) could take the civic responsibility to inform, invite and encourage minorities to be part of city affairs.

### **Recruitment and outreach**

Communication is the basic tool that the organization can use to unite people. It can also minimize real or perceived inequality among the people in the community. Recognize that changing the appearance of your membership is only the first step in understanding and respecting all cultures. Develop and use ground rules that establish shared norms, reinforce constructive and respectful conduct, and protect against damaging behavior. Encourage and help people to develop qualities such as patience, empathy, trust, tolerance, and a nonjudgmental attitude.

## **Diversity training**

Become aware of the cultural diversity of the organization. Try to understand all its dimensions and seek the commitment of those involved to nurture cultural diversity. Address the myths, stereotypes, and cultural differences that interfere with the full contribution of members.

Trainings are often occasional, though ongoing, but may not change a person's behavior or city practices. Implementing strategies and then policies may result in noticeable, sustainable change.

## **ESTABLISH A CRISIS COMMUNICATION PLAN/TEAM**

Establish a group of people dedicated to respond to crisis or controversy within the city, to keep the community informed and educated. The group's aim is to be proactive, offer information, go beyond the aftermath to extend support and instill trust with the public, and use their efforts to normalize the conversation of race relations. The team should be quick to acknowledge public incidents of racism, civil unrest and other relevant issues.

## **Conclusion**

From what I have gathered, genuine communication and maintaining that commitment is vital to the members of the community. This should be taken into account by the city and its human relations commission. The city can become more connected with the community that it serves if it states publicly that having a diverse workforce is a top priority and continue that work in earnest.

The city should continue to re-evaluate the various components that address the awareness, understanding, communication and nurturing of its culturally diverse organization and how it impacts the city. Having a diverse workplace is about the organization being a reflection of the community, so it can adequately serve its needs.

Building an understanding of race relations in the organization means changing how people communicate and how they operate. It means that the structure, leadership, and activities of the city organization must reflect many perspectives and priorities of the community.

The city organization should commit to continuing programming, evaluation and the creation of a place that is inclusive of all cultures and celebrates diversity.

# Jean McGurk O'Brien's Summary

## Edwardsville Race Relations and Equality Roundtable Report

The Edwardsville Race Relations and Equality Roundtable was formed by Mayor Hal Patton as an immediate response to large protests in Edwardsville against the Minneapolis police killing of George Floyd. Thank you to Mayor Patton for beginning this necessary conversation. Thank you to Brittany Johnson and John Cunningham for accepting me into these conversations with warmth and humor and friendship. I am grateful for this opportunity to be involved in this effort towards improving our community.

As a group we have had numerous conversations amongst ourselves, offered an online survey on thoughts and experiences of racism in our community, and have heard directly from several hundred residents and other interested individuals during three public listening meetings. The feedback led us to invite participants to five focus group conversations with area ministers, realtors, home builders, the Chamber of Commerce, SIUE, social service organizations and groups, and Black community leaders. The recommendations below are gathered from all of the input from the survey and these meetings. Thank you to everyone who very generously gave their time to help the Roundtable members understand the problem more fully.

A few thoughts to keep in mind as you read through the long lists of ideas and recommendations from all our discussions. Our country has long (longer than the life of our country) been structured to take advantage of non-white people. The structures are still in place, though generally more subtle, and they continue to cause harm to the lives of people of color. For this reason it is not enough to be "not a racist". That denies the "passive" harm caused by our neglect of fixing the systems. We must be anti-racist. We must recognize the imperative and the responsibility to actively work against the racism around us. For those of us, myself included, who are particularly new to anti-racism, we must realize that our Black and minority neighbors have been dealing with racism their whole lives. There is understandable fatigue. We need to shoulder some of the burden while always taking our lead from those who have been doing the work for all these years while we were noticeably absent.

We didn't then know what we are now seeking to understand. Those of us who are new to the work are making ourselves better humans as we engage in it, and positively impacting the world, or at least those around us. Please skip over the much discussed and frankly self-focused "white guilt" (and defensiveness as well) and let's pour our energy into creating effective change. If you are uncomfortable doing anti-racism work, consider it a sign that you are probably doing something useful. A focus on making anti-racism work "more comfortable" for Whites is once again focusing attention on ourselves. Begin to recognize some discomfort as a good thing, it is a sign of doing necessary work.

A few more thoughts gathered from our conversations. White social networks give a distinct advantage. Look to extend invitations outward towards non-white neighbors and co-workers. During our discussions it became clear that not only our City government but also our civic groups and leaders can make a significant difference by considering how they and their groups might more effectively reach out to include people of color.

Become aware of the language of your thoughts and spoken words. Aside from being able to catch the more subtle microaggressions and racial biases, we also need to become aware of changing the target of the “problem”. For example, change your focus from “Blacks can’t get loans” to “Banks often won’t lend to Blacks”. The problem is with the racist systems and culture, use language that places the responsibility where it lies.

People who have dealt with the burden of racism have strengths and resources from which our City will be lucky to benefit. Being anti-racist is a moral necessity, and it is also a benefit for all in our community. We will all be better off as we make progress towards equality.

Not much of this can be accomplished with a one-and-done effort. Begin with the intention of continuing on. Look for ongoing long-term improvement on multiple fronts. Let’s use our efforts now to set up a path towards improving equality here and now as well as let’s plan systems and processes to continue anti-racism and equality efforts long into our City’s future.

Below are the ideas and recommendations gathered during the collection of data from the survey and from our many conversations.

## RECOMMENDATIONS FOR CITY PRACTICES AND HIRING

-City Council should approve a declaration of unilateral equality and a resolution to remedy inequality, with a stated intention to continue addressing racism with plan and action. The resolution needs to include commitment to ongoing and long-term addressing of anti-racism and equality.

-Write a Diversity Intention statement committed to anti-racism, clearly define what a racist idea is, what an anti-racist idea is, what a racist policy is, what an anti-racist policy is. State that the City Council and City Administration are committed to a culture of anti-racist polices. Measure all ideas, policies, hiring, promotions, and decisions based on this document. Keep the Diversity Intention statement prominently posted and regularly referred to in decision-making processes. Make anti-racism a visible and working priority, not pro forma lip service.

-Commit to diversification at all levels of employment and administration and to encourage diverse candidates for city council. The Mayor and Human Relations Commission (HRC) should assess progress and address underrepresentation.

-Make the City’s commitment to the 10 Shared Principles strong, *visible* and ongoing.

-Research and implement best practices in recruiting and hiring and retaining employees from diverse backgrounds. Be clear that hiring the “best person for the job” must include consideration of the value of having a diverse workforce. Consider a policy to not hire for a position until there is a full slate (with diversity) of candidates to choose from. Find ways to post employment openings more broadly. Look for new mechanisms, and enhance existing ones, to bring diversity into the workforce. Encourage unions to look for diversity in internships/explorer scouts/etc.

-Provide high quality anti-racism/anti-bias training for all City Council members, administrators, and employees. Assess the effectiveness of the current training program. Is it enough? Is it effective??? (If it’s boring, it’s probably not.)

-Regularly offer anti-racism education, awareness, and programming to the City residents. Stress learning and promoting how equality for everyone benefits the entire community and all individuals.

-Create banners for the business district for Black History Month which lets the community know that the City cares about and promotes equality.

-City leadership in speaking out is extremely important in developing an anti-racist culture. Elected officials should speak out publicly and openly against racism, as frequently as needed (or more often). Silence gives support to the oppressor.

-Review fully all City ordinances and rules. Look for both overt and implicit racism outcomes from either ordinance/rule or from implementation discrepancies.

-City leadership can invite collaboration with District #7, Madison County, Glen Carbon and other area civic leaders to join in anti-racism/anti-bias training, programs, strategizing and activities. City should coordinate with District 7 Equality Taskforce.

-City should pay particular attention to oversight and elimination of any racist behavior, attitudes, and outcomes within Police Department.

-City leaders can find ways to encourage community members, and particularly youth, participation in City politics and government. Consider a City internship to engage with youth.

-Use Community Change Initiative models to incorporate full city participation and involvement, and to maintain focus on progress.

-Reach out to minority members of the community to invite their participation and assistance when filling board and committee positions. Establish term limits on committee and board memberships to assist with maintaining a balance in community representation, as well as encouraging fresh people to share their skills and time.

-Look to assist development of cultural activities and spaces, and incubation of Black and minority art and initiatives, both business oriented and non-profit pursuits.

-Beyond attempting equality, apply an equity lens where appropriate.

## RESPONSIBILITIES OF DIVERSITY DIRECTOR

Note: The previously considered plan to hire a Diversity Director whose time would be shared with District #7 has been adjusted for various reasons, but please keep these recommendations in mind. Many of these tasks can be accomplished by other entities, and a few of these ideas may be of use in the future when the City reconsiders hiring a Diversity Director.

-It is particularly recommended that the Diversity Director report directly to the Mayor.

-The Diversity Director can be a regular member of the Human Relations Commission.

-Assist with looking at employment applications in “a different way”. Help to develop anti-racist hiring procedures.

- Review, assess, address ongoing problem areas and situations within City administration.
- Act as a key figure in review of all City ordinances and rules. Look for both overt and implicit racism outcomes from either ordinance/rule or from implementation discrepancies.
- Assist as able with supporting Black and person of color businesses and non-profits.
- Coordinate as possible with SIUE regarding recruitment, hiring and retention of minority staff, and with the SIUE Truth and Racial Healing and Transformation program.

## RECOMMENDATIONS FOR HUMAN RELATIONS COMMISSION

Note: The HRC will be responsible for much of the oversight, guidance, promotion and coordination of the City's equality efforts. This is particularly true until/if the City follows through on hiring a Diversity Director, but the HRC will always hold significant responsibilities in the City's efforts towards creating equality. Historically, there was a functioning Human Relations Commission several years ago which was limited in membership and focus. That commission has been inactive for several years. These recommendations build on the original commission and look to add significant responsibilities. The Roundtable discussed the name differences, between a commission and a committee. Mayor Patton explained that committees tend to be more active than commissions, among other differences. Thus, the Roundtable thought that "committee" would be more appropriate considering the significant responsibilities and tasks which are recommended.

- The HRC is charged with an ongoing commitment to eliminate racism and to promote equality in Edwardsville.

- Meet at least monthly. Assess racism/inequality baseline, establish measurable goals, implement plans to make progress, continue assessing and readdressing what is needed to continue progress.

- At least annually review goals, progress, and obstacles which need to be further addressed. The mayor should meet with the HRC to participate in review of committee goals and progress. This review should also be shared with the City Council along with any recommendations for Council action.

- Hold annual or semi-annual public listening meetings similar to those held by this Roundtable. Similarly, regularly offer a racism and equality survey to the public for reassessment, and share results publicly. Coordinate occasional focus group discussions with various civic, social and religious groups. This input and data can be used to assess progress and to learn how to redirect attention to address ongoing problems, as well as to seek advice from community members.

- Membership should include individuals from a broad range of culturally disenfranchised groups such as Black, Hispanic, LGBTQI, and persons with disabilities. We recommend also including a member from the police department, a member from the City administration, and a City Council member.

-Establish connection with community groups such as Rotaries, Knights of Columbus, Junior League, League of Women Voters, Edwardsville Community Foundation, American Legion, etc. to offer anti-racism/anti-bias information and discussion.

-Develop, possibly in coordination with community groups, cultural awareness activities/programs/events (such as MLK Day, Black History Month, international festival, and speakers). Develop positive diversity energy within the community.

-In coordination with other City organizations and civic groups, develop a city-wide book discussion. Consider adult, young adult, and children appropriate book discussions.

-Commit to consistent and ongoing communication with the community through newsletters, social media and other means.

-Create a crisis response plan. Acknowledge and respond to race incidences quickly and clearly.

-Develop methods of receiving information/complaints about racist incidents in the community. Address incidences directly on behalf of the targeted person (not corporal, looking to discuss, inform, advise). Shining a light on a racist incident might reduce re-occurrences, and will be supportive of individuals who have been victimized.

-Articulate to the community why being collaborative is good for all residents. It's not a zero-sum game. Establish community anti-racism educational opportunities, such as teaching how to identify and avoid microaggressions.

-Share race relations history of our area, particularly in regards to Black and Native American experiences.

-As possible, coordinate efforts and communications with SIUE Truth and Racial Healing and Transformation, District #7 Equality Taskforce, the Police Department's anti-racism efforts, Edwardsville Township, Madison County, Glen Carbon and other nearby communities. Transformation is easier when all are involved.

-It is recommended that HRC members consider attending anti-racism and anti-bias training, to improve their racial/bias awareness. Consider participating in programs such as Courageous Conversations - Practitioner or Facilitator Certification.

## RECOMMENDATIONS FOR BUSINESSES and EMPLOYMENT

-Create additional ways to support established and struggling Black and people of color businesses as well as looking to incubate new businesses.

-Develop coordination between City's Economic and Community Development Director, Chamber of Commerce, SIUE School of Business, and other resources to support minority owned (and all) businesses. Develop "one stop shop" resource on City website to help walk a new owner through startup steps.

-Consider what anti-racism/anti-bias business practices might be recommended or required from larger companies wishing to establish themselves in Edwardsville.

-Encourage City businesses to participate in anti-racism action and efforts. Make it a 'thing' like having a "Green Building" designation that they can post. Qualifications would include actions such as: adoption of explicitly anti-racist/anti-bias policies and procedures, significant anti-racism/anti-bias training for all employees, using 'best practices' for recruiting and retaining minority employees, pro-active policies to reduce racism/bias, processes for dealing with complaints by customers and staff, etc.

-Assist with networking between business owners, such as local business networking meetings, or develop resource lists of area services and businesses for easier connection.

-Reductions in mass transit routes disproportionately affects poor and minority employees. If you can't get to a place of employment you can't be gainfully employed. Support mass transit.

-Lack of economic opportunity for a significant percentage of a race of people is racism. Reach out.

## YOUTH and EDUCATION

-It is crucial that the valuing of diversity/anti-racism/anti-bias education be infused into every level of education. People of color know about racism from an early age because they are experiencing it. White children and teens need to be taught how to notice it and how to positively intervene.

-Integrate Black history into all months. It's not enough to have a "special" month. The need for Black History Month is a pointer to the need to fix the curriculum. Take the next step and integrate the curriculum all year long. Intentionally teach all children to be proud of their race and impressed by people of other races.

-Open safe and responsive dialog for teachers, students and staff who are targets of racist talk/behaviors.

-Establish ongoing dialog and anti-racism teacher training.

-Increase diversity in teacher and administration staff.

-District #7 needs to seriously consider a new name for the current Columbus School. The honorific has outlived its time. Any Native American child who spends 3 formative years walking under that doorway is unnecessarily injured, and all the children are being disserved by holding up such a controversial figure as exemplary.

-Coordinate between the City and District #7, the teachers union(s), and private schools to get youth more involved in accessing, influencing and participating in the City activities and systems.

## AFFORDABLE HOUSING

Note: Edwardsville has a shortage of affordable housing for seniors, for people with health or physical disabilities, for others living on lower income, young adults, single adult families, etc. This disproportionately impacts people in minority groups.

- Due to the wealth gap, the cost of housing in Edwardsville is pricing us out of diversity.
- One of the biggest challenges for affordable housing builders is obtaining approval from local authorities. The approval process needs to be reviewed and updated to lessen the over burdensome application process.
- If there is political will to increase the number of affordable housing units in Edwardsville then there are county and federal resources available to help make it happen. Political will and City encouragement will increase investor interest.
- The City needs to evaluate and reduce obstacles to affordable housing projects. Evaluate the negative impact of property taxes and building fees, reducing where possible. The City can find ways to encourage (or require) builders to include affordable housing in their plans. Look outside the box. Consider code changes such as requiring diverse lot and housing sizes and leaving more community green space/less yard space.
- The City might also find ways to assist homeowners with reduced income (seniors, etc) with accessing assistance for major home repairs.

## DISCRIMINATION IN HOUSING

Note: Our community should look at the particular housing history of our area. There have been innumerable regulations, policies and actions - many overtly racist, some with hidden racist intent, and some simply with racist outcomes, all which have created the general de facto segregation in the Metro East.

- Our city needs to review and revise all regulations which impact housing discrimination.
- Consider further investigation and data collection regarding possible patterns of housing discrimination in the City. Incorporate additional questions in survey and public listening sessions to encourage sharing of possible housing discrimination in ownership and in rental situations. If it's happening, we want to know about it.
- Find ways to promote and encourage reporting of housing discrimination to proper authorities such as Metropolitan St. Louis Equal Housing and Opportunity Council (EHOC).

## POLICING/CITIZENS REVIEW BOARD

Note: Over-policing of Blacks and people of color makes it harder to find employment and housing, in addition to all the other detrimental impacts. Further, it drains funds from Black family members as well.

- Evaluate and be certain that City police are not participating in racial profiling or bias activities.
- Look deeply at our local criminal justice system which has improved since its inception but was originally designed to implement racist policies. Find what needs further improvement.
- Develop a Citizen Review Board.

- Commit to #8CantWait participation and adequate training of police officers in de-escalation, duty to intervene, etc.
- Look to continue building relationship between police and those community members who historically have lower trust in police.
- Lateral hiring from St Louis, Chicago, Champaign/Urbana has been attempted. What about Peoria, Springfield, Bloomington/Normal? Someone already in a smaller community might be more interested in moving to Edwardsville. Continue the attempts, or find alternative methods to bring in high quality minority officers.
- Be more visible with anti-racism efforts and diversity recruitment efforts. In addition to the visibility assisting the cause, the community can only respond favorably to desirable behavior if they know it exists.

### SUGGESTIONS TO SOCIAL SERVICE ORGANIZATIONS and RELIGIOUS GROUPS (Churches, Rotary, Moose, League of Women Voters, Junior Service, Knights of Columbus, American Legion, etc.)

- Consider how your organization might become actively anti-racist. Take responsibility for the lack of diversity in your membership. Reach out to invite minority residents into your group. Value their presence and input.
- Look to assess what overt and covert barriers may be in the way of developing and maintaining a diverse membership.
- Promote anti-racism/anti-bias educational conversations and programs.
- Consider if you are able to meet the goals of your organization without having a diverse membership. Consider adding active anti-racism goals, or create anti-racism/anti-bias responsibilities for organizational officers to consider in all decisions.

### CLOSING NOTE

Though many have said it better, it is imperative that we as individuals, that the City, the City Council, the business community and the cultural and social structures of our city begin to walk the walk of anti-racism. If we are going to legitimately increase equality the work must become infused into how we think, plan, and operate on a daily, weekly, monthly, yearly basis, and into multi-year planning as well. The specific suggestions in this document are a beginning. We must incorporate here and now recommendations, and also adjust structures to create a consistent anti-racism focus for decades to come.

Our society has a pattern which has required tremendous racial trauma before we begin to seriously address any aspect of racism. Then after accomplishing something possibly significant we have the habit of looking away from the further work that needs to be addressed. We must change this pattern. Even when racism is squashed to a fraction of what it is now, we will always need to maintain our vigilance against its re-growth. As one simply plans to empty the trash and wash the windows on a regular basis for the duration of occupancy in a building, we need to plan to incorporate anti-racism thought and action into our ongoing lives.

## **John Cunningham's Summary**

I want to thank Mayor Patton and the Alderpersons for allowing our committee to address this worldwide concern among the people of our community and the world. Very important to our progress will be the continued dialogue with the focus groups that we engaged. They seemed open to recognize the lack of inclusion of marginalized persons in their arena and may need prompting or assistance to open their agenda to seek and allow broader participation from the community. Failure to embrace the humanity of racial diversity may cause our cities and country to slowly implode. The greatest enemy has always been the enemy within our own person.

## ARTICLE II. - HUMAN RELATIONS COMMISSION [\[2\]](#)

### Footnotes:

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**Editor's note**— Ord. No. 5734-2-08, § II, adopted Feb. 19, 2008, amended Art. II in its entirety to read as set out herein. Former Art. II pertained to similar subject matter and derived from Code 1978, §§ 270.01—270.06; Ord. No. 4467-10-91, adopted Oct. 15, 1991; and Ord. No. 4593-6-93, adopted June 15, 1993.

**State Law reference**— Power to establish Human Relations Commission, 65 ILCS 5/11-11.1-1.

### Sec. 58-16. - Purpose.

The City of Edwardsville hereby determines that prejudice and the practice of discrimination against any individual or group because of race, color, creed, national origin or ancestry, sex, sexual orientation, age, religion, disability, marital status, familial status, or veterans' status, disrupts the peace and public welfare. In order to eliminate such prejudice and discrimination a process should be established through which the residents of the city may be kept informed of developments in human relations, the officers and departments of the city may obtain advice and assistance in proper practices to keep peace and good order, and private persons and groups are officially encouraged to promote tolerance and good will toward all people.

(Ord. No. 5734-2-08, § II(270.01), 2-19-2008)

### Sec. 58-17. - Establishment; composition; terms of office.

- (a) There is hereby established a human relations commission for the city, consisting of nine members, one of whom shall be designated as chair, one whom shall be designated vice-chair, and one whom shall be designated secretary. The chair, vice-chair and secretary shall serve a term of one year and shall be elected by a majority of all of the commission members at the first meeting of the commission held after the first day of May in each calendar year. All commission members shall serve without compensation including the chair but may be reimbursed for any reasonable personal expense incurred in performance of their official or designated duties.
- (b) Each member shall be appointed for a term of three years.
- (c) The mayor, with the consent of the council, shall make appointments to the human relations commission that reflect a diversity of backgrounds within the community.

(Ord. No. 5734-2-08, § II(270.02), 2-19-2008)

### Sec. 58-18. - Duties and functions.

- (a) The duties and functions of the human relations commission shall be as follows:
  - (1) To cooperate with the mayor, council and departments, agencies and officials of the city to promote and develop respect for equal rights.
  - (2) To promote equal treatment for all persons concerning public accommodations and facilities.
  - (3) To promote equal housing opportunities in the city.
  - (4) To maintain equality of opportunity for employment and advancement in the city.
  - (5) To create and maintain repository of information suitable for use in the prevention of discrimination and promotion of equal treatment.

- (6) To recommend to the mayor and council ordinances and resolutions which promote equal treatment and prevent discrimination.
  - (7) To commend institutions, organizations, groups, societies, businesses, etc., for successes in the area of human relations.
  - (8) To develop and maintain a list of human rights specialists who would be available to assist the community in the event of a human relations problem.
  - (9) To conduct hearings in the event of an allegation of a human relations violation by a city employee through an informal hearing process that in no way limits further action by the city.
  - (10) To disseminate public information on methods of preventing human relations problems.
  - (11) To receive reports, which are generated pursuant to federal and state regulations, from the Edwardsville Police Department summarizing any complaints, disposition of such complaints and noticeable trends regarding the interaction between the general public and the Edwardsville Police Department. Upon review and discussion of the report, the commission may make recommendation to the chief of police on how to address and reduce such complaints.
- (b) Upon receipt of recommendations or requests for information in writing from the commission, council shall submit a reply in writing indicating the action taken with regard to such recommendations or requests for information.
  - (c) The commission shall advise and consult with the mayor, city attorney, human resources director, and the city council as necessary on all matters involving prejudice or discrimination and recommend such legislative or administrative action as it may deem appropriate to effectuate the policy of this chapter. The commission shall render an annual report to the mayor and council.

(Ord. No. 5734-2-08, § II(270.03), 2-19-2008)

Sec. 58-19. - Cooperation with civic groups and governmental agencies.

The human relations commission may invite and enlist the cooperation of civic groups and other governmental agencies in carrying out its work. The commission may aid in the formation of local community groups as it may deem appropriate. The commission shall cooperate with state and federal agencies whenever it deems such action appropriate in effectuating the policy of this chapter.

(Ord. No. 5734-2-08, § II(270.04), 2-19-2008)

Sec. 58-20. - Investigations, research and publications.

The human relations commission may receive and investigate complaints and initiate its own informal investigations of allegations of discrimination and acts of prejudice against any person or group because of race, color, national origin or ancestry, sex, age, disability, marital status, familial status or veterans status, may carry on research, obtain factual data and conduct public meetings to ascertain the status and treatment of racial, religious and ethnic groups in the city and the best means of progressively improving human relations in the entire city, and may issue such publications and such results of investigations and public meetings and make such recommendations to the mayor and council as in its judgment will effectuate the policy of this [article]. Complaints filed under this article against an employee of the City of Edwardsville shall be referred directly to the city administrator for investigation and resolution. Complaints filed against the city administrator will be referred to the mayor's office for investigation and resolution.

(Ord. No. 5734-2-08, § II(270.05), 2-19-2008)

Sec. 58-21. - Meetings.

The meetings of the human relations commission shall be governed by "Robert's Rules of Order." The human relations commission shall meet at least one time annually.

(Ord. No. 5734-2-08, § II(270.06), 2-19-2008)

Sec. 58-22. - Definitions.

For the purposes of this article, the following words and phrases shall have the meanings respectively ascribed to them by this section:

*Attorney:* A person duly authorized and licensed by the State of Illinois or any other state to engage in the practice of law.

*Commission:* The City of Edwardsville, Illinois Human Relations Commission.

*Disability:* A mental or physical impairment that substantially limits one or more of the essential life activities of an individual.

*Discriminate or discrimination:* Any act, attempted act, policy or practice which results in the unequal treatment, separation or segregation of or which otherwise adversely affects any person who is a member of a class protected by this [article] and for purposes of discrimination based upon sex it includes sexual harassment.

*Educational institution:* A public or private institution located or operating in the city, which performs educational services and includes an academy, college, university, elementary or secondary school, extension course, kindergarten, nursery school system and business, nursing, professional, secretarial and technical or vocational schools; and further includes any agent or employee of an educational institution.

*Employ:* To use or be entitled to use and benefit of the services of a person as an employee.

*Employee:* All persons who perform services for any employer for compensation, whether in the form of wages, salaries, commission or otherwise.

*Employer:* Any person within the city who hires or employs any employee, and any person wherever situated who hires or employs any employee whose services are to be partially or wholly performed in the city.

*Employment:* The state of being employed as an employee by an employer.

*Employment agency:* Any person located or operating in the city regularly undertaking, with or without compensation, to procure employees for an employer or to procure employees for employment opportunities to work for an employer.

*Hearing committee:* A committee of three commissioners who have been designated by the chair to hear a complaint after a determination of probable cause.

*Hire:* To engage or contract for, or attempt to engage or contract for, the services of any person as an employee.

*National origin:* The place of birth of an individual or of any of the person's lineal ancestors.

*Public accommodations:* All services or facilities, other than governmental, of any kind offered or located within the city which are generally open or offered to the public or which generally solicit public patronage or usage, whether operated for profit or not.

*Public services:* All activities, services or facilities offered to the public within the city by any governmental agency or unit of government owned, operated or managed by any local, state or federal government.

*Real estate broker:* A real estate broker and real estate salesperson licensed by the State of Illinois.

*Real property:* Any right, title, interest in or to the possession, ownership, enjoyment of occupancy of any parcel or land in the city, any building situated thereon, or any portion of such buildings.

*Respondent:* A person against whom a complaint alleging unlawful discrimination has been filed or issued.

(Ord. No. 5734-2-08, § II(270.07), 2-19-2008)

Sec. 58-23. - Non-discrimination statement.

It is the city's intent and policy to treat all employees, applicants for employment, and citizens equally, without discrimination and without regard to race, color, age, religion, sex, national origin, marital status, familial status, disability or veteran status.

- (1) The city is committed to a policy of equal opportunity for all persons. Each department shall adhere to procedures that promote equal opportunity in all areas of city government, including employment.
- (2) Each city employee shall remain mindful of the city's citizens and legally protected groups.
- (3) All positions of employment with the city shall be advertised openly to allow interested individuals to apply. Job advertisements shall be placed in media most likely to reach members of legally protected groups, including, but not limited to, a publication of general circulation in Edwardsville.
- (4) When the city is hiring, qualified applicants identified as members of a legally protected group shall be interviewed when possible.

Citizens believing that they have experienced or witnessed discrimination are encouraged to report the incident promptly to the Edwardsville Human Relations Commission, Office of the Mayor, P.O. Box 407, 118 Hillsboro Avenue, Edwardsville, Illinois, 62025-0407.

(Ord. No. 5734-2-08, § II(270.08), 2-19-2008)

Sec. 58-24. - Affirmative action by city contractors.

All contractors doing business with the City of Edwardsville in an aggregate amount greater than \$50,000.00 per year, except those specifically exempted by the city council of the City of Edwardsville, shall develop a policy statement regarding their commitment to affirmative action and equal opportunity in all of its employment activities and functions which shall comply with all federal and state regulations and the policies of the City of Edwardsville.

(Ord. No. 5734-2-08, § II(270.09), 2-19-2008)

Sec. 58-25. - Procedures for filing a complaint.

- (a) *Who may file.* Any person claiming to be aggrieved by an act of discrimination contrary to the provisions of this article may file a complaint of discrimination with the commission. Any person filing such a complaint shall be referred to as the complainant.
- (b) *Where to file.* Complaints shall be filed in the office of the mayor, who shall promptly notify the chair of the filing of the complaint.
- (c) *What constitutes filing.* A complaint must be made in writing and signed by the individual who alleges the discrimination and must be legible. Forms shall be available for use in filing complaints. A complaint shall be deemed filed as of the date postmarked, if mailed and actually received, or as of the date received in the mayor's office if delivered in person. The date on which the complaint is filed will be indicated on the complaint.
- (d) *Time limit on filing.* A complaint must be filed within 90 days after the alleged act of discrimination has occurred or as otherwise allowed by the article.

(Ord. No. 5734-2-08, § II(270.10), 2-19-2008)

Sec. 58-26. - Response to a complaint.

- (a) *Filing an answer.* A respondent shall file a written and signed reply to the complaint within 21 days after being notified of the complaint.
- (b) *Failure to answer.* If a respondent fails to provide a written reply to the complaint within 21 days after being notified of the complaint the commission, its chair, or their designee, may deem this failure to be an admission that there is probable cause to believe that a prohibited act of discrimination occurred and may proceed as if there has been a finding of probable cause.
- (c) *Appointment of an investigator.* Within 24 days after service of notification that a complaint has been found to be acceptable, or within three days after the receipt of the respondent's answer, whichever first occurs, the chair shall appoint an investigator (or co-investigators) from the members of the commission. The chair will promptly notify the investigator(s) appointed; provide the investigator(s) with copies of the complaint, including any amendments or supplements; and any other documents that have been submitted by the parties; and charge the investigator(s) with the investigation of the complaint.
- (d) *Determination of probable cause.* The investigator shall investigate the complaint and shall make a determination as to whether or not there is probable cause to believe that a prohibited act of discrimination occurred. Probable cause as used herein shall mean that there are reasonable grounds to believe that a prohibited act of discrimination occurred as alleged in the complaint.

(Ord. No. 5734-2-08, § II(270.11), 2-19-2008)

## Edwardsville Minority Owned Businesses

Company Name	Address	City	State	Phone
<h1>This document is under revision</h1>				

## Race Relations and Equality Survey in Edwardsville, IL

### Which of the following would best describe you?

419 of 426 Answered (98.4%)

Asian/Pacific Islander (8 responses, 1.9%)  
Black or African American (64 responses, 15.0%)  
Hispanic (4 responses, 0.9%)  
Latino (0 responses, 0.0%)  
Native American or American Indian (1 response, 0.2%)  
Other (14 responses, 3.3%)  
White (328 responses, 77.0%)

### What is your age range?

422 of 426 Answered (99.1%)

19-29 (42 responses, 9.9%)  
30-39 (121 responses, 28.4%)  
40-49 (110 responses, 25.8%)  
50-59 (68 responses, 16.0%)  
60-69 (61 responses, 14.3%)  
70+ (19 responses, 4.5%)  
Under 18 (1 response, 0.2%)

## Have you experienced or observed/witnessed racism or other inequalities in Edwardsville?

426 of 426 Answered (100.0%)

No (190 responses, 44.6%)

Yes (236 responses, 55.4%)

Long Answer

153 of 426 Answered (35.9%)

I have a child at the high school and have heard and seen some of the race issues at EHS.
Racial prejudice experiences with local real estate agents, nail shops, and restaurants. Customer service towards African Americans is very unprofessional and rude.
How black people were treated in businesses.
Well when you see trucks going up and down my street flying a confederate flag on the same day of a BLM protest. I have seen it a local bars and restaurants. Read about it at the local high school and multiple accounts on social media. I even have a neighbor who flies a confederate flag on his motorcycle.
Working in the northern part of D7 (not necessarily in Edwardsville proper). Comments from parents, calling police on innocent black employee smoking in van off school property. Racist Comments on FB from eville residents.
Edwardsville has very few black owned businesses. The company I work for in Edwardsville rarely hires black people.
I have seen (and heard) more POC being pulled over by police. About ten years ago, I started making note of the race of individuals pulled over by police (not just Edwardsville police) when I drive by. Most of the time, it is a POC
In Edwardsville, my 19 year old white son has never been pulled over for being out after curfew; his black friends have.
I have walked into stores and had the clerks ignore me. When a person of color enters, I have seen them being followed.
While I admit I benefit from all the aspects of property taxes (ie. education) I also believe the tax rates exist to keep certain people out of the community
Assumptions of older people about black youth in the community
My children have been called derogatory names by adults and students. Officers inside the middle school have been overly aggressive with my student including harassment. When I reported a white parent grabbing & dragging my child they discourage me and my husband from filing a report and never returned my calls when I would follow up.

I live in Holiday Shores. I've seen the N word written in the sand at one of the beaches. Also, there can be a beach full of people, none being carded for proof of residency by our security, but they always card me. I've lived here well over a decade.
I personally saw a Muslim woman being verbally abused by a dentist in Edwardsville
Customers speaking negatively of other customers and cashiers who were poc
At the high school, online in the group..i grew up in Edwardsville Illinois
My black son being called a racial slur while riding his bike on Goshen road.
At a local church, I saw a mostly white congregation say many codes things toward a black pastor. Eventually many congregants left. I believe they would have been more agreeable if the pastor was white.  I also heard coded language at a little tiger football fundraiser.
My neighbors are vocal about not wanting minorities to move to our street.
Inequity: Resistance to building low income housing in the community
<ol style="list-style-type: none"> <li>1. Being pulled over by Edwardsville PD several times just to see who I had in my vehicle.</li> <li>2. Being followed and my plates ran by Illinois State Police in Edwardsville venue while traveling to work on several occasions.</li> <li>3. Supervisor condoning behavior in workplace by co-workers.</li> <li>4. Racial comments made by co-worker and city workers.</li> <li>5. Discipline is more severe for than my counterparts.</li> </ol>
Well when I moved there the Klan used to march at the court house with police protection, my teacher constantly single me out and gave harsher punishments for things I learned to do from my white peers, my father was asked to get out of the car every time I pulled over, I heard the word yelled out in every bar on main street and watch all the other white people hear it and do nothing, racist jokes at fast parties in dram club and I was told I need to chill because it upset me, I've been followed around several stores because people think I'm going to steal. I've been called a mugger by customers when working at jack in the box, steak n' shake, and McDonald's. Anytime I'm in an interracial relationship I can go anywhere without things being said to me and my partner about it. I don't feel like typing anymore but I could go on and on
There is not adequate representation of the multiple ethnicities in this city in all the levels of city government or city employees. Landlords have been discriminatory against minorities and poorer residents. There are plenty of racist residents of Edwardsville who do not feel that people of color and immigrants have a place in this community.
Blatant racists' comments between employees and customers at stores in Edwardsville stores discussing customers of color.

<p>Seen a black man pulled over with white female asking if she is okay continually. No other reason I've watched black women followed in Walmart they were loud but nothing more. I've heard white men say boy to a black man. Lack of respect for the oppressed</p>
<p>Unequal police response based on race. Drivers yelling racist comments at people of color.</p>
<p>We have a Black Lives Matter sign in our front yard since 2015. It has been stolen 35 times to date. Recently a passerby yelled at us from his truck that black lives don't matter and then he said a racial slur.</p>
<p>I don't have the energy. Discipline in school, targeting Standard of beauty and selection of extracurricular activities or cheerleaders/dance team. Children being recommended for hours programs.</p>
<p>When I was in high school my counselor told me I would not succeed in college and not to go. In elementary school a classmate told me I could be a slave in her house. As a child, Groups of us black children would always be questioned or told we could not stand and congregate.</p>
<p>White people using racial slurs. White woman berating Indian SIUE students on an MCT bus.</p>
<p>Systemic racism - high property taxes and lack of subsidized housing or affordable housing</p>
<p>The racial issue that took place at the high school this year.</p>
<p>Multiple incidents on SIUE campus., episode at EHS, waving of confederate flag, frisk of two Black youths in Glen Carbon</p>
<p>As a parent of a high schooler, I know it's an issue there.</p>
<p>Racism has been evident in the Edwardsville school system. Academics and athletics. There are no culturally inclusive programs in this community.</p>
<p>I've observed individuals using disparaging and racist words when talking about black people over the years.</p>
<p>I unfortunately do not have specific examples but I have questioned some of the high profile arrests involving young Black men. I have heard comments from POC that lead me to believe there is work to do. In my neighborhood, I have heard comments from specific neighbors that a Black family wouldn't be welcome as new neighbors. These same neighbors freaked out over a young Black salesmen walking the neighborhood to sell windows and tried to get other neighbors to call the police.</p>
<p>Racial slurs were written on playground equipment at one of the parks but was quickly removed when someone was notified.</p>
<p>At the home improvement store where I was followed by an associate.</p>
<p>exclusion, teasing, bullying</p>

<p>I've heard thru my kids and their friends of lots of racism at school. Just one example, there were 'little Africa' tables in the cafeteria where the black children sat. Also people still comment when blacks move into neighborhoods where there are none or few</p>
<p>Lincoln School as the "colored" school, no blacks allowed at Sunset Hills and Montclair Pool, street level racism.</p>
<p>Open use of the "N" word.</p>
<p>Edwardsville high school administrators failing to take disciplinary action against white supremacists on EHS property last year after the white kid made school shooting threat to target Black students, an EHS teacher disciplined a Black student for sitting for the pledge of allegiance and embarrassing her in front of the whole class, SIUE police arrested a Black student on campus after he received a post it note on his dorm room door calling him the n word and was asking other students if they had seen anything.</p>
<p>I worked at EHS and during the mock elections for this past presidential campaign, students were walking around the halls tells other students that they were being sent back to Africa and that they were going to build walls for other students. This is something learned outside of school walls.</p>
<p>A mayor in black face who did not give a sincere apology and attempted to explain and excuse his actions, confederate flags in yards and on trucks</p>
<p>My children are bi-racial. We have experienced many instances at the ginger creek urgent care. I've personally witness the receipt checker at Walmart only stop black people.</p>
<p>I believe that what is experienced in Edwardsville is a reflection of a greater problem in the U.S. - however, specifically (in no particular order):</p> <ol style="list-style-type: none"> <li>1) We are a town named for a man that owned slaves, used his political influence to bend the law and keep his slaves longer, and was an aggressor toward the indigenous population of the area.</li> <li>2) Around town, you will see the flying of Confederate flags - on vehicles and around some homes.</li> <li>3) I've heard at least three specific accounts of derogatory terms being yelled at my Black friends, but I imagine you would get a lot more if you surveyed any POC in Edwardsville.</li> <li>4) The Mayor wore black-face at a party - and, although he apologized - it still rung as insincere.</li> <li>5) a Black friend ran for a local political position and I believe she became pawn to a campaign to actively vote against her, despite her experience and the necessity for a woman of color in this position.</li> <li>6) The Benjamin Stephenson house video is ridiculously offensive by including a token comment about how the Stephenson's had "indentured servants" and even though it was wrong, it was the practice of the day - this could definitely have used the expertise of a Black American historian to truly put the facts of indentured servitude into the narrative of the story that is being told to our citizens</li> </ol>

<p>and students.</p> <p>7) The troubles that erupted at EHS in the past year.</p> <p>These are just the ones off the top of my head - so yes, I would say we have some problems.</p>
<p>I have spent almost all of my 52 years in Edwardsville and I can remember seeing acts of racism occasionally over those years.</p>
<p>Being followed and/ or watched in a store. Being overlooked when in line.</p>
<p>In high school during the racial riots for a week other than that none</p>
<p>I have not seen racism in our city government; however, I have seen racism displayed by members of the community. I believe these examples have been displayed by both whites and blacks.</p>
<p>Not certain all that happens in life is "racism". And positive racism is alive without my seeing it.</p> <ol style="list-style-type: none"> <li>1. Unequal treatment of children in schools, under educating Black children</li> <li>2. Neighbor that does not speak</li> <li>3. Confederate flag flying from truck on Main St</li> <li>4. Disparities to access in athletic programs</li> <li>5. Have been followed by police when entering town very early a.m.</li> <li>6. Sister received citation last year that lawn needed mowing none ti neighbors who had equally tall grass...sister died a couple of months later</li> <li>6. FCB Bank took thousands from my bank account and phoned me the next day to tell me what they had done...to correct a banking error they made prior year!</li> <li>7. Principal denied guardian access to Social Studies book did child could make up school work</li> <li>8. I was denied rental opportunity for a facility without person in charge knowing what I wanted to use it for.</li> <li>9. Sports teams don't seem to have adequate African American participation.</li> </ol>
<p>I grew up in Edwardsville and my daughter now goes to St. Boniface. I also work in Edwardsville. There have been racial tensions for a long time. I remember numerous fights when I was in HS. There were people who would fly confederate flags on their trucks. There is a lot of racism hatred and a lot of not so outward racism in this community.</p>
<p>General remarks/use of derogatory terms</p>

<p>I have worked with the community through a local bank and watched so many minorities with qualifications be forced out. I've experienced racism during time at EHS. My children have experienced racism at EHS.</p>
<p>As an Edwardsville police officer I've been called racial slurs while performing my duties. This is expected but has become worse in the recent days.</p>
<p>As a white person I have heard many slurs on peoples' race. This is from workers when I worked at SIUe; when I worked at the school district; the bus lot or the MCT. This is repeated throughout our area. Other white people think it's ok to talk about "those" people in Cottonwood-- or people of color coming in to town from other places to stir things up. I lived in New Orleans for 13 years and when moving back to town, I found a dog. I called the police to ask if anyone had lost one. They police connected me with the owners. I met them outside Lauries. As I returned the dog to two young people a pickup truck pulled up and the white men shouted a racial epithet that is best left unsaid. I was so shocked that the truck pulled off before I could even register what make it was. They were shocked and almost apologized to me--after they were attacked. I still feel like I failed in my response. This is just one thing that really stands out in my memory.</p>
<p>Not allowing my black children to take advance classes when their grades were better than some classmates.</p>
<p>Going into stores and being watched by store employees</p> <p>Job you know you are qualified for, but not being chosen for position</p> <p>Teachers paying more attention to white students</p>
<p>I've received calls for service from residents of certain subdivisions stating that they "did not recognize" a subject. Many times, the subject is a black male.</p>
<p>I was racially profiled by a cashier in Aldi. The cashier who had not rang up my items set off the alarm as I was walking out of the store. She asked me to return inside the store so that she could check my bag for "Shrimp or meat because sometimes those items set of the alarm". I had been in Edwardsville for 8 years at the time and never experienced a sensor going off because of a product that was rang up and paid for.</p> <p>A friend and myself were sitting in his car outside of the house chatting before we went inside. A police officer pulled up on the side of us, questioned what we were doing as told us we had to get out of the car and go in the house.</p>
<p>The Edwardsville Police treat people from outside of Edwardsville much harsher than city residents.</p>
<p>What I observed was back in the 1940's-1950's &amp; has since been resolved. The prime example I saw but was then too young to understand was separate seating areas in the Wildey &amp; Lux. Although it may be present in today's time, it isn't as blatant.</p>
<p>Serving whites before me even though I was first. Called "nâ€" -Paid less then white counterpart</p>

The mayor wore blackface.
Racial slurs used in conversation, racial stereotypes
Repercussions consistently harsher for POC throughout my elementary, middle, and high school years.  Servers in the service industry in Edwardsville arguing over who has to take a table full of Black individuals.  White classmates praising their Black peers on not acting Black  Etc.
Persons fighting in public and shouting racial slurs at one another
Inequality and racism is an everyday part of life. Without revealing too much, as it will certainly be able to identify the player involved, from firsthand experience, there is a deep history of racial inequality in portions of "Old" Edwardsville that attempted to further rear it's head earlier this spring. The language used was never explicitly racist, but terms like "conservative" and "traditional" were used to describe a particular section of town.
Racism operates structurally all around us, all the time. In our public schools, our curriculum focuses on White, European history and understandings of events, glossing over complicated racial inequities that persist to this day. The fact that we are such a predominantly White town is a sure-fire sign of racial motivation in housing control as well.
Have had people assume that because I'm Black, I'm less educated, on public assistance and unmarried. Also, been accused of being an "angry Black woman" for demanding respect during the course of my job.
Work at SIUe and through the years there have been instances of racism that have been addressed as they occur. Most recently the Facebook spat regarding the rock in the quad.
Someone called the police on my friend going for a walk to the sacred grounds coffee shop. that would be a single person's racism, but the police decided to stop my friend and question him despite there being no evidence of any illegal activity
Derogatory name calling Isolation Bullying
It is evident in the lack of POC in our city council. The incident at our high school also shows we are doing a poor job of directly addressing racism in our District (although new leadership is working towards a more equitable culture).

I see very few Black owned houses in certain areas of the city. I worry about it redlining in our community. How can we encourage minority home ownership. Affordable housing msg in general.
The Black students of Edwardsville High were bullied and experienced racial incidents in 2019 and NOTHING was done to provide the students with a sense of safety or that the administration really cared about them.
My minor son was treated like a criminal and fingerprinted and mugshot without my consent; people on my job are racist and treat me as if I don't know anything, value my opinion, purposely exclude me when everyone else work cohesively as group.
No diversity in representation in city workers and alderman.
Neighborhood segregation The statue of Ninian Edwards Neighbors nervous when someone Black is walking through the neighborhood
The community feels very segregated.
Most of my personal observations are from decades ago when Black teachers were fired at integration and Black students couldn't go on the band trip because hotels wouldn't allow them. At a school board meeting I saw an honors group with exciting resources that was all white. I heard complaints from Black families that their children didn't get good math classes. There are also no resources for homeless people that I could find in Edwardsville.
Mostly micro aggressions, along with a few incidents at the college.
We're a multiracial family. My kids have been called the n-word (when they were 4 and 6) by a man who drove past our driveway while the kids were riding bikes. A teacher in the district referred to another one of my children as a drug-baby (which is absolutely not true). There are systemic racism issues that need to be addressed.
Not so much race but inequities. Edwardsville serves well those at the higher end of the pay scale. Local parks with playgrounds for all within walking distance are not something we have to serve those people living in the center of town.
I see inequalities in the amount of attention paid to growing tax revenue via new housing developments and shopping centers, without attention to existing needs in older neighborhoods that are more racially and socioeconomically diverse. Similarly, the city does not seem to pay attention to the environmental and economic impacts of pursuing a "bedroom community" development plan (which does not seem fiscally prudent given the rapid shift to online retail and emerging preferences for smaller housing).
This town is rampant with white entitlement. I see it often in the everyday treatment of people of color, especially youth. White people joke about traffic stops calling it DWB (driving while black). People of money want their neighborhoods whitewashed and little to no diversity.

<p>My son was involved in a car accident and both the white woman whose car he hit and the officer who arrived made assumptions about him based on his skin color.</p>
<p>I have seen racial profiling by police officers different treatment of black and brown boys and men in particular then white counterparts also involved in the interrogation. I have heard racist comments, language and deliberate intentional explicit behaviors towards communities of color, immigrants, LGBTQX, and non-Christian communities</p>
<p>Edwardsville is pretty segregated. I know friends of mine with Black Lives Matter signs in the yard have had them stolen. My kids, who are not Christian, were told many times in school that they were going to hell by classmates. When I brought this up to the school, the district could not understand how the promotion of Christianity in the schools could lead to this attitude among children. When Trump was elected, kids in the schools acted VERY RACIST -- chanting that immigrants should go home. This was very alarming.</p>
<p>Micro aggressions and talk among residents. Nothing overt.</p>
<p>Micro aggressions and talk among residents. Nothing overt.</p>
<p>Frequent use of racial slurs, incidents at the high school, tweets and other social media comments by teens and adults. It's more subtle among the wealthy, educated people of our town but it is just as hateful and dangerous.</p>
<p>As a substitute teacher, witnessing Students in the district chanting "Build The Wall". Student making a blanket statement that "black people name their kids things that cost a lot of money (Mercedes, diamond, etc.) when black people don't have money.</p>
<p>Language, whispers, watchful eyes, posts on social media</p>
<p>There is racism in the Middle Schools and High School among the students</p>
<p>Beside our Mayor in black face, comments and racial slurs overheard when shopping, BLM yard signs being stolen</p>
<p>My vehicle was repaired by an automobile shop in Ed-vile. When I arrived to pick up my vehicle, the clerk would not accept my personal check. She call the owner over, and I ask why I couldn't pay by check. He looked at my check and refused to take it without an explanation. My bank was in Edwardsville. No posted sign saying checks not accepted. Other customers were waiting in line and looked at me with a blank stare on their face. I felt the color of my skin was the only reason my check was not accepted.</p>
<p>In my face name calling by whites using the "N" word. White bias against my children by their teachers and coaches. Barely any non whites in county, city govt jobs. No govt contracts to minority businesses. Openly racist statements made to me when trying to obtain a home loan.</p>
<p>Blacks can't get jobs in city &amp; county government because the jobs are given to family and friends of long term white employees.</p>

<p>Very few black teachers in school District 7.</p> <p>Limited amount of affordable housing for blacks.</p>
<p>Most detained drivers I see pulled over are people of color. The public transit stops are completely inadequate. The bus station downtown is gorgeous, but throughout the rest of the city folks must stand in the ditch, or on the shoulder of the road to wait. There should at the very least be benches, and shelters would be better. The only shelter I'm aware of is north of SIUE on University. My daughter's group of friends is diverse. The only times they've drawn undue attention is when her black, male friends are with them. Racist profiling has occurred at parks, in restaurants, and the grocery. Finally, I have done quite a bit of substitute teaching in District 7. I have observed behavior, and overheard comments by faculty that was distressing.</p>
<p>Rarely see white people pulled over by police, mostly young black drivers.</p>
<p>Edwardsville Art Center is not diverse. I've only seen one Exhibit with diversity and Inclusion lens.</p>
<p>We have a Mayor who thinks dressing in Black Face is ok!</p>
<p>There are a number of people in the community that are in my family that hold racist views in private. These same people are caregivers, hospital board members, and hiring managers that can directly work with the public in our community.</p>
<p>Being followed in Glik's after I had told the sale associate I was just browsing. Another incident when I was checking out at Walmart with a black associate then being told by a white associate I couldn't have the black associate check me out because they cannot check out their relatives and for the record we were not related.</p>
<p>You can't dwell on it but it is definitely here. Rudeness/ ignored in a store. Work place racism. Children being harassed and called expletives.</p>
<p>Observation of lack of diversity in areas of Employment &amp; Minority owned Businesses. In particular County and City Positions.</p>
<p>Being followed in stores</p>
<p>police harassment of black man in Lowe's parking lot</p>
<p>Black people get free college just for being black. Black businesses get loans, black people are allowed to create a black only business partners group. White people are fired, threatened, or damaged publicly for speaking out against black privilege.</p>
<p>Property taxes, 4% employment rate for black people in local government, frequent racist comments by community members and business owners.</p>
<p>I have witnessed people driving around the community with confederate flag symbols on their vehicles.</p>
<p>Black or minority friends talk about their experiences in and around Edwardsville</p>
<p>PreCovid I walked into Walmart and saw a younger black lady having her receipt and bag checked. I know they have started doing this more often so it wasn't too meaningful at the time. Then my</p>

daughter and I checked out an hour or so later. I realized I left my reusable bags in my van so I had them load all of my things loose in my cart so I could bag them when I got to my van. I use Wal-Mart pay in my phone so that was my only receipt. I had my phone handy as I was walking out as I expected to be stopped since I didn't have anything that made it look like I had purchased my items. As I slowed I got a smile, head nod, and a "have a nice day". He didn't ask to see anything. That's when what I saw on the way in became notable. It led to a great discussion about privilege with my teenager though.
I hear racist comments from acquaintances, some of which have been particularly vicious
Comments referring to people having certain jobs or doing well only because of their skin color as one example.
Children of different races don't play together.
I have observed police responded to incidents involving Black individuals with multiple squad cars and officers. This is not consistent for what I have witnessed for incidents involving white individuals.
Racist things at SIUE. Someone putting a sticky note saying "filthy n*****s" on a black students dorm door. Someone writing on A chalkboard that black people shouldn't be allowed in college.
Older men in a brewery. Working at another locally owned restaurant.
I live rural and have heard very awful statements from people about blacks. If a black person drives by it is a big deal and they are watched.
I have heard white people talk about how "bad" Collinsville has gotten which is why they have moved to Edw. When all that's changed in two decades is that there are more black and brown people in Collinsville. So I know Edw is a destination for white flight. This is not a personal racist action, but a sign of systemic racist thinking.
Why don't we have metro link?
Isolation of Black residents in predominantly white neighborhood; police targeting Black men and teens.
Black friends unwilling to visit or remain in Edwardsville after dark-- they feel the potential racism-based danger of being here. I also note that our Black population tends to be restricted to certain residential pockets, which seems unnatural, i.e., driven by human / social forces.
Someone drove around with the confederate flag. A special award for a good handshake was given to an African American middle school student in a gross display of tokenism, as if the best the Black students could do was shake hands. There have been some social media posts that involved awful discourse, including use of the N word.
At Columbus School, kids chanted: Build a wall.
At BLM protests, drivers verbally harassed protesters. Also my child's fourth grade teacher over-disciplined Black male students. And I see police officers pulling over Black citizens all the time. And I see so many Black people (and poor) at the court house. We have a police building that looks like a McMansion, but how much have we invested in needed social services for the poor and disenfranchised in the community?
My biracial granddaughter was very distraught over the racial issue at the high school earlier this year. She was so fearful about what might happen she called the police. Fortunately a very nice police officer followed up on the call. Children shouldn't live in that type of fear. In the past I have been in the office of a very prominent local business where very negative political/racist type papers were posted on a bulletin board. Very disheartening and unprofessional. I wondered if they would have a POC seeking professional input on kitchen design in that office to conduct business.
Minorities on city council, on police departments, fire fighters, working in banks, businesses. It's all over. A Mayor who thinks it's okay to dress I black face.

Stereotyping people of color, name-calling. By students, residents, businesses.
People yelled things at us while peacefully protesting at the courthouse.
I would say a lot in high school. People in Edwardsville (generally speaking) look down upon people who aren't white and rich.
Neighbors in LeClaire had Black Lives Matter sign stolen from their yard
Listen to Black people.
Incidents at the high school, my kids report witnessing a lot of racial tension, people in Madison County prominently displaying the Confederate flag, social media comments by community members
Every Trump 2020 sign, especially those with fowl language are a sign of those promoting racism. The Confederate flag on cars, flags and used as a banner are all blatant racism.
Police aggressively questioning a suspected stolen car case, ~15 years ago. Suspect was black, car was reported stolen previously but was no longer considered stolen-miscommunication. Suspect was forced to ground at gunpoint. I was a witness at a place of business.
I grew up in Edwardsville and still work in Edwardsville although i live in Alton now. I remember back to the age of 5 or 6 being laughed at and teased by other kids for my skin color. Teachers treating me like I'm always on the edge of becoming a problem child. Principles suspending me iver things that white kids got away with a slap on the wrist. Teachers and staff always following my every step waiting for me to do something wrong.
As I got older and started driving I was and still am followed by cops for blocks and blocks. Often late at night after work I'm followed out of the city limits by cops. Brandon Whitiker almost seemed to stalk me and my every move behind the wheel. It seemed like every time I was driving anywhere he was on my tail.
Working in a bar I deal with all kinds of racist comments regularly. White people often like to check with me "if i say this....is it racist". Or my favorite, when I'm bussing plates, glasses, and beer bottles old white women love to grab their purses and even every now and then try to jokingly say "Plead don't rob me!", "don't tske my purse", or "he has a knife!"
Mayor in blackface, racism at the high school, racism against Hispanic people in my neighborhood. Naming subdivisions after the South re: Civil War. Having a neighborhood dedicated to Cubs but omitting to name a street Robinson after Jackie Robinson, almost the entire city council refusing to entertain that idea of removing a slaveholder/Native American murderer statue , lack of lower income housing, very few people of color employed by the City of Edwardsville
Confederate flags, use of the N word, seeing people treating people of color differently or just plain mean.
This town is very passive in the schools. There is no person of color in leadership
Prominent councils and boards. How can they teach diversity if people of color aren't in the process of decision making? Also they don't make enough efforts in celebrating people of color. There needs to be more festivals. This town is diverse due to the college it would be great to see some real change. Most jobs have all white staff n maybe 1 or two black people .if they are employed they are janitorial or cooks. Police will harass black citizens in this town. Certain people will turn away black families thinking they will misbehave or bring ghettos to the area. The Edwardsville area moms on Facebook is the most racist Facebook group. These moms express how they truly feel and if they feel like this imagine what's being taught in those households.
There is nowhere in the US where racism doesn't exist in some form.

My son and his friends playing basketball at Hope park. A group of white kids were playing volleyball after sunset and we're fine. The black and white kids playing basketball were told to leave and some asked to have their cars searched. My daughter darker complected was asked for a car search when she was pulled over because her license plate light was burnt out an offense the officer told her he couldn't even ticket her for
Systematic racism with District 7 schools.
Edwardsville lack of diversity makes those of color stand out, as such side glances, following, and door locking seems to accompany their presence anywhere in town.
Attended BLM protest and march and was yelled at and flipped off both times. Have seen lots of indirectly racist language in Facebook groups for parents and neighborhoods as well as an underwhelming response to racist encounters in the school systems.
I have observed various micro aggressions almost every time I'm out in public.
At the high school, I have a biracial son. On more than one occasion he experienced racial slurs. At Walmart he and his friends have been followed around stopped after self-checkout even though he paid for everything. My son has never been in any trouble 3.5 GPA dual athlete he is now A sophomore in college on the Dean's list receive numerous scholarships to go to school.
Daily. My husband is treated significantly differently based upon how he is dressed in a way that is distinctly different than my white male friends. My children have noticed this since they were preschool age. After 13 years in this town, I can honestly say that I see an example of racism at least once or twice a week.
Overheard a few stereotype based jokes about black people.
Often being followed in small businesses while shopping.
Often being served or addressed only after white counterparts have been served.
I was in a store and witnessed black and Mexican people having their receipts checked while white people with the same items were not stopped.
I began to notice a few years ago that the only people I saw pulled over by the police were people of color. Rarely do I see a white person pulled over. This is only observational, but I don't believe it's a coincidence. It also matches what I see in Maryville and Collinsville.
When I went to EHS I saw and overheard racist acts many many many times.
I worked at a local grocery/greenhouse store and my boss would sometimes have people tail young black men in the store to "watch" them.
There are high school / college age boys who yell racist things from their trucks.
We have a racist culture here.
I witnessed teachers making biased and racist remarks. Ive witnessed my ex employer making racist remarks to me about other people. Ive been called a N***** lover for having a blm sign in my yard in front of my children.
I've been followed by the police just for making eye contact when I'm the car with my brother.
I've had an owner from Foundry make insensitive and racially charged remarks and jokes to me, not to mention sexist.
Lots of comments for me dating black women
Inequality in education in Edwardsville School District.

<p>Just last week I was walking my dog and someone, from their car window on 157, yelled something about white supremacy to me. I have many other stories.</p>
<p>I have witness inequalities in Edwardsville when I was unemployed looking for a job. I applied for several jobs with the City of Edwardsville, met the qualifications and in some cases exceeded the qualifications, but was never called for an interview. Then I found out that someone's relative/wife was hired, who had less experience and was white.</p>
<p>Police officers have targeted my black friends on multiple occasions.</p>
<p>As a young kid in Edwardsville, I was hit on the head with a cap-gun by a group of black girls. The same group was about to do something to me when I was walking through what they considered was their area until a black guy who I played baseball with in Little League told them I was OK and to let me pass. A couple of years later I had to deal with a black guy who was trying to intimidate me when I was on my paper route. I tried to ignore him but one day he hauled off and slugged me. He left me alone after that. I also had many good experiences with black people and, except for those unfortunate times as a young child, I have always felt comfortable interacting with black people in Edwardsville. I now live in O'Fallon, MO. but I lived in Edwardsville for 65 years.</p>
<p>Edwardsville PD (Evers) pulling over a black friend who had come home to visit him Mom because said friend had previous drug arrest and was driving a Cadillac. The man had since gone on to college and became a chef. PD just said, well, you know, history.</p>
<p>Frequent use of the n word directed at minorities at Edwardsville High School and just in the community. Direct racist statements as well.</p>
<p>Pulled over on 2 different occasions by Edwardsville Police (once) and Madison County Sheriff's (once). Both times we were driving at a speed around 5-7 over the limit, passed by several other vehicles who were clearly going over the limit. They (white motorist) traveled passed the police cruisers and not pulled over we were.</p>
<p>European Americans are either blind to their own complexities of racism, fearful of what inclusion will do economically to the city, or embrace social constructs of power that give authority to themselves.</p>
<p>I constantly witness the men with trucks flying their flags. They are everywhere. These are racist dog whistles, not people simply being patriotic. In addition, there is an unspoken "nice" racism fueled by the wealthy country club set that is unmistakable. The area is gerrymandered to within an inch of its life. Our mayor has a history of wearing blackface, yet he remains in office. Shameful.</p>
<p>Confederate flags on vehicles. Seems like sidewalks in older black neighborhoods in Edwardsville are not well maintained. Mayor in black face.</p>
<p>I have not witnessed what some would call outright racism; that is to say I have not seen acts of violence. However, there is an overall attitude in Edwardsville and Glen Carbon that people of color, especially Black people, are not the "right" kind of people, and I've seen this in places of work not hiring people of color, people not dating someone because of the color of their skin and what their family might think. These sort of instances might seem insignificant to some, but overall they contribute to a larger attitude "otherness" for Black people in our community.</p>
<p>When I attended EHS, we were told not to discuss Ferguson and the events that took place. Why? Because it was "too political?" Erasure of the violence that happened at the hands of the police was wrong. When I went to Columbus Elementary, we were allowed to go to the Benjamin Stephenson house where slaves were kept imprisoned, but we weren't explained the true horror of the situation; it was framed largely as "This man advanced Edwardsville as a town!" which is not a complete representation. Our education system had gaps. We also hardly ever discussed the civil rights movement, which was great oversight.</p>

Racism toward all races by patrons in establishments against employees and other patrons in the establishments.
racial slurs by area business owners, community members
institutional racism--unfortunately most institutions in EDW are run by whites--very few persons of color make it to the top--oftentimes connections in EDW go along way for various positions, Police and Fire Dept (all municipal depts) should mirror our community, children of color more often referred by teachers for subjective issues, discipline is not fairly administered, School District has some issues--mostly behind the scenes, businesses not hiring or treating persons of color fairly--do not know City stats--wish I did
Racist comments from community members, some who are very well known in Edwardsville.
Kids making fun of others skin, culture or food.
fyi. this question clarification is nice, but shouldn't be required in my opinion. "Please explain your whiteness" is an awkward request...and this extra box is awkward
Fighting in front yards over rival signs in each other's yards and had neighbors have BLM signs go missing from their yards.
I was born and raised here. Most racial inequality I experienced was with the glen Carbon police. They are rude and very racist!!!
My sons have been repeatedly racially profiled by the police during traffic stops. Bullying and racial name-calling is rampant in the schools that leads to fighting. Most often black kids are harshly punished; but, white kids are given the benefit of the doubt.
You can really see it every day. People are so casually racist, think that confederate flags and Trump are okay. You can really see it in schools too; the constant overpolicing and over-disciplining of Black students. Also, the mayor is racist and did Blackface.
During a few different demonstrations there defiantly were racist people about wanting to give their two cents
Inequality exists in all American communities. So that word probably should have been omitted.  Concerning racism, I once heard an elderly neighbor in Edwardsville remark that a nearby attraction used to be nice but had since "gone Black". I have also witnessed Black colleagues at my workplace secure advantages (e.g., extra funding for projects, more relaxed performance expectations) not afforded White colleagues.
verbal.
My black brother in law was questioned when taking my white daughter for a ride on the bike trail. "What are you doing with that little girl? I'm calling the cops unless you can verify you should be with her". Luckily my 2.5 year old daughter called her Uncle.  When my college aged black niece stayed with us one summer a noisy neighbor asked what she was doing coming into my house late at night. She replied she was staying with her Aunt and Uncle and heading to bed. The neighbor said "I don't think so, a white family lives there." She threatened to call the police. My niece ignored her and used our key code to come inside.
We've witness other children in the area treating my own children differently because of the color of their skin, I've had neighbors call the cops On me giving false statements but ultimately a report was

<p>filed because they say I intimidate them simply because of the color of my skin, we've heard adults yell the n word at children as they drive by, I could go in and in with examples..</p>
<p>I have observed racial dis rumination when it comes to policing, profiling, hiring, and the general lack of access to any kind of social service in the community. It makes. Edwardsville is the county seat but offers no other assistance to county members that may need to come here for court related issues. Racism and the lack of action within the school district is a problem. And the city council's prioritization of a statue of a racist slave owner over the health, well-being, and comfort of its community members demonstrates continued racism.</p>
<p>I'm white, but my son is Puerto Rican. While he was in High School, he decides to change his hairstyle and put his hair into tiny braids. While sporting that hairstyle, he made a bad choice to confront another young man who was bullying him on social media at school. Rightfully, he was sent to the office for the angry confrontation. When my wife arrived at the school to meet with administration, Edwardsville Police SRO officer said to my wife, " I thought your son was a good kid, until I saw him in dreadlocks."</p> <p>This disgusted us that an Edwardsville would automatically negatively categorize our teen as a problem by his hairstyle.</p>
<p>I look like a dorky Sunday school teacher and am still treated like a potential shoplifter and followed in stores. I have lived in Edwardsville all my 36 years.</p>
<p>I've been called the "N word" just outside of the former Jilly's. I've been watched and followed as I shopped for shoes or groceries.</p>
<p>*see the box in response to sharing my feelings in regards towards the City's attention to "race relations" and inequities*</p>
<p>I have seen it occasionally, but not very often, and it can sometimes be confusing. For instance, I have seen people of color not waited on in businesses but I have also seen people who look like they might not have money waited on as well. I have seen cars pulled over with people of color in them and at other times seen cars with white people go by - there could be reasons for that though, so it is hard to determine what might be racism and what might be a casual misunderstanding - and I think there is the crux of this argument. Blatent racism is something that I have not seen in Edwardsville, but I have heard of it happening.....but hearing and seeing are two different things.</p>
<p>I work at EHS. On occasion students of color are harassed due to their skin color or religion.</p>
<p>No words, just looks and stares in certain settings.</p>
<p>A couple of students at SIUE saying that black students were only there to fill at quota, and that they really hadn't earned it.</p>
<p>Racism toward Asians and Blacks at EHS</p>
<p>I've seen black people treated poorly by police, I've heard explicitly racist language by white citizens, and have seen our garbage mayor in blackface</p>
<p>It is more coming from me, though I am working on this - because this town is not very diverse, my knee jerk reaction is to question seeing people of color in certain settings. So it's me defaulting to being racist and needing to stop this.</p>
<p>I have seen Edwardsville residents judge and assume about other Edwardsville residents based in their skin color.</p> <p>When's Edwardsville objected to the Metro link station being built in town years ago, many of arguments against we're racist. Not wanting "those people" to come to town.</p> <p>Edwardsville residents have a history of using coded language to excuse racism.</p>

Edwardsville mayor and council members focus on white males and their priorities. The needs of minorities and women are dismissed as not important.

I talk to parents whose kids are being pushed towards remedial reading classes and disciplined more harshly than POC. I have been a part of this community for 30 years, yet hardly see POC at events or the same people. Why aren't they there, is it because they don't feel accepted there. Is everything geared towards white people. I think its a question worth contemplating?

The Ninian Edwards Statue is racist and makes me feel unwelcome in a place I've called home.

I choose to not answer

It's not a single isolated event. I lived in Edwardsville 2004-2013 and am still in the community many times a week. Over that period of time, I have witnessed acts of racism at the individual level as well as the city-level.

Our neighborhood and the ones adjoining have some serious Trumppers with all sorts of crazy threatening signs. Whether they see them as threatening or not doesn't matter. It's a threatening group, Trump supporters and anti-mask people. The signs are huge. My wife is a person of color. That's the gist.

**Do you believe members of minority groups are being held back by discrimination in our community?**

413 of 426 Answered (96.9%)

No (199 responses, 46.7%)  
Yes (214 responses, 50.2%)

**Do you know your City of Edwardsville Alderman/Alderwoman?**

413 of 426 Answered (96.9%)

No (189 responses, 44.4%)  
Yes (224 responses, 52.6%)

**I believe sufficient housing that meets the needs of all its residents is available in the City of Edwardsville.**

425 of 426 Answered (99.8%)

Agree (98 responses, 23.0%)  
Disagree (122 responses, 28.6%)  
Neutral (86 responses, 20.2%)  
Strongly Agree (73 responses, 17.1%)  
Strongly Disagree (46 responses, 10.8%)

**I believe Edwardsville schools (private or public) provide an adequate education for our children?**

425 of 426 Answered (99.8%)

Agree (158 responses, 37.1%)  
Disagree (44 responses, 10.3%)  
Neutral (57 responses, 13.4%)  
Strongly Agree (155 responses, 36.4%)  
Strongly Disagree (11 responses, 2.6%)

## **I believe the City of Edwardsville provides adequate services to all of its residents.**

426 of 426 Answered (100.0%)

Agree (142 responses, 33.3%)  
Disagree (51 responses, 12.0%)  
Neutral (113 responses, 26.5%)  
Strongly Agree (111 responses, 26.1%)  
Strongly Disagree (9 responses, 2.1%)

## **Which City services are inadequate?**

56 of 426 Answered (13.1%)

Fire Department (11 responses, 2.6%)  
Library (10 responses, 2.3%)  
Parks and Recreation (17 responses, 4.0%)  
Police Department (31 responses, 7.3%)  
Sewer (12 responses, 2.8%)  
Streets (28 responses, 6.6%)  
Water (15 responses, 3.5%)

## **Which City services are adequate?**

242 of 426 Answered (56.8%)

Fire Department (222 responses, 52.1%)  
Library (228 responses, 53.5%)  
Parks and Recreation (223 responses, 52.3%)  
Police Department (214 responses, 50.2%)  
Sewer (213 responses, 50.0%)  
Streets (186 responses, 43.7%)  
Water (218 responses, 51.2%)

## **I feel safe in Edwardsville?**

426 of 426 Answered (100.0%)

Agree (186 responses, 43.7%)  
Disagree (6 responses, 1.4%)  
Neutral (34 responses, 8.0%)  
Strongly Agree (200 responses, 46.9%)  
Strongly Disagree (0 responses, 0.0%)

**Which of the following City services are available to individuals of all ethnicities?**

373 of 426 Answered (87.6%)

- Community Outreach (Fire and Police) (277 responses, 65.0%)
- Library resources (367 responses, 86.2%)
- Parks Programs (317 responses, 74.4%)
- Summer Job Program (252 responses, 59.2%)
- Willey Theatre (289 responses, 67.8%)

**Do you believe the City of Edwardsville has adequate minority representation in the following areas? City Government, Police Department Employees, City Employees**

403 of 426 Answered (94.6%)

- No (246 responses, 57.7%)
- Yes (157 responses, 36.9%)

**Which areas do believe the City of Edwardsville does not have adequate minority representation?**

234 of 426 Answered (54.9%)

- City Employees (199 responses, 46.7%)
- City Government (222 responses, 52.1%)
- Fire Department Employees (184 responses, 43.2%)
- Library (142 responses, 33.3%)
- Police Department Employees (202 responses, 47.4%)

**How would you describe race relations in the City of Edwardsville?**

412 of 426 Answered (96.7%)

- Excellent (92 responses, 21.6%)
- Good (216 responses, 50.7%)
- Poor (104 responses, 24.4%)

## **I would become more active in advancing racial equity if**

410 of 426 Answered (96.2%)

I am happy with my current level of engagement (218 responses, 51.2%)

I had more supportive community environment (108 responses, 25.4%)

I had more time (72 responses, 16.9%)

I received training (102 responses, 23.9%)

## **Some police departments have a Citizen Review Committee with a goal to help improve police accountability, promote a higher standard of police services, and increase public confidence.) Does the City of Edwardsville need to establish a Citizen Review Committee?**

419 of 426 Answered (98.4%)

Agree (234 responses, 54.9%)

Disagree (88 responses, 20.7%)

Neutral (97 responses, 22.8%)

## **If the City were to implement a Citizen Review Committee, could this function be filled with the Board of Fire and Police?**

210 of 426 Answered (49.3%)

No (177 responses, 41.5%)

Yes (33 responses, 7.7%)

## **I believe the City of Edwardsville pays attention to race relations and inequities?**

420 of 426 Answered (98.6%)

Agree (106 responses, 24.9%)

Disagree (89 responses, 20.9%)

Neutral (113 responses, 26.5%)

Strongly Agree (81 responses, 19.0%)

Strongly Disagree (31 responses, 7.3%)

## Would you like to share your feelings on the City of Edwardsville's attention to race relations and inequities?

182 of 426 Answered (42.7%)

182 of 426 Answered (42.7%)

I am happy to see Edwardsville attempting to address this issue.
Race and race relations need to be educated at a young age to end the cycle. Racism is taught at home.
I can't comment since I don't know, but my guess is, as most organizations, you don't look at it unless forced to.
Body cameras for the police officers to ensure police and citizen accountability.
Housing costs are fine for me but not for many minorities
I have not seen any issues in Edwardsville. I moved to the area 3 yrs ago and have been thoroughly satisfied with Edwardsville city services. I have lived in 13 cities in 8 states, including downtown St. Louis. Edwardsville is by far the best town I have lived in and it is where my wife and I have chosen to settle down and raise our children. Please don't change, continue to do all of the great work you guys have been doing. Thank you.
The attention is front and center when it needs to be, after a negative event, etc. Its not ongoing, which the Citizen Review Committee can be a driver for making that happen.
I love this town! The police here have never once harassed myself or my sons.
This is ridiculous. You're wasting taxpayers time and money to try and fix a global problem that has no answer. You will never change peoples perceptions with this "feel good" attempt.
I feel like overall we do a good job. When things happened last school year at EHS, it was handled well.
It feels weird that our mayor wore blackface and is in charge of diversity.
I don't know that Edwardsville is diverse enough to say we have paid attention to race relations.
Edwardsville seems pretty chill but I definitely don't see a lot of diversity here
Implicit bias runs deep with most Edwardsville privileged residents. It seems as if its taught at a young age making it hard to understand as you grow older.
Yes
Edwardsville could be an amazing, multiracial community that encourages the students who come to SIUE to stay and make this a vibrant city, but they often do not feel comfortable staying because they are seen as outsiders in a white community.

The problem with this form is that you do not give sections for comments to support what you want to say. This little section does not cut it, that's disappointing.

Edwardsville has been pushing away this issue and hasn't directly addressed it.

I feel we have become more of an upper class white suburba. I feel we are closed to letting in those we don't know. Welcoming if it's sports related

Race relations in Edwardsville could be better, much of the issue is with individuals. The City could be a leader in helping individuals to change. The police should set an example by reducing their armed appearance and focusing more on community wellbeing rather than punishment.

There needs to be more attention to race relations. This city is not hospitable to diversity as it is.

It's been said many times before, I'm born and raised here and now am raising a 9 year old son. They sweep things under the rug. They apply the all lives matter blanket to all situations and act like there's no racism in this time. From coaches not seeing beauty and picking black girls from dance team/cheerleaders to not properly acknowledging racists acts unless it's blown up on social media. Now people are paying attention because it's cool.

Representation of more minority groups in positions of leadership and power needs to be a priority. Inequities often are not recognized when the vast majority of people in positions of influence are white. As a white person, I cannot effectively advocate for racial equities because often times I am unaware of how policies and decisions affect people of color differently. I do not at all believe that the City of Edwardsville government or other entities purposely create and foster racial inequity. It is a by-product of a mostly white system, city council, commissions, committees, etc. When we know better, we can do better. In order to know better, we must listen to and value people of color.

This city has a large Black community and just one Black police officer. We need more representation of Black people in our infrastructure. Our mayor appeared in Blackface and his apology was all about him and his intent, not about the harm he caused to the Black community. His apology was insulting to the Black community. He needs to work with someone who specializes in apologies and offer something better. It is IMPERATIVE that he offer a better apology.

Lack of diversity in neighborhoods due to high property taxes and pavinof affordable housing options  
â€” Collinsville does a dynamic job of addressing this and I am currently working in Collinsville

I think the BLM movement is racist democratic propaganda. We need to support our police.

I was stunned that there was no police presence at the BLM protest at the courthouse. It was a wonderful expression of trust and cooperation.

Does Edwardsville have a ways to go to have proportional representation in government? Yes.

Is it on the right path? With this commission, I believe it is taking a step in the right direction.

I remember the controversy over the mosaic at the then City Hall, where black people were barely represented and the representation was not positive.

I also remember the visit by the KKK and how the community and then Mayor Niebur rose to oppose them and their beliefs. I wrote his speech for that day.

N/A

It seems as though there has been little to no attention given to these issues...almost like if we don't address it, it doesn't exist. I'm happy to see this survey because it's moving in the right direction, but is it going to reach the right people?

Race is not an important issue, you are being duped by the media.

Edwardsville has always been a "sweep it under the rug" kind of town. If we don't talk about it, it isn't there. Well, it is.

My prayer is that the community will see us as

Viable residents. We have lived in this community for

20 years and have not seen the growth of Black owned businesses or churches outside of NAACP. City needs an incubator program for Black owned businesses.

I don't feel I know the issue as well as my friends of color would know.

Removing statutes does not erase history or change it. Although our history might not be what we want it to be, our needs to be there so it doesn't repeat itself. Do not remove our statue of the Edwardsville founder. He may not if done what we like, but coddling to those who don't like it, only makes it that much easier later for them to get what they want again. Remember back to how you were parented and what happened when you threw a fit!!!

I am encouraged that the City is collecting input. I strongly support campaign Zero and other initiatives for reducing police violence and improving racial equity. When everyone feels safe in the community, the community prospers.

I think it's a good idea to gather information and review race relations and inequalities within our community.

I strongly feel that the Edwardsville/Glen Carbon housing market is designed to keep out lower income and minority persons. Every new subdivision and apt bldg is priced at the upper middle class income affordability level.

I also feel that race discussions are highly frowned upon and the city wants to paint a picture of racial equality without talking about it. I believe that race relations and true history should be taught at the appropriate level in the school system starting in kindergarten.

The city of Edwardsville is not only made up of people the live in the city, but it is also a college town. SIUE is a city within a city. There are all kinds of different cultures within that city that live in the city of Edwardsville. We need to celebrate and welcome them all. Unfortunately the residents with the City of Edwardsville are reflective of that see. They/we are the face of the City if Edwardsville. So, when people who live in the city are not supportive or welcoming of other cultures, that becomes the City Edwardsville.

I think we have ignored race relations and inequalities.

I appreciate that we are even self-reflecting as a city. There is always room for growth and I'm glad we are willing to learn and grow as a city!

While there is still progress to be made in Edwardsville and across the US pertaining to race, our goal should be to treat each other with respect and equality- always. The removal of the statue is not necessary or practical. It would be ignorant to ignore the flawed character and abhorrent actions partaken is by Edwards. Edwards, however, is the founder of our town and a former governor. The actions that have taken place in the past cannot be changed, nor should they try to be covered up. We should A) recognize the flaws that have taken place in the past and B) work toward ensuring we have a community that is safe and welcoming to all.

I feel that the City has a very diverse population. I have never felt threatened or nervous while in Edwardsville. However, I feel that the removal of ANY historical statue is insane. We have to stop cowering down to these radical extremists who will not stop until they have everything their way. If you want the people to decide, put it on the ballot and let them decide.

Stop the madness! Set an example that we love our city the way it is.

I believe this survey is a good start - but the conversation needs to be on-going. Also, I believe the schools should get involved in teaching accurate history, (including information about slavery, reconstruction, Jim Crow and Civil Rights Eras, as well as racial sensitivity training from an early age.

We do need more diversity in all areas of our government, agencies and businesses. Equal consideration should be given to everyone. If it's a close call maybe offer the position to a minority but only if they are willing to work and train to meet the qualifications needed to perform the job.

More people of color in fire and police department. Need to come out in the community more.

I would like to see more minority employees.

<p>City employees make an effort to reach out to everyone by hosting events and participating in community groups when invited to speak or listen.</p>
<p>I feel like the city of Edwardsville is inclusive of everyone and a great community to raise a family.</p>
<p>Although I feel there may be inequities in many parts of the US, I do not feel Edwardsville is one of them.</p>
<p>The City of Edwardsville offers equal opportunities for all of its citizens regardless of gender, race, age, religion, or sexual orientation. I feel that this city is very inclusive and fair to everyone.</p>
<p>I think Edwardsville works with all people.</p>
<p>They are doing a fine job.</p>
<p>I have experience with the Edwardsville police. They do a good job and are friendly and professional. I think that is what you get when you pay and fund departments well. I am always in favor of increased police funding for training in use of force, de-escalation, and restraints. You can never train enough.</p>
<p>I have never seen or heard of anything that discriminates against the people of Edwardsville</p>
<p>I am a lifelong resident of Edwardsville and believe that everyone in town is treated with respect because I treat everyone with respect. If there are any inequities they should be addressed on an individual basis.</p>
<p>I believe the city of Edwardsville becomes engaged in race relations as necessary.</p>
<p>This is a non-issue. Stop making it one</p>
<p>I think the city needs to continue to develop support for all people who live here.</p>
<p>EPD does a great job. Increase their funding for training. Don't pander to these groups calling to defund the police and fix made-up problems. You get what you pay for with services. Remember that.</p>
<p>I feel like this is geared towards recent events involving the Police. The EPD does a fantastic job, if anyone has any concerns provide more money for all Officers to attend training.</p>
<p>The city is doing fine. Don't cave to the media and go trying to fix things that aren't broke.</p>
<p>I believe this is a waste of time and tax payer dollars.</p>
<p>Community outreach involving the Police Department exceeds standards in comparison to most agencies. Events such as Christmas with A Cop, Coffee with A Cop, The DARE car show, etc. provide our Officers with the opportunity to engage with all citizens in a manner outside of enforcement. Events like these have helped improve and maintain positive relationships.</p>

I feel like City of Edwardsville does a great job of providing opportunities for people of all backgrounds and is a great place to live.
As a life-long resident of Edwardsville, I believe that our city treats all citizens with respect regardless of race. Destroying city statues does nothing to improve race relations; it simply destroys history.
The amount of time spent addressing race related is lacking.
The City is sensitive to race in Edwardsville. However, I am strongly opposed to the proposal to remove the Edwards statue & find it ridiculous to suggest renaming the city. Being amenable to fair proposals & agreeing to selfish demands are two different things.
No
Hire more Black people.
I have never seen or know of any actions that the City has taken to increase equality
The mayor had racial issues come up in his Senate race, think he still needs to address those.
Police chief has made an effort by maintaining a relationship with the local brand NAACP but minorities are still under represented with the police force. I believe Mayor Patton should have resigned after his black face photo was released. It's inexcusable and puts the city's efforts towards race equity in question.
Edwardsville is aware of its history and issues related to race. Individuals choose to disregard the situation since they are not directly affected.
I think the Mayors comment regarding the Minneapolis police situation was uncalled for and I would hope that all citizens including police officers are innocent till proven guilty instead of putting them in jail before you can rewind the tape
Yes. The minority population of Edwardsville is 10%. NONE of the departments of City Government in Edwardsville have 10% minority representation. Edwardsville like to appear that it cares about equality, but does little to make it happen.
It's not just the police and firemen; it's the people within the community who make those who move here from out of state or other counties feel unwelcome and invaluable
Proactively work towards multi-cultural sites and to illuminate racism.
I believe the city treats everyone fairly and should not now start going to extremes just to show what they are doing in regards to race relations. Statues are history and should not be removed. They have nothing to do with our current state in the US.
I moved to Edwardsville within the last year, so I feel like my community knowledge is somewhat limited. However, from the beginning I've been surprised by how segregated the town feels.
I wish you would have proof read this survey better for grammar and sentence structure.

<p>To address inequality in this town, we need to look at how housing costs have gotten completely out of control, where a rental costs more here than any other surrounding town. The same apartment that I rented for \$600 a month several years ago is now renting for \$950 and that's on the low end in this town. Economic inequality is racial inequality and drives many other social problems.</p>
<p>prefers to pretend that racism doesn't exist in our town</p>
<p>The splash pad was a wonderful addition for all residents. A City pool located nearby that does not charge would be of more value to those w/o extra spending money then the addition of a park designed for those that can afford to pay for sports involvement. The new Plummer Park is a wonderful sports park but does not serve the needs of residents that cannot walk there or are not involved in organized sports. The library is a good example of servicing the entire community.</p>
<p>Unless we make this conversation a constant, central part of every decision that we make, we're not paying enough attention.</p>
<p>I will not give particulars here to protect myself and my safety. I have firsthand been subject to judgments by police, requests for Crisis Intervention Team or female officer and been blatantly denied. It is laughable to think that the average citizen, unless you are a white male with money or prestige, has rights and will be treated with respect. The EPD will continue to hide behind and protect each other from their transgressions but the general public knows different. I have not seen our mayor show up in any significant way, it is unimpressive to say the least.</p>
<p>There is a history here as in the entire country that needs to be known and taught.</p>
<p>I would like to point out that the question that asks "are the following city services available" is not the right question. The right question is "what barriers prevent the city services from being equitably enjoyed by all?"</p>
<p>In the past five years both the city and school district have been approached to develop an Anti-Racism and Equity Task force. These recommendations have been ignored and in fact responded to using language that says quite specifically that it is not needed and that we don't have racism in Edwardsville</p>
<p>I would like reparations for Black local people due to historical segregation.</p>
<p>I am happy you are addressing it. I find this survey a little difficult to manage and it seems to be missing the general underlying problems of racism with in the community and is too focused on specific city offices.</p>
<p>Don't try and fix what is not broken.</p>
<p>No willingness to have talks on race</p>
<p>After the Fergusson protests, I asked the mayor if we were making plans to review and make changes to keep this from happening in Edwardsville, he said we don't have this problem here. Yet, we allow white kids to bring the Confederate flag to the high school property.</p>
<p>They do not address this issue</p>
<p>I rarely hear race mentioned or directly address of unequal outcomes for residents and how to correct the issue.</p>
<p>Yes</p>

I have no feelings towards race relations stay out of peoples business if they tear down statues or burn something make them pay for it or go to jail ! I ain't paying more taxes cause people's feelings are hurt grow up!
They are trying to not have the unrest experienced in other cities.
They only react if an incident arises.
I see the Mayor and the Chief of police making the effort to having conservation of trying to make the necessary changes by engaging the community.
There are very little people of color in city government, school board, alderman, etc.
Silence sounds loud because it represents inaction. Advertise (Intelligencer, social media) more ways to get involved and receive training.
There are no problems in our town. Edwardsville is great and attempts to change it will be met steps backward for our town.
I think this survey is a good start. I haven't lived here very long, but I think people's attitudes towards the removal of the Ninian Edwards statue makes the case that white people don't view history like other races do, and that lays the groundwork for a host of community problems.
MCT Bus Stops - Need weather coverage/shelter
Need sidewalks on Troy road.
Yes
Given the issues that arose at the high school last year, clearly we have work to do. We have been living north of town in the country for many years but have recently moved back to Edwardsville. I know firsthand that the people who live in the more rural areas have a long way to go on race relations, and these folks are in our schools and in the community.
It's a work in progress, it seems to be accelerating since the death of Floyd
I don't know what the city has put in place. I couldn't answer some of the questions in this survey due to lack of knowledge of what the city has put in place.
Yes. The mayor wears black face and an apology should be grounds for resignation. Also, the town should listen to the minority community members and remove the Ninian Edwards Statue as well as rename the Plaza
I notice that some African Americans live in a few pockets in Ward 1. Is this by choice or lack of choice?
We need to evaluate the curriculum in the schools to make sure that the history and literature that is being taught is as complete as time permits using a lens that is not from the white perspective but from a multicultural perspective.
I applaud the city's current attention to these matters and hope it continues. These are long-range considerations that will require real persistent effort to address.
I have lived in 4 states. This is the most racist area I have lived in, by a lot. It is not likely that I'll stay here for life, primarily because of the bigotry here.
I think this is important work. We live a white-supremacist society and Edwardsville is not separated from the country that we belong to. I believe that we should do our part and serve as a model for other communities. I also believe that Edwardsville could do a better job of providing social services

rather than using the police as first responders. When I divorced my husband, I could see that the Edwardsville justice system was targeting poor and BIPOC and disenfranchised populations and treating them disdainfully in the court house and punishing them for being poor. It was very depressing.
I think they are starting to. In the past I think city administrators didn't think there was a problem because they were blind to it.
Jobs,
Property Taxes are too high
I feel like our police department could use a little more diversity. It was also disappointing to not have more city support at ANY of the protests.
I think that their needs to more diversity in the workforce in Edwardsville. I also think that Edwardsville as a whole needs to be more aware that not everyone has the same privileges and that people should be more respectful. I think that we need to educate people at a younger age to help with this problem. I also think that jokes specially in middle and high school needs to have more attention.
No
The city is run by mostly white men.... we need more representation, both with females and minorities
If you think Edwardsville is racist you're looking for racism. This crap is why people went from voting Obama to voting for Trump
Sufficient
I believe everyone needs to do better right now to stop this cycle from repeating. Acknowledgement across the board of historical and continuing into present wrongs, and then active campaigning against the torrent of misinformation and lying going on across our nation right now. Facts and words matter immensely!! Leaders at every city, local, state and federal level need to stare this evil in the face that is tearing our nation apart and not back down. Right is right and wrong is wrong. We need strong unwavering leaders who will not back down from decency across the board.
What attention? Until now it has been non existent
I think the City's race relations is really white.
There are no issues and the city is giving into the mob
Edwardsville is a racially diverse community with justice for all
they don't pay attention to it
Not needed. Waste of money
I believe that the city itself, and the university, have a good level of belief in equality for all. Some of the residents, however, have a long way to go.
this survey is stupid
It is very promising that this kind of survey exists and that the city has been hosting various meetings to open the conversation and allow for feedback. I am very pleased about that. While NAACP historically are classist, it is nice to have a local branch and some representation.
I have lived here for only one year. But, I have attended several community events during that time. I have not observed anything I would describe as discriminatory.
Race relations in Edwardsville has been an underlying issue since the city's conception. Housing inequalities, lack of bilingual public officials, lack of heritage awareness celebration in arts/ history events. Lack of a culture of respect in both public and private educational institutions due to a lack of positive cultural education.

No
City is tolerant of all races
The university helps bring diversity to this community and a standard of acceptance
I don't think race relations and inequities have ever been a priority with the City of Edwardsville. White people have such a strong majority that it has never been seriously worked on. The lack of affordable housing is one example. All of the new construction is priced ridiculously high. Options need to be explored for other types of affordable housing.
Edwardsville needs to examine housing policy that does not place itself outside the financial means of southern Illinoisans. Additionally, Edwardsville should seek to lessen the governmental impact on its citizens, its fiscal impact on taxpayers is much more significant than other comparable communities for it's long-term obligations.
We can do more and be better. This review board needs to reflect the people in our city. This can't turn into an all-white, male, 45+ group.
nope
The City of Edwardsville does not want to publicly admit that there is a racial problem. They just want things to remain like they are so that people will continue to move to the area and they can continue to sweep things under the rug.
I have on multiple occasions seen police officers harass POC when I was younger and again when I was older. Treating them as suspicious people and not community members.
European Americans are either blind to their own complexities of racism, fearful of what inclusion will do economically to the city, or embrace social constructs of power that give authority to themselves.
As with everything else here, "Midwest nice" is how it's handled. Which is to say you smile and ignore it in order to avoid conflict.
Unsure what this question is asking due to wording of first part of sentence.
I think it would be helpful for the City to share their data with the community (police data--police stops by race, charges by race, employment data all departments, efforts made to secure employment by persons of color). In my heart EDW is an inclusive community --maybe not super diverse. I think EDW City admin and elected officials try to be inclusive and transparent. I do think City officials, staff, esp Police and Fire Dept . . . need continuing education on racism. Many people do not know the types of racism --personal, institutional and structural--and insist racism is no longer an issues. When folks get educated and start to understand how persons of color are treated differently (schools, businesses, employers, residents . . .) that is when the learning begins. I am pleased EDW is starting a dialogue on this topic. Long needed.
Overall mentality among upper financial class residents that other races aren't as welcome as their fellow white pals. Several white business owners who make social media posts that clearly show they have racial tendencies. Very few police and first responders that are not white. It's very disappointing
Not sure if my comments above saved.....but proving an open ended box for race and discrimination issues was helpful, but shouldn't be required. It felt awkward....similarly if someone asked you or me to "Define your whiteness"
Edwardsville is a wonderful place to raise a family.
I believe that in addressing anything as ~race relations' we exacerbate the issue. Let's not talk about any particular portion of our community, but instead, work to celebrate and support everyone.
Edwardsville has notoriously been known for their lack of race relations and only becomes responsive when serious community issues arise. It's exhausting and sad for the black community. Many white folks move to this community and treat lifelong black residents as outsiders.

If you're white, stop talking because it's been too much of that. Listen to your Black and other POC constituents before opening that mouth.
The city is not responsible for this. Individuals are, which includes ALL of us.
As a Realtor & landlord operating thru out Madison county, Edwardsville is one of the most evenly fair to all races.
Edwardsville is an amazing community to live in. I don't think that we have the same issues as places like Belleville for instance.
This is an enormous waste of tax payers time.
People are trying to create issues that are just not there nor relevant. I think that this survey is exactly part of that.
Yes, with the caveat that I am a white woman, and my experience does not represent that of a POC.
They are acknowledged which means a lot!
If you want the job, apply for it.
This survey comes years after news of our Mayor wearing blackface. And, therefore years after my suggestion to an Alderman that equity training should occur.
I'd like to see more black people in and around the community. We need to hire more black people and make them feel welcome to truly have an integrated, culture-rich community.
This is a great step.
Waste of taxpayers money and city officials time
I believe in this community. I believe in its potential. I believe that it is full of good people who want to do good. Racism, as Robin DiAngelo has pointed out in her work, is not about a good/bad binary. Please don't hear me as saying you all at the City are bad. I don't believe that. I believe we are good people who make mistakes and do harmful things, even unintentionally, but that doesn't excuse us of repenting and learning and trying to do better.
With that, as a concerned citizen who very much loves his city and wants nothing but the best for it, I will now try to call to account some things I've witnessed.
The city of Edwardsville has only recently began taking note of racism in the last few years after the tragic killing of Michael Brown in Ferguson. Even then, just last year there was the incident of the White student writing the "n" word on the side of his truck and principal Cramsey made no explicit condemnation of racism in the first two of his emails. As well, Mayor Hal Patton has been photographed in blackface.
Racism even has the potential to burrow and hide in our phrasing. The question reads, "...Edwardsville's attention to race relations," wherein the reality (of even the entire history of the project of the United States as a nation) is rooted in racism. Instead of asking for "race relations" it should ask specifically about "racism." "Race relations" suggests "there are many sides" when in truth there is either racism or anti-racism - there is either justice or injustice - and the lion's share of the work that needs done is for us White folks. "Race relations," is a coded way, I believe, of suggesting an equally shared responsibility. Rachel Cargle on her Instagram posts a "Saturday School" where she deconstructs racism hidden (and not-so-hidden) in messages and phrasing.
A few years ago at the Mayor's Prayer Breakfast, I remember distinctly that the NAACP was placed in a corner table on the far side of the room. I'm sure it wasn't intentional in sending some sort of message, but the fact remains that impact always prevails over intent.

The City not giving the BLM protests a hard time or with police presence was a wise and good decision. It makes it easier to trust a City when the City trusts the people. A tremendous amount of praise and thankfulness for the City officials and chief of police who chose to operate this way.

The simple fact that the Ninian Edwards statue remains standing is testament to the laissez-faire attitude of Edwardsville city leaders. A memorialization of a known racist, even if he is the city's namesake, is a choice to uphold a racist icon.

While I think there is nothing but good intentions on getting the community's input in this survey - in fact, it is a very important and necessary thing, so sincerely thank you for doing the work! - it is but a humble first step. With 80+% White folks making up the population, I think it is an excellent opportunity to listen to and learn from people of color, particularly Black people. We need Black business owners, Black homeowners, Black workshop facilitators, Black educators, and Black council people. With the connection of Mr. Cunningham and the NAACP and SIUe, Edwardsville is situated so well to strive as Dr. King and the Bible have dreamed: for a land in which justice rolls like a mighty river. Just thinking about all the workshops, guest speakers, lunch-and-learns, community organizing, etc. that can be done in partnership with SIUe gets me excited!

To end, the words of Elie Wiesel:

"We must always take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented."

"The opposite of love is not hate, it's indifference."

I think we could all do a better job of having more representation of minorities, but I also think we need to hire the most qualified candidates. We can't control the quality of candidates that apply and we should not bend the rules to fill positions just to say we have minority representation. I do think we could recruit minorities better, but it also comes down to who applies.

I think hiring more minorities would be a good start. We don't see many people who are any race other than white. Hiring minorities would allow people to see us in the community, working hard and being an asset to our community.

The city mayor and aldermen ignore minority opinions and feelings.

In all honesty, we all know that race factors in Edwardsville is not going well. We should boldly speak about it and address it. We should allow our brothers and sisters of color to get involved and encourage them as well.

treat everyone the same no matter their race. Never single out one race or leave one race out.

Not being openly racist isn't the same as upholding structural racism. I can't think of local leaders who are bad, but I can think of times seeing black people pulled over in Edwardsville for unknown reasons. Do our police racially profile people?

With a racist mayor, it's clear this is not a priority

Stop being exploited, pressured, and giving into the mob due to an incident that had NOTHING to do with Edwardsville or our policing, government, or community.

I do t think there is a problem.

<p>It seems to me that it is not considered</p> <p>an issue. I suspect that there are inequities and that they are not addressed.</p>
<p>I felt very positive about the statements made by the City and the police department related to protests after the death of George Floyd.</p>
<p>I think adequate isn't good enough or acceptable. I just think a little more higher standards for this city should be met and with saying that I do love this city and the people.</p>
<p>I don't believe there are any inequities towards minority groups.</p>
<p>N/a</p>
<p>I think the formation of this committee is a step in the right direction.</p>
<p>I wouldn't say that Edwardsville/Glen Carbon are openly racist but you are complicit. You see no POC in your City Halls, Fire Depts. for decades and if this movement of young POC and young white students hadn't started we would still not be addressing it. There is no neutral.</p>

## What privileges do you have that others do not?

236 of 426 Answered (55.4%)

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I am a white male, I cannot say I understand the feelings of black or other ethnic males
None.
I am white. I am middle class but bought into Edwardsville property over 20 years ago or else I wouldn't be able to afford to buy currently.
I am a white male.
The harsh reality is not one person in the world is born with the same opportunity. Everybody is dealt a different "hand" in life. Some people are dealt by better "hands" than others. America still provides one of the best opportunities in the world for quality of life and advancement. Some problems in our society result from lack of job opportunities from failed economic policies and decline in manufacturing and industrial jobs. These declined in quality blue collar jobs are a result of economic policies on the state and federal level. Not privilege. Just because somebody is dealt a better starting "hand" in life quit guilty them by saying they are privileged. I could not afford to go to college so I joined the military. I did my 4 years and went to college for free. Others were dealt a better hand but I didn't say they hand privilege and I didn't. We have social welfare programs to help people struggling. We should not be pushing a communist/socialist agenda to create a utopian society. Instead of government being the answer for all of the problems, start a private sector nonprofit to address social inequality.
I have so many privileges that I don't even recognize because of my white skin. The majority of my life in Edwardsville, I have been of the same race as most of the people I am around. When I was in ecusd7 schools, I learned about people of my own race and read authors of my own race. Our town/school district has never gone out of its way to share stories of POC.
None
More than I even know of. No one would give me a second look walking down the street or in just about any setting. It's not like that for minorities.
I was born in East St. Louis to a drug addicted, abusive mother and an alcoholic, absent father. We were homeless, beaten, and starved. I was placed in foster care at the age of 8 years old. I did not have any privileges. I was passed around from home to home, school to school, until landing in an orphanage (Group home) as a young teenager. My education suffered. My brothers all ended up in and out of jail. Although I had every right to be bitter and to fail in life, I worked extremely hard to overcome. I gave my life to Jesus Christ when I was a teenager. I have never done drugs, never been in any trouble with the law, and I own a home, have an amazing wife, and have three wonderful sons. I don't have a dad to help when something breaks. I don't know anyone to get me a better job or a big

<p>break. No, I wouldn't say I have earthly privilege, but what I do have is Heavenly privileges! As a follower of Christ, I overcame when my brothers and others who grew up as I did were unable to. None. I work hard for what I have and don't believe I am entitled to anything. Privilege in this society is leeching off the government and having people do knee-jerk reactions like this to try and fix things for people who lack of accountability.</p>
<p>I have privilege because of the color of my skin and perceived class and financial status</p>
<p>I am an older white woman. I am welcome most everywhere I go. No one feels threatened by my presence</p>
<p>I mean, I am white - so its inherent.</p>
<p>My skin color</p>
<p>I can drive down the road and not be concerned that the color of my skin will lead to me being shot by a police officer. My white skin has not been subject to 400 years of racial injustices</p>
<p>I am a white, Christian, cisgender, straight, college educated, home owning and well payed man. I have had every advantage.</p>
<p>I'm taken at face value and not suspected of doing wrong or being less by others' conscious or unconscious bias.</p>
<p>White, steady income, own a home, college education, healthy, can barely afford the insane property taxes</p>
<p>NONE</p>
<p>N/a</p>
<p>I don't have to be afraid when I'm pulled over by police, or if I call police to my house that they will interrogate me or believe I'm not telling the truth. I can walk in any neighborhood in the city and not be watched or stared at. I can go into any city run building or office and see myself represented there.</p>
<p>I'm white. There are many questions here that I can not accurately answer as I do not know since I do not experience racism. Thru my white eyes, all looks fine but I know that is not necessarily the case for others. So I can't tell you if minorities are being held back or discriminated against.</p>
<p>Not privileged</p>
<p>The ability to drive, walk, play, sleep, eat, live etc... without fear of being shot or discriminated against simply due to the color of my skin.</p>
<p>I don't get followed in stores. I've never been pulled over just to check things I get paid better than minority peers</p>

White privilege.
I have white passing privilege which means almost everything is catered towards people who look like me. I don't have to fear for my life if the police stops me. I can afford to own property, people generally give me the benefit of the doubt and aren't afraid of me. My life expectancy is fairly high and I can feel safe in this neighborhood.
N/a
I don't fear for my life if I were to be pulled over by a police officer. My intelligence is not questioned due to the color of my skin or my name. At first glance, people presume that I am friendly, harmless, and approachable - not dangerous, dirty, or up to no good.
I have the privilege of walking in the dark and people not assuming I am a criminal or have malicious intent. And too many others to list, really.
I am white and I grew up in Edwardsville. Which is why I moved away for a decade immediately after college and put myself in positions where I was the minority to understand others because I didn't have that opportunity growing up here -
I make my own privileges. Everyone has them, but some like to blame others for their failures.
I'm white, middle class and own my own home.
What?? None
The ability to live in a safe community.
White, wealthy, credentialed, traditional family
My only privilege is I am an American.
I have no fear driving my car; asking the police for assistance.
None.
I can walk down a street, be with groups of white people and not cause any attention. My white race isn't jokes about, no eye rolling, my presence doesn't immediately cause fear. I haven't been held back from jobs due to color of my skin.
I no more privileges than anyone else in this town.
I am an affluent, married white women with a college education and a full time job. I have tremendous privilege.
N/a

I'm white. I don't fear walking outside or getting pulled over. I have access to high quality food, education and job opportunities
I don't have to worry about being followed in stores, pulled over and treated over aggressively, and moving to whatever neighborhood I want
Instant acceptance and credibility wherever I go. Better access to loans, mortgages, etc. Don't have to use public transportation.
None
I am white and wealthy
Walk/run safely around the neighborhood  Talk back to cops or question a cop.  Walk through a store or out of a store without being accused or questioned for stealing
None.
None.
A single family home. The ability to stay mostly home to raise my children. A working car. Technology in the home for remote learning. Health Insurance.
At this time in my life I feel like I do not have any privileges that others do not.
None
None I work hard and put in work to be where I'm at so I have a good job that affords me things that other don't have but that is life
I am not sure what we are looking for in this section. While I am fortunate to have a good job, a nice place to live, and successful children I do not contribute those things to the color of my skin. I was raised by a single mother with little money and I believe the things I have can be contributed to being taught to respect others and a having a good work ethic. I have a college education as well which I am thankful for having served in the military and receiving benefits from doing so which paid for my education.
I don't feel like I receive any special privileges from the city of Edwardsville that aren't offered to the entire community.
Transportation Food Shelter Money in the bank

<p>Family  Advanced education  Good health  Dental care  Specialists  Health insurance  In home washing machine and dryer  Computer, internet access, cellphone  Time to choose how I spend my time  Worldview  Disdain for votes of current congressman (in Wa)</p>
None
I'm white
I do not have privileges that others do not. The city provides everyone with equal and fair opportunities and does not discriminate or give special treatment to certain individuals.
NONE
Don't know of any.
I'm white, a man, married, heterosexual. I don't get routinely questioned or looked at suspiciously when I walk around a store or my neighborhood.
I have a home a loving family.. so I would say nothing.. We all have the same privileges, if you want something work for it, get it
Everyone who lives in Edwardsville should consider it a privilege to live in a place that is safe and where ALL people are treated fairly and the quality of city services that we have are second to none. I believe that Edwardsville is the best place ever to raise a family and share a great quality of live with people of ALL races.
I feel like my military background along with my education give me an advantage over those who do not have the same accolades.
Blacks and whites have the same opportunities. People need to strive to improve their lives and stop blaming others for their downfalls. I did not come from privilege, to say the least, yet with HARD work became successful in my life.
Seriously? I worked hard for my life.
<p>I can walk up to a police car parked in front of my mother's house and not worry the officer will see black skin and react first to that. My white skin has protected me in ways I don't even think about. I'm one of the white club, not one of "those."</p> None

N/A
None
This is a dumb question
None
I do not have any privileges because I work hard for what I have and hold myself accountable for my actions and success.
I have never been profiled by the Police based on the color of my skin. I was raised in a "nuclear" family (two parents; one mother; one father). Growing up, I always had adequate access to necessary services (food, shelter, adequate schooling, etc.)
I believe I have made choices that have afforded me all that I have. I take exception to the term "privilege". I came from a divorced family and grew up on free school lunches, government cheese, and food stamps. I joined the military to pay for college and later graduated. I married my wife and waited 10 years to start my family. Choice NOT Privilege
College education and degree
None
I am a degree holding black woman who has access to more resources.
I don't see my life as full of privileges. I achieved my schooling, worked a full-time job until of retirement age, & followed the social norms. I didn't have doors opened for me but did it on my own. I didn't have money given to me but earned it through dedicated work. Getting an education & getting a job might be privileges to some, but I consider it to come from one's personal efforts.
Income, housing, health care
Many - safety, education, employment to name a few.
I grew up in a modest home and had little "extra" money for things like school supplies, clothes and entertainment. I began working at age 15 1/2 and made my own money from that point forward. I am a firm believer in work ethic and determination as a factor of my success so far in life. Nothing was given to me in life other than the health to work hard and push forward to achieve my goals.
I am a middle aged white male with a college degree from a middle class family. My privilege abounds
<a href="https://www.racialequitytools.org/resourcefiles/mcintosh.pdf">https://www.racialequitytools.org/resourcefiles/mcintosh.pdf</a>
I don't have to fear the cops.

Education, health insurance, homeowner, married, able to pay for child's college
Easier access to services, freedom to walk the streets in Edwardsville w/o feeling exposed to scrutiny, ability to walk through stores etc.
I feel comfortable calling the police, I do not feel scrutinized entering business or walking around my neighborhood. If i go to the hospital, I feel confident they will listen to my health issues. I'm able to work from home during a pandemic, but many are unable
A good job that allows my family to live in the district.
I am a white woman. I have many privileges that people of color do not.
I work hard for what I have
I have financial security.
N/A
None...I work extremely hard for what I have, pay all of my bills on time, pay full tuition for my children to attend college, and pay my extremely high Madison County taxes.
Race, wealth, sex, sexual orientation, education
None
I don't have to worry if I look "suspicious" when I'm out for a run or riding my bike through different neighborhoods.
I never worry about being targeted.
None. Your bias is showing.
A car which provides transportation to parks, library, etc. A good house. Inheritance from family from decades of not being discriminated against.
I am not harassed or treated with suspicion in retail establishments, I am not afraid when I am pulled over by police. I have housing and food security, an education and reliable transportation. Some of this is racial privilege and some is economic privilege, but you cannot address one without the other.
As a white woman in a multiracial family, I have white privilege. I've never been pulled over or followed in a store because of my race---ever. I'm always trusted, believed. My children do not have the same experience because they are Black.
source of steady income

White skin, heterosexual, Christian-identifying, cisgender, high level of education, economic security, cognitively and physically able
I am white. I own two homes.
Employment, education, housing, banking, wealth, voting.
Cops pull me over and give me a warning. If I have to call 911, I can do so without fear for my life. If I am concerned about my children's treatment or progress in school, my concerns are taken seriously. I am always surrounded by people who look like me, reinforcing my positive view of myself. I could go on....
I have access to anything I want, I have an inherent protection by my community and the law because I am white. I have the privilege of healthcare, income, home ownership, retirement savings and investments, I have the privilege of not worrying about my children getting killed by police, not do I worry that their rights will not be protected.
Race, class, physical ability, national origin, cisgender, straight.
The privilege of being white and all that comes with it. The assumption of being a good and upstanding citizen (which I am).
Power, wealth, the color of my skin, access technology, education, security, connections, family support and anything else that a white woman in a white community has.
I am white which keeps me from staying up at night worrying about my children being mistaken for criminals.
I have experienced differences by the police force different from my brother who has brown skin.
I am a white female that grew up in a stable nuclear family with a large support system. I am financially independent, have savings and very little debt.
None
None
None.
none
I am married, with grown, college educated children who support themselves. My parents were married, provided me with a college degree. We own our home, drive reliable cars. Can afford food, necessities, and vacations. We have health insurance, and good doctors. We have some emergency savings. We have a sound retirement plan. I don't worry I will be profiled for any reason. If I were to commit a crime, I expect the justice system to serve me fairly. I am comfortable my children will not

be shot by a police officer, though I do worry sometimes when my daughter is out with some of her friends. Not because I don't trust their judgement, but because they are black.
Dominant culture membership as a white, protestant, heterosexual, raised owning class person who is currently employed and able to work from home. I also have access to family wealth for housing down payment or to start a small business.
None
Had the privilege of working hard most of my life!
None
Being in close proximity to State Police and SIU Edwardsville Police.
Walking in any neighborhood any time without people telling me "to go back to Africa".
I see many people of my race in power.  I was born into a family that had a good economic standing.  My ancestors have always been able to get an education.  My ancestors were never enslaved and as a result my family does not have generational trauma.  I do not have to explain to my son that he is less safe in certain situations because of the color of his skin.  I have always been made to feel welcome in educational environments.
None
None
Since white people are the majority group, therefore white people's behavior, speech, culture, music and dress are the norm and therefore "better." This implies that other races or cultures are "less than" or "not as good" as white people.
I can drive or walk anywhere in Edwardsville and feel safe.
race, gender
The privilege to pay for everyone to have a great life in this country and to not talk about it.
I am white
My skin color and Anglo-Saxon/Germanic name has never been an obstacle to overcome for housing, employment, customer service. I don't fear for my life when I'm pulled over. I don't have to tell my children special rules for interacting with the police. I can ignore politics because they largely don't affect me - I know I'll be okay no matter what happens. I can get angry. I can receive government assistance without being thought lazy. I can own a gun, nice cars, etc. without someone thinking I stole them. I can walk the streets anytime, anywhere without suspicion.

I feel safe when I walk down the street, I feel safe when I'm pulled over by the police, I have been employed in this community for over 20 years and have not been denied anything because of my race
I don't have to worry that the color of my skin will make a difference in how I am treated
I'm a 74-year-old white woman. I've had many breaks in my life that black 74-year-olds did not. I have clear memories of the racial strife of the 50's and 60's.
Can live wherever I can afford. Go anywhere I want to go.
I am white so I have benefited from systemic privilege
Being able to walk down the street without someone wondering what I'm doing there. Being able to be hired almost immediately without question of ethics by local business.
The positive and proper treatment and relationships with people due to the fact I am White, have no physical disabilities, am not lesbian, bi or trans.
I have parents that were able to buy a house in the 1970's and pay it off. They got college GRANTS that paid for their college completely with no student loans. This gave our household a solid financial stability that I have relied on during my own periods of joblessness. My parents were healthy and retired young and were able to provide a decade of free child support for me.
Access to all services on demand.
I live in a very affordable home because we bought it in 1992. The housing scene is very different now. I don't believe there is enough affordable housing. Individuals and families accumulate wealth largely through home ownership. We could do more to help people buy a home i.e. create grants/programs to help people with down payments and protect them against foreclosures. I would love to see the city do an Affordable Housing Study and based on those outcomes, implement some of these changes.
Whiteness, advanced education, job security, and financial comfort.
Mainly that I don't need to think about race-related issues since they don't affect me in negative ways. I am not discriminated against, or looked at askance, or held back in any way. My obliviousness is an enormous privilege.
I enjoy most of the privileges available to Americans.
I will not be targeted by police. I can walk down the street without someone grabbing their purse suspiciously. I can purchase a home in whatever neighborhood and my neighbors will not be wary of me or worry about the values of their homes dropping. My children can go to school and not be treated differently by their teachers and classmates. My kids can go to good schools, properly funded, with good facilities, programs, and resources. I can get a job in my community or apply for a job without discrimination. I can apply for a loan at the bank without discrimination, etc. There are grocery stores, parks, trails in my neighborhood. There is trash pick-up and sidewalks in my community. The water in my community will not poison me. The value of my house will appreciate over time.
I'm white so I can shop without being followed, haven't had problems getting loans, buying homes, living wherever I wanted, getting or keeping a job, not being harassed walking a dog, or not being harassed living in a neighborhood with folks that didn't look like me. I haven't suffered snide remarks about my skin color or where I am from. People haven't crossed the street in fear of passing me on a sidewalk.
better access to financial services, get treated more equitably in service areas,
High Property Taxes
I do not get judge by the color of my skin when I walk into or out of a store. I do not get stopped and asked to see a receipt for my purchases. I do not have to worry about my neighbors or community being uncomfortable around me, because of the color of my skin.

Not being racially profiled on a daily basis, owing a home, not worrying about my child walking down the street and being hurt/killed. I have a job.
A solid middle class supportive family
I have more money than some...
I recognize that I am privileged because I am white
Common sense
I have the privilege of seeing people who look like me in all branches of Edwardsville government.
None
Everything that comes with being white.
I can go anywhere and not be assumed to be suspicious. I am seen as non-threatening.
White. Nicer subdivision
I'm white and middle class. I grew up here. My parents are middle class, but enough to help me financially if I need it.
White, access to good education, employed, able to afford to provide my children tutors, lessons, etc...Safe housing, too many to list here.
Clean sanitary housing and homeownership. And a home.
None. I've worked hard for everything I own.
None
I and my family have had different incidents in this town. It was recommended as a utopia but upon living here for a few years you can see the cracks in this town.it would be nice to do the same things as someone else and not criminalized for it.
As a white male, I have all of the privileges. I want everyone to be able to make the same statement.
there is no such thing as white privilege
My race is solely represented on the city alderperson board
I'm a white suburban woman. I'm as privileged as it gets.
I am a white male. I have had no problem getting into schools, or being considered for a job, or securing mortgages. I have been fortunate enough to earn a middle class salary which has given me the opportunity to move to the community of my choice
Economic privilege. Though I am a minority I come from an upper-class economic tier and was provided private education in addition to university studies.
Peace of mind that when shopping I will not be accused of stealing. Peace of mind that if stopped for speeding etc. I will be treated fairly.
None
I don't get looked at more closely when I go to a store. I don't have people look at me and wonder if I'm up to something.
I am a healthy, college graduate, young, white, heterosexual, man with a well-paying job and stable housing. I am dripping in privilege.
More products in stores are suited to me. I will most likely not be stopped at Walmart to get my cart checked. I don't get profiled.
none
I'm a white man, so all of them.
Many, probably more than I am aware.

none
I do have a communal privilege, whereas others may not. I do feel fairly safe and with the property taxes, the education is much better than those of surrounding areas.
NONE! When you contact the City of Edwardsville about services, they tell you there are NONE! They want to continue to be that golden city on the hill with no problems.
I am white.
There's no direct "big" privilege like public places. It's the micro aggressions of some school administrators and some teachers, as well as the people of Edwardsville.
I'm white. So pretty much all of them.
I am a white woman so I have all privileges. Examples: feeling comfortable asking police for help, not perceived as threatening, not judged by outer appearance
I am white and able-bodied. I am not wealthy, but I can pay my bills and have a roof over my head.
We make enough money to afford to live in Edwardsville.
I can go into a store and not be stared down and viewed as a potential shop lifter. I never had a talk with my son about "dealing with police"--and he did plenty of stupid things as a youth. With my name, I am usually selected for interviews and approved for apartments, bank loans . . . I have never been asked to speak on behalf of my race. I have never been denied anything --just because of my color. I go into churches, schools, courts, businesses--most people look just like me. Local CEOs and top leaders look just like me. This privilege comes with my whiteness and I realize this. I received generational wealth (relatives benefited from GI Bill, VA Mortgage), employment opportunities via connections, scholarships with connections, and appointments. Persons of color were denied VA benefits GI Benefits FHA mortgages after WW2. I could go on.
I'm white and we have a good income level so we are not disadvantaged much. But it's very clear which families with more money influence things in Edwardsville.
A safe neighborhood with clean streets and secure jobs.
I live in America where many lives were sacrificed in order for us to have freedom. I feel sorry for those who live in socialist and communist countries.
I am afforded the same privileges and opportunities as most. That said, some opportunities are not open to me because I lack the income, the education, the political connections or the familial connections that others have. That's okay. Everyone has their own background which opens unique opportunities/privileges to them.
None
Everyone has the same opportunities.
I am male, cisgender, have a proximity to whiteness that other PoC and Black people do not, middle class.
None
Any perceived privilege I have is due to education. Character, and God's grace. In this era I especially have no privilege due to the overreaching, fear-inducing government.
I have the privilege to pay some of the highest property taxes in the country versus folks that get subsidized housing and don't have to worry about their property value.
I have benefited from privilege all my life, but more from my socioeconomic status (raised middle- and upper-middle class by college-educated parents) than my skin color. Skin color was a much bigger advantage to my grandparents, who leveraged that advantage in ways that created downstream advantages for my parents, and ultimately, me.

Better schools. Because I live on the east side of town where there is less poor areas my kids will enjoy newer schools and better ranked schools including Liberty, the nicer YMCA, and better parks.
Edwardsville is an amazing community to live in. I don't think that we have the same issues as places like Belleville for instance. We have a higher level of education here and a higher socioeconomic population generally. I think that makes a difference. I have never seen anyone be discriminated against in his community
None. We all have the same "privileges" based off the choices we make in life.
I have no idea what this means. A job, a family, a home? I'm sure I have more than some and less than others.
There are probably too many to list. An example: I went into STL Bread Co. when it was raining last year. I had my gray hooded sweatshirt on and over my head. I stood in line and no one raised an eyebrow. Had I been a black man, there is a good chance that people would have felt intimidated by me, held their purses tighter, or watched me more closely. I cannot imagine living under that scrutiny.
Living in Edwardsville and having a great school and city!
None
I'm white. And most people who I do business with in Edwardsville look like me. Therefore, I'm not thought of as different or suspect Like my friends of color feel they are.
I have access to safe housing but real estate prices and taxes keep this community out of reach for others with less money.
None
Employment opportunities, economic advancement, housing choices, fair loan options.
I know I benefit from being white in that I am not profiled as much in many situations, but how people carry themselves goes along way with that. For instance, I don't drive the best car and it has some rust, but I don't blare my horn or music or rev my engine. If I did I think I would draw attention to myself and possibly be profiled more. When we talk about White Privilege we have to remember that this goes back years, and making it possible for people to get jobs and move freely goes back to self-preservation and self-representation. We can pave the road but we can't force people to drive on it. Eliminating privilege needs to be a two way street for it to work.
I can do as I please without question by residents and authority figures in this community.
None
I can afford to live here when other minorities are excluded because of taxes. I also pass as white.
Education, park and recreation
White privilege
none.
I'm a White man, so I can pretty much walk or jog any time of day. I feel safe when I'm alone or walking with my son. It's not a horrible place for my wife who is a person of color but it's not great either. If I speak up at a city meeting I expect to be taken seriously. I'm on a first name basis with my alderman.
I think race relations are fair. Not sure why the only options were Excellent, Good or Poor. This is an unbalanced scale, if you'd allow me to speak as a social scientist.
No one ever crossed to the other side of the street when they saw me. I'm never looked at like I'm going to steal when I walk in to a store. No one ever claimed that I didn't belong at SIUE. I've never been afraid of the police.

We all have the same opportunities in life. Personal results are based upon personal choices and decisions we each make. It is not about privilege. Your question lacks intelligence and is both assumptive and leading.
This question is ridiculous. I worked my butt off to have what I have now. In the context of because someone has the option of have more luxurious lifestyle than others is a privilege scope...yes because they deserve it because of the amount of work they put into it
Support from the City in many areas...safety, treated fairly, listened to by government, schools. Respected by businesses.  Respect and acceptance.
As a white woman, I can walk around my neighborhood at any time of day or night and not have people wonder if I am up to something unsavory.
None
None
None
As a white resident, I am afforded the privilege of not being impacted directly by racism every day. I have never been denied a job due to my race. I have never experienced being treated differently when I enter a store. I do not fear for my safety during interactions with law enforcement.
Most privileges are based on financial resources and not on race. Some (such as the Summer concert series in City Park) are free and available to all. These free or low-cost opportunities should be encouraged and expanded.
I'm a white female so I'm sure I'm viewed as less threatening than other groups of people. I know others who look a certain way are more likely to be viewed as suspicious.
I have always been able to live wherever I wanted and found houses I could afford - not true for so many people of color. Lp