



Analyses of the Climate Survey of Participants at the Mayor's Summit on Race, Culture and Human Relations

**Submitted by D. M. Gabrielle, Ph.D.
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and Leadership Tallahassee Class 23**

Data Analysis:

Danielle Galvin

Adam Marshall

Survey Administration and Reporting:

Edward Acoffe

Sherwood Brown

Jack Campbell

Dori Collins

Dee Crumpler

Bobby Fickett

D. M. Gabrielle, Ph.D.

Danielle Galvin

Powell Jones

Adam Marshall

Kate McFall

Jane Olson

Torrio Osborne

Ted Strauss

Michelle Rehwinkel Vasilinda





Executive Summary

About this Report

The City of Tallahassee's Department of Equity & Workforce Development requested the assistance of Leadership Tallahassee Class 23 (LT23) in obtaining information about participants at the Mayor's Summit on Race, Culture and Human Relations. LT23's class motto is Strength Through Diversity. The intent was to learn more about the participants in order to better serve the community. Under the direction of Dr. D. M. Gabrielle, a researcher, members of LT23 designed survey instruments, administered the instruments to over 100 participants at the Summit, analyzed quantitative and qualitative data, and then reported the information in this report.

About the Survey

Questions on the survey ranged from basic demographic data to more detailed questions about experiences with racism, feelings on interracial marriages, and outlook for the future. There were 18 questions, several with multiple parts, to collect quantitative and qualitative data. All questions are included in this report.

Survey Methodology

Randomly selected participants were identified by the City of Tallahassee before the Summit began. Several LT23 members administered surveys by interviewing the participants and recording the interviews. In order to encourage participation, individuals were given small tokens of appreciation after completing the surveys. As a result, there was an unprecedented 100% participation level. Additional individuals were selected at the Summit to increase the sample size (N=93). LT23 survey takers transcribed their own interview audio then sent the information to the project director who compiled the data in a spreadsheet. One individual, Danielle Galvin, analyzed the quantitative data and another, Adam Marshall, analyzed the qualitative data. All information was then sent to the project director who, along with an assistant, compiled this report.

Limitations of the Survey

The results of this survey provide valuable information to the City of Tallahassee for continuous improvement of future Summits. The information reported is not generalizable beyond the participants of the Summit itself since respondents were not representative of the overall population of Tallahassee.

Conclusions

Overall, survey respondents felt optimistic about the future of race relations in the community. This was true even for those individuals who reported that their lives had been negatively affected because of race. Exceptions argued that we are ignoring the obvious and need to improve. The survey data shows that most respondents are open to all aspects of other cultures. Most respondents socialize with people of different races, live in diverse neighborhoods, and approve of interracial marriages. Several respondents pointed to the Summit itself as a way to improve training and dialogue. Many had profound stories to share, but most reported positive feelings about the community's current attention to race, culture, and human relations.



Demographics of Participants of the Leadership Tallahassee Survey

Age Group

18-34	35-49	50-65	>65
19%	43%	35%	3%

Gender

Female	Male
52%	48%

Ethnicity

African American	American Indian	Asian	Caucasian	Hispanic	Other
53%	2%	1%	33%	5%	6%

*Other included Pacific Islander, Egyptian, St. Maarten, and "black"

Education

High School	Some College	Trade School	Bachelor's Degree	Master's Degree	Ph.D.
15%	18%	4%	34%	23%	6%

Income

<\$15,000	\$15,000-\$24,999	\$25,000-\$49,999	\$50,000-\$74,999	\$75,000-\$99,999	More than \$100,000
1%	5%	45%	20%	20%	9%



Experience & Attitudes Survey Results

Q- How do you feel about this community's attention to race relations?

More than half of the respondents 53% (50 of 93) said great, fantastic, above average, etc. One-fourth said average or adequate attention to race relations. 16% said bad, poor, etc. The remaining respondents had no comment.

Examples of Responses

- *I have lived all over the world. There is racial harmony here. (African American male, aged 35-49, with Bachelor's degree)*
- *It needs improvement, greatly. It stinks. There are 2 chambers of commerce, 2 universities. We are ignoring elephants in the room. Everybody is getting along to get along (Hispanic female, aged 50-65, with Master's degree)*
- *I feel good about this community's attention to race relations. The community is very accepting of differences including race. (African American male, aged 35-49, with some college)*
- *I am grateful for the level of discussion, focus and desire to improve race relations in our community (African American female, aged 35-49, with Bachelor's degree)*
- *It's getting better, they need to get out of the old school & really, we're in a different century (Caucasian female, aged 35-49, with some college)*
- *I think that this community does a lot in terms of race relations, including this Summit. Sure, it still needs improvement, but it is better than all other communities I've lived in, and that is a lot of places (8 states and 3 countries) (Caucasian female, aged 18-34, with Doctoral degree)*
- *Lots of work to do (Indian American female, aged 35-49, with Bachelor's degree)*
- *I feel good about this community's attention to race relations. The community is very open. (African American male, aged 35-49, with high school education)*

Q- Has your life ever been negatively affected due to race relations?

All Participants- Negatively Affected by Race Relations

Yes	No	Yes, though not here
38%	48%	14%

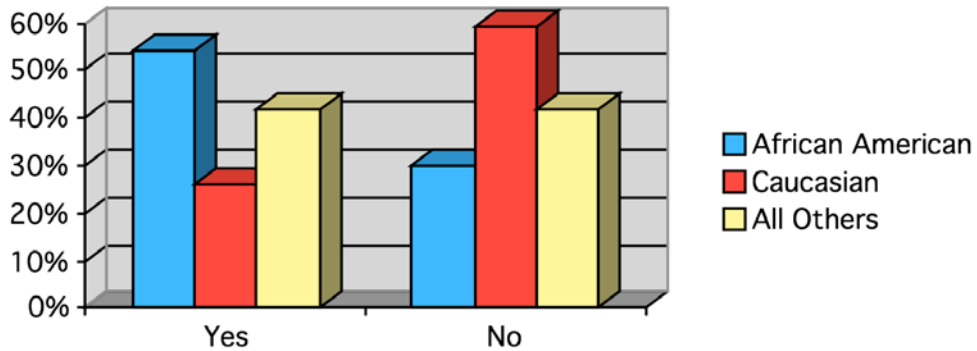
More than half of all African American respondents said race relations had negatively affected their lives. 26% of Caucasians and 42% of others also said race had negatively affected their lives.

Negatively Affected by Race Relations- by Ethnicity

Group	Yes	No	Yes, though not here
African American	54%	30%	16%
Caucasian	26%	59%	15%
All Others	42%	42%	8%



Negatively Affected by Race Relations- by Ethnicity

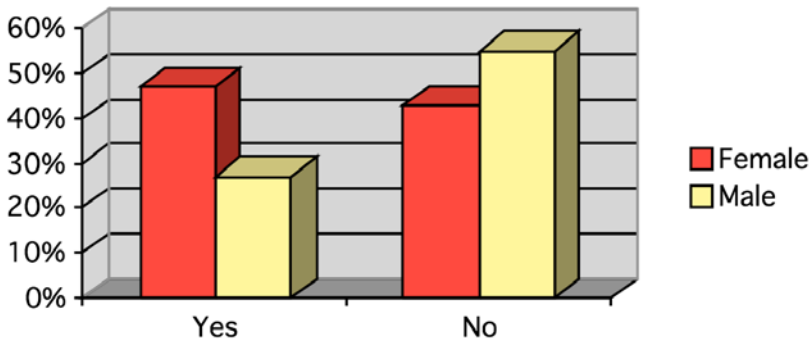


Negatively Affected by Race Relations- by Gender

Group	Yes	No	Yes, though not here
All	38%	48%	14%
Female	47%	43%	10%
Male	27%	55%	18%

Female respondents were nearly twice as likely to respond with “yes” than male respondents.

Negatively Affected by Race Relations- by Gender



* The category “Yes, though not here” was omitted from this graphic.

Participants with a high school education were least likely to respond that they had been affected negatively due to race relations, while those with Master’s and Doctoral degrees were the most likely to report being affected negatively. Age is one possible reason for this trend.



Negatively Affected by Race Relations- by Education Level

Group	Yes	No	Yes, though not here
High School	21%	65%	14%
Some College	35%	47%	18%
Trade School	50%	50%	0%
Bachelor's Degree	39%	51%	10%
Master's Degree	53%	33%	14%
Ph.D.	33%	34%	33%

There was no significant difference by level of income for those reporting that race relations had affected them negatively. Keep in mind that the group earning less than \$15,000 consisted of one individual.

Negatively Affected by Race Relations- by Income Level

Group	Yes	No	Yes, though not here
Less than \$15,000	100%	0%	0%
\$15,000-\$24,999	40%	40%	20%
\$25,000-\$49,999	38%	48%	14%
\$50,000-\$74,999	55%	39%	6%
\$75,000-\$99,999	28%	50%	22%
More than \$100,000	25%	62%	13%

Q- If so, please explain:

62% (34 of 55) reported that the negative experience was not in Tallahassee or recent. Most other comments were related to work experiences, like being passed up for a promotion. Many older respondents had amazing stories to tell about what they had experienced, particularly through the Civil Rights era.

Examples of Responses

- *Oh God, yes. I was born in Liberty County. We had no secondary schools. My mom gave me and my siblings away when I was age 5, so we could have a life and an education. I was the first African American there to go to college. (African American male over the age of 65 with Doctoral degree)*
- *I grew up in the 60s and 70s, and integration was just forming. We had a little country store. They treated us okay as long as they knew our parents. In high school I experienced a protest, took part in a march in downtown Havana. There was tear gas. I remember issues with physicians in GA who were black, fighting for their civil rights. Thankfully there have been changes with regard to power and money. (African American female aged 50- 65 with Bachelor's degree)*
- *As a white woman married to a black man..all the comments and looks we get when we are out together (Caucasian female aged 35-49 with Bachelor's degree)*
- *Yes, I grew up in a prejudiced household. My boss was of color, and I realized that this (prejudice) was not the way it was meant to be. (Caucasian male aged 35-49 with some college)*



- Every day someone become more aware. Getting more people to participate in this type of event (the Summit) will change people a whole lot sooner. (African American male aged 50- 65 with some college)

Q- Are race relations in this community better or worse than 10 years ago?

Opinions of Race Relations- by Income Level

Better	Same	Worse
78%	15%	7%

* This question was asked of participants who had resided in the area more than 10 years, which explains why some of the group data sets are not included.

Opinions of Race Relations- by Ethnicity

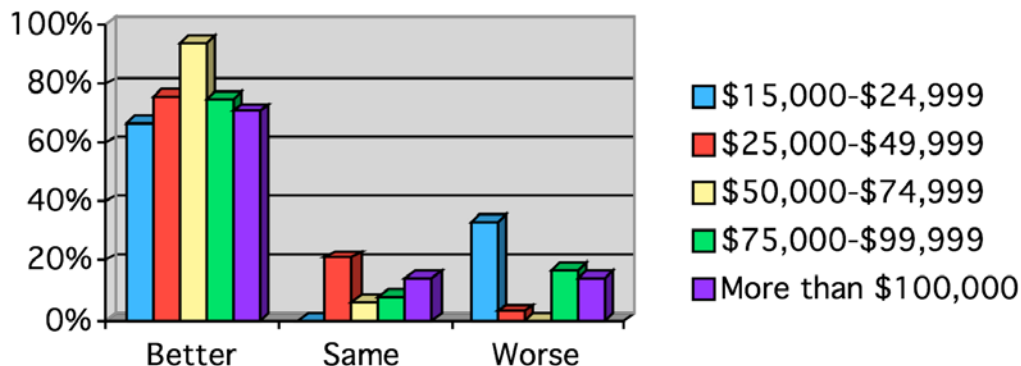
Group	Better	Same	Worse
African American	78%	20%	2%
Caucasian	76%	10%	14%
All Others	87%	0%	13%

Most respondents responded positively that race relations had improved in the past 10 years. More Caucasians and other ethnicities responded that things were worse than African Americans.

Opinions of Race Relations- by Ethnicity

Group	Better	Same	Worse
\$15,000-\$24,999	67%	0%	33%
\$25,000-\$49,999	76%	21%	3%
\$50,000-\$74,999	94%	6%	0%
\$75,000-\$99,999	75%	8%	17%
More than \$100,000	71%	14%	14%

Opinions of Race Relations- by Ethnicity



Those earning less than \$25,000 were most likely to view race relations as worse.



Q- Have your own opinions about race and culture changed in the past 10 years?

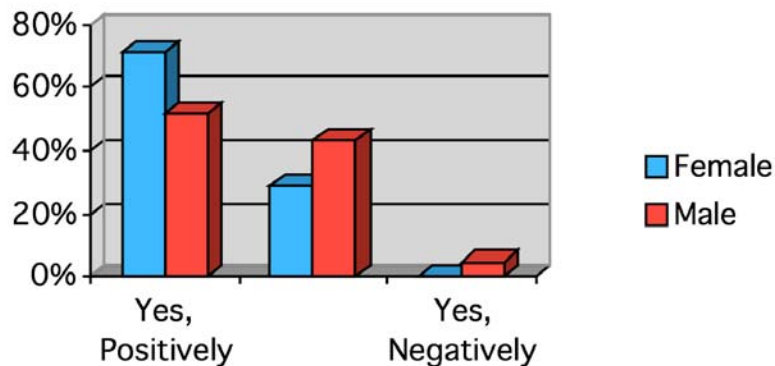
All Participants

Yes, Positively	No	Yes, Negatively	N/A
64%	34%	2%	0%

Opinions Changed by Gender

Group	Yes, Positively	No	Yes, Negatively
Female	71%	29%	0%
Male	52%	43%	5%

Opinions Changed by Gender



African Americans responded that their opinions on race and culture changed more positively in the past 10 years than Caucasians and all other ethnicities.

Opinions Changed by Ethnicity

Group	Yes, Positively	No	Yes, Negatively
African American	68%	30%	2%
Caucasian	59%	41%	0%
All Others	50%	42%	8%

Respondents with a High School education were most likely to report opinions negatively changed (and least likely to respond that they changed at all).

Opinions Changed by Education Level

Group	Yes, Positively	No	Yes, Negatively
High School	50%	43%	7%
Some College	71%	29%	0%
Trade School	75%	25%	0%
Bachelor's Degree	58%	39%	3%
Master's Degree	71%	29%	0%
Ph.D.	67%	33%	0%



Participants earning between \$50,000 and \$74,999 were most likely to believe their opinions on race and culture had changed positively, while those earning \$15,000-\$24,999 were most likely to believe that their opinions were worse.

Opinions Changed by Income Level			
Group	Better	Same	Worse
Less than \$15,000	100%	0%	0%
\$15,000-\$24,999	67%	0%	33%
\$25,000-\$49,999	62%	36%	2%
\$50,000-\$74,999	78%	22%	0%
\$75,000-\$99,999	55%	39%	6%
More than \$100,000	50%	50%	0%

Q- If your own opinions about race and culture have changed in the past 10 years, how?

69% commented positively regarding their own opinions about race and culture.

Example of Responses

- *Tallahassee has changed. There is so much acceptance here of African Americans and others even at a political level to hold office. We have to be one of the only places in the country with a black city manager, mayor, chair of the county commission, police chief, etc. They are all black, which shows how progressive we have become. Our fire chief is a woman.* (African American male, aged 50-65, with Doctoral degree)
- *I didn't think that I would ever deal with Caucasians, but here there is a great mix of white, black, Hispanic, etc.* (African American female, aged 18-35, currently enrolled in college)
- *Yes, by attending these race relation summits I've gotten a better understanding of diversity* (Caucasian female, aged 35-49 with some college).
- *My opinion has changed for the better. I am more open-minded.* (Caucasian male, aged 35-49 with Bachelor's degree).

Q- Have you ever completed training related to race relations?

All Participants

Yes	No
64%	36%

Training Completion by Age

Age	Yes	No
18-34	50%	50%
35-49	67%	33%
50-65	65%	35%
>65	67%	33%



Participants who attended trade or technical schools were most likely to have had race relations training. Half said they received training at their work place.

Training Completion by Education Level

Group	Yes	No
High School	43%	57%
Some College	53%	47%
Trade School	100%	0%
Bachelor's Degree	71%	29%
Master's Degree	67%	33%
Ph.D.	67%	33%

The income group earning under \$25,000 was least likely to have attended race related training.

Training by Income Level

Group	Yes	No
Less than \$15,000	0%	100%
\$15,000-\$24,999	20%	80%
\$25,000-\$49,999	60%	40%
\$50,000-\$74,999	61%	39%
\$75,000-\$99,999	78%	22%
More than \$100,000	75%	25%

Q- Have you ever completed training related to race relations? If so what?

Nearly one third of respondents stated that the Summit was their training relating to race relations. 39% said some other form of training was attended, and the remainder had no additional comments.

Q- What % of your neighborhood is currently of your own race?

All Participants

Group	Pct
African American	57%
Caucasian	67%
All Others	30%

There was little variance by level of education for diversity of neighborhoods, though individuals on the higher and lower ends of the spectrum reported somewhat less diversity in their neighborhoods.



% of Neighborhood Diversity by Education Level

Group	Pct
High School	59%
Some College	42%
Trade School	45%
Bachelor's Degree	50%
Master's Degree	55%
Ph.D.	33%

Individuals with incomes between \$50,000 and \$99,999 were more likely to live in a neighborhood with a higher percentage of their own race.

% of Neighborhood Diversity by Income Level

Group	Pct
Less than \$15,000	13%
\$15,000-\$24,999	49%
\$25,000-\$49,999	54%
\$50,000-\$74,999	64%
\$75,000-\$99,999	62%
More than \$100,000	53%

Q- Additional comments

70% of respondents said it didn't matter what the make up of their neighborhood was or that race was not important in determining where one should live.

Examples of Comments

- *I live in the Miccosukee Land Co-op. Because of the lifestyle we lead, there are 95% who are of our own race, though we would like it to be more diverse. Outside the co-op it is diverse, in the community. (Caucasian female, aged 50-65, with a Bachelor's degree)*
- *It doesn't matter as long as they are neighborly. (African American female, aged 35-49, with a Bachelor's degree)*
- *There are 189 homes in my community, but only 10 black homes. I choose to live there but wish it was more diverse. (African American male, aged 35-49, with a Master's degree)*

Q- What percentage would you prefer it to be?

Preference of Diversity of Neighborhoods by Education Level

Group	More Diverse	Race Doesn't Matter to me	Rather live with my race	Other
High School	14%	86%	0%	0%
Some College	35%	41%	0%	24%
Trade School	25%	75%	0%	0%
Bachelor's Degree	26%	64%	0%	10%
Master's Degree	33%	43%	0%	24%
Ph.D.	17%	83%	0%	0%
All Participants	27%	60%	0%	13%



Preference of Diversity of Neighborhoods by Ethnicity

Group	More Diverse	Race Doesn't Matter to me	Rather live with my race	Other
African American	32%	55%	0%	13%
Caucasian	23%	50%	0%	27%
All Others	0%	82%	0%	8%

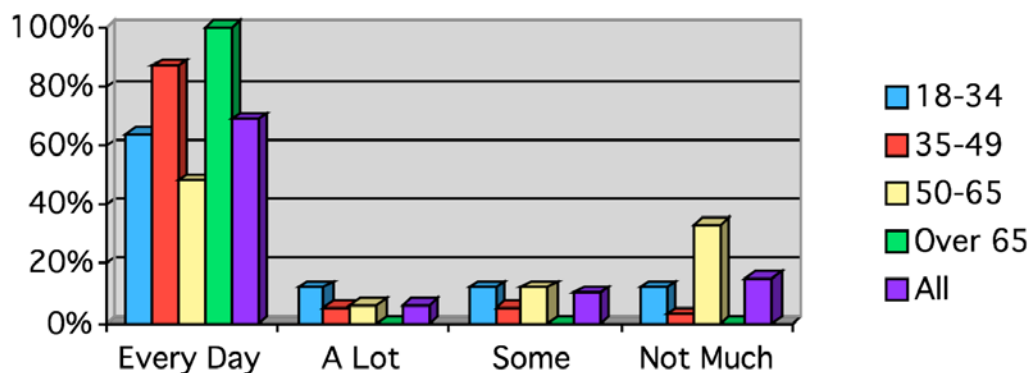
Q- How often do you socialize with people of a race different than yours? In what way? If not often, would you like to?

Socialize with other Races by Age

Group	Every Day	A Lot	Some	Not Much
18-34	64%	12%	12%	12%
35-49	87%	5%	5%	3%
50-65	48%	6%	12%	33%
Over 65	100%	0%	0%	0%
All	69%	6%	10%	15%

Respondents aged 50-65 were least likely to report socializing with races other than their own.

Socialize with other Races by Age



Caucasians were more likely to report that they did not socialize much (defined as one day per week or less) with other races, though they said they would like to more often.

Socialize with other Races by Ethnicity

Group	Every Day	A Lot	Some	Not Much
African American	74%	8%	9%	9%
Caucasian	63%	0%	7%	30%
All Others	65%	17%	0%	8%



Individuals with high school level education were more likely to report that they socialized more often with people of a race different than their own.

Socialize with other Races by Education Level

Group	Every Day	A Lot	Some	Not Much
High School	93%	0%	7%	0%
Some College	76%	6%	12%	6%
Trade School	50%	0%	50%	0%
Bachelor's Degree	68%	3%	3%	26%
Master's Degree	57%	19%	5%	19%
Ph.D.	67%	0%	0%	33%

Those earning less than \$75,000 per year or more than \$100,000 per year were more likely to socialize with people of a different race.

Socialize with other Races by Income Level

Group	Every Day	A Lot	Some	Not Much
\$15,000-\$24,999	80%	0%	0%	20%
\$25,000-\$49,999	79%	7%	12%	2%
\$50,000-\$74,999	67%	0%	6%	28%
\$75,000-\$99,999	55%	17%	6%	22%
More than \$100,000	75%	0%	0%	25%

- 17% (16 of 93) said primarily at church or this was listed first
- 19% (18 of 93) said primarily socially (friends, neighbors, socially)
- 55% (51 of 93) said primarily at work (work was listed or business contacts)
- 9% no additional comments or other

Examples of Comments

- *Often, in a business way and friendly way and at work and in all aspects in my life. (African American male, aged 18-34, with Master's degree)*
- *Neighborhood activities, social events, festivals for other cultures (Caribbean, Greek), holidays (Egyptian male, aged 50-65, with Bachelor's degree)*

Q- To what extent (%) do you approve of interracial marriages?

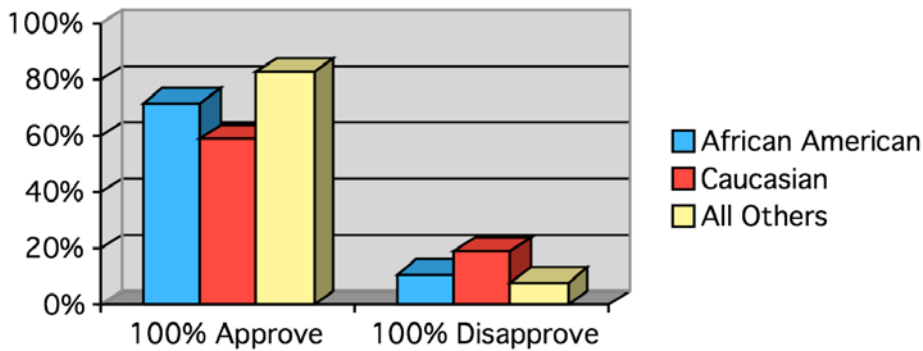
The responses listed below are those who answered 100% (approve) and 0% (completely disapprove).

Approval of Interracial Marriages by Ethnicity

Group	100% Approve	100% Disapprove
African American	72%	11%
Caucasian	59%	19%
All Others	83%	8%



Approval of Interracial Marriages by Ethnicity

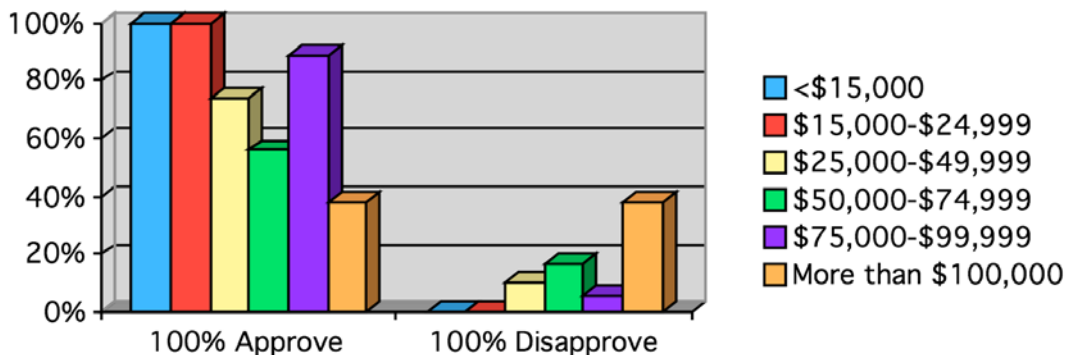


All respondents with incomes less than \$49,999 approved 100% of interracial marriage.

Approval of Interracial Marriages by Income Level

Group	100% Approve	100% Disapprove
<\$15,000	100%	0%
\$15,000-\$24,999	100%	0%
\$25,000-\$49,999	74%	10%
\$50,000-\$74,999	56%	17%
\$75,000-\$99,999	89%	6%
More than \$100,000	38%	38%

Approval of Interracial Marriages by Income Level



Q- Comments

Most comments (70%) supported 100% approval of interracial marriages, saying that race really didn't matter with love. The few negative comments expressed concern for children of interracial marriages or were against it in the original question. 9% of comments were not in favor of interracial marriages.

Examples of Comments

- *Love is blind. Whether it is black, pink, or purple, it is love.* (Black male from St. Maartin, aged 35-49, with Master's degree)



- *I still have a hang-up about that, I have not gotten to that point yet. I typically think people should stay within their own race. (African American female over the age of 65, with Master's degree)*
- *It's a good thing..I have learned so much and gone to places I would have never gone had I not been married to a black man (Caucasian female, aged 35-49, with Bachelor's degree)*
- *I worry about the kids in an interracial marriage (African American female, aged 35-49, with some college)*

Q- How are world religious events affecting our community?

Religious Impact Affecting our Community by All Participants

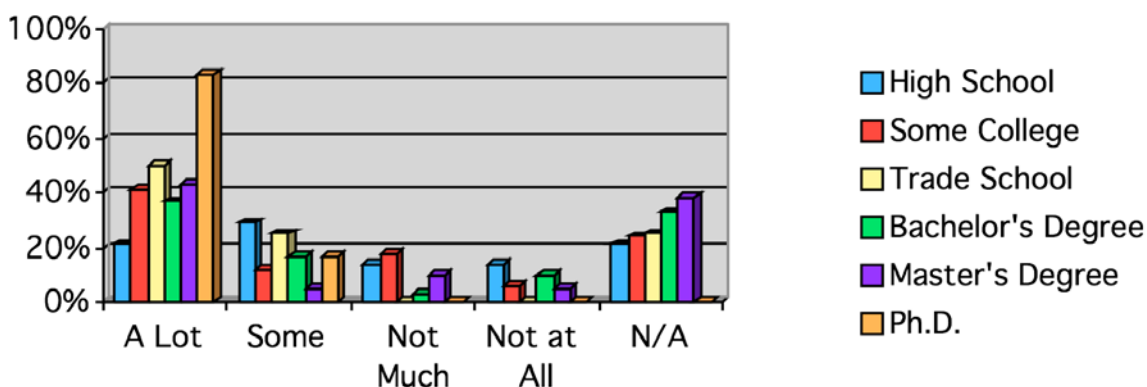
A lot	Some	Not Much	Not at All	Don't Know	No Comment
42%	16%	9%	7%	10%	16%

People with higher levels of education and income reported that world religious events are affecting our community more than those with lower levels of education and income.

Religious Impact by Education Level

Group	A Lot	Some	Not Much	Not at All	N/A
High School	21%	29%	14%	14%	21%
Some College	41%	12%	18%	6%	24%
Trade School	50%	25%	0%	0%	25%
Bachelor's Degree	37%	17%	3%	10%	33%
Master's Degree	43%	5%	10%	5%	38%
Ph.D.	83%	17%	0%	0%	0%

Religious Impact by Education Level



This question elicited a great amount of variance among participants.



Religious Impact by Income Level

Group	A Lot	Some	Not Much	Not at All	N/A
<\$15,000	0%	0%	0%	0%	100%
\$15,000-\$24,999	20%	40%	20%	20%	0%
\$25,000-\$49,999	33%	14%	10%	7%	36%
\$50,000-\$74,999	44%	22%	6%	6%	22%
\$75,000-\$99,999	50%	11%	6%	11%	22%
More than \$100,000	63%	13%	0%	0%	25%

Q- How are world religious events affecting our community? Comments

35% (33 of 93) said negatively (no religious respect, challenges)
17% (16 of 93) said positively (religion helps, God will work it out etc.)
17% (16 of 93) said something related to the war or terrorists (9/11 and the war have brought religion to the forefront and it has been a major consideration)
35% of respondents commented that religion was a concern and would affect our community.

Examples of Comments

- *Now communities are open to different religions, culturally diverse religions and 9/11 have brought us more together (African American female, aged 18-34, with Master's degree)*
- *Unfortunately some of the events are bad far as security, war issues. Some events are positive; it's not all bad. (Caucasian male, aged 50-65, with Bachelor's degree)*
- *My religion played a big part in my life as a decedent of slaves. I think people should be more open minded to learning about other religions (African American female, aged 35-49, with some college)*
- *This is one of the most divisive issues in most communities, but it is being handled better here than in most communities. (Pacific Islander female, aged 50-65, with Bachelor's degree)*
- *Religion in schools really helped, but now there are no guidelines in the school system. (African American female, aged 35-49, with some college)*
- *I think the problem is that the majority of our country is not aware of the conflicts around the world that are based on religious beliefs (African American female, aged 50-65, with Master's degree)*
- *People allow differences to separate them from others. I follow the teaching of the Dalai Lama which is you must see everybody as a human being and you must stay connected to your environment and plants and animals because they are part of us too. (Asian female, aged 35-49, with Master's degree)*



Q- How would you address the immigration issue?

34% (32 of 93) said they would leave open or keep open

40% (36 of 93) said laws should be enforced or people should adhere to legislation

The remainder said they were not sure or they did not provide a response.

Examples of Responses

- *Legal Immigration is not an issue; illegal immigration causes security concerns* (African American female, aged 18-34, with Bachelor's degree)
- *It is important as a nation to have better relations with Canada and Mexico. We need to respect other cultures. We do need to restrict the numbers of immigrants, but not to have restrictions in the way we are.* (Caucasian female, aged 35-49, with Bachelor's degree)
- *Give immigrants a 2-3 year visa to come here and earn money to bring home.* (African American male, aged 18-34, with high school education)
- *It is a tough issue. It is important to have equal opportunity to health care and education for all.* (African American female, aged 18-34, with Doctoral degree)

This was interesting as there was a split between keeping the current regulations in place versus adding more strict regulations. Most responded positively to legal immigration but there was much variance with regard to laws.

Q- How does it impact you personally?

37% (34 of 93) said no impact or relatively no impact

18% (17 of 93) said it affects them in low salaries, security, jobs etc.

45% did not comment or said it did not impact them personally

- *Not me personally but on society it does affect as far as jobs being available for legal citizens of this county. It needs to be addressed policy wise. However, I think immigrants deserve emergency health care and other services.* (African American female, aged 18-34, with Master's degree)
- *It affects me every day since I am a police officer.* (African American male, aged 18-34, with High School education)
- *This is the foundation of our fathers, our founding fathers, to have immigrants be welcomed here.* (African American female, aged 35-49, with some college)



Q- Now that you have had a few minutes to think about race relations, over the next 5 years, do you think that race relations in the city will improve, deteriorate, or stay about the same?

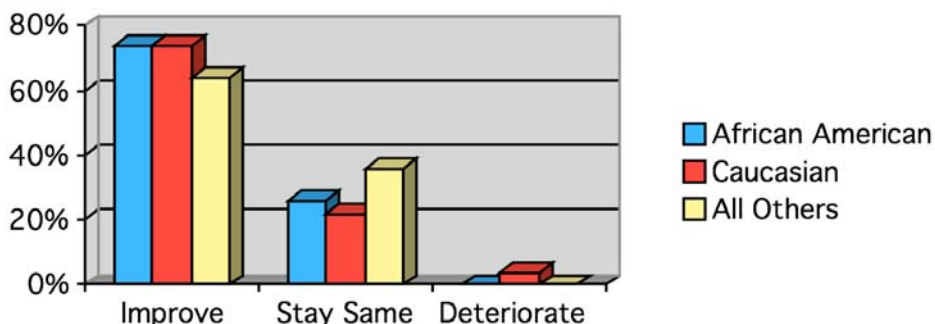
Outlook for Race Relations by Gender

Group	Improve	Stay Same	Deteriorate
All	74%	25%	1%
Female	69%	31%	0%
Male	80%	18%	2%

Outlook for Race Relations by Ethnicity

Group	Improve	Stay Same	Deteriorate
African American	74%	26%	0%
Caucasian	74%	22%	4%
All Others	64%	36%	0%

Outlook for Race Relations by Ethnicity



The overwhelming majority of respondents were optimistic about race relations improving in the next 5 years. This held true regardless of gender, ethnicity, age, level of education, or level of income.

Outlook for Race Relations by Education Level

Group	Improve	Stay Same	Deteriorate
High School	86%	14%	0%
Some College	88%	12%	0%
Trade School	50%	50%	0%
Bachelor's Degree	61%	36%	3%
Master's Degree	76%	24%	0%
Ph.D.	83%	17%	0%



Q- Comments

Examples of Comments

- *We are making headway in so many areas which have made us a progressive community. We have weathered many storms including the bus boycott. We have 3 excellent educational institutions.* (African American male, over the age of 65, with Doctoral degree)
- *Would like it to improve but is afraid it will stay about the same* (Caucasian female, aged 50-65, with Bachelor's degree)
- *Better because older people, both black and white, of that prejudiced generation, are dying. Younger people who are diverse are mingling more together and are more open-minded.* (African American male, aged 18-34, with High School education)

Q- If you had a magic wand, what single act would you do here to best help race relations in this community?

Comments on this question varied in words but most contained the same message. Respondents felt that positive communication and experience were key. Many felt religion would guide us through and many said that people need to get involved. Most respondents stated action by the community and individuals is needed to best help race relations, including summits, community events, and seminars. Other issues included health care, poverty, and school.

Examples of Responses

- *Don't believe a magic wand can fix years & years of separation & diversity problems; it takes time* (Egyptian male, aged 50-65, with Bachelor's degree)
- *Open their eyes to everyone being a brother and sister in God, we all have the same father and mother in Adam and Eve, if we took off our skin we're all the same.* (Caucasian female, aged 35-49, with Bachelor's degree)
- *I think if we look for ways to expose us all to various cultures that we would not be so fearful and withdraw into our own communities* (Caucasian male, aged 50-65, with Doctoral degree)
- *Get rid of poverty, fear that comes from separation of classes. I recommend everyone read the book by Elizabeth Warren called "The 2 Income Truth."* (Caucasian male, aged 50-65, with Master's degree)
- *Eradicate the poverty issue; that's the one thing that divides us as a race, there is disparity with the African and Latino communities. They are so much worse off than the white community, I would bring everybody to a equal plateau financially.* (African American female, aged 18-34, with Master's degree)
- *Health care for all.* (African American male, aged 18-34, with Doctoral degree)
- *I wish there had never been slavery...or 9/11. God gave us free will and that's the heart breaker of it all...we should all just love one another as we would want to be loved!* (Caucasian female, aged 50-65, with Bachelor's degree)



Summary

The data gathered from the Climate Survey of Attendees at the 2006 Mayor's Summit on Race, Culture and Human Relations are important to understanding the backgrounds, experiences, and attitudes of participants of the Summit. The results of the data analyses help inform the needs of future Summits.

As expected with confidential surveys, respondents seem to have provided honest answers to the survey questions. If they had challenges or negative feelings, they were commented. The perception, overall, is that Tallahassee is a community open to and accepting of diversity, though more work is needed to continue to improve race, culture, and human relations. Most respondents were optimistic about the future, even if race relations had negatively affected them.

Negative experiences seemed to be primarily in the past while feelings relating to diverse neighborhoods, interracial marriages, and social interaction were positive. Negative experiences were primarily related to jobs and promotions, which shows the need for continued training on the importance of diversity. The fact that the Summit itself was mentioned as diversity training by 30% of the respondents shows that the Summit is helping to meet this need, though again, more work is necessary.

On the negative side, some respondents felt that the Summit was the only attempt to bridge the gap between what is and what should be. Affordable housing, equitable health care, increased social services, and a cultural center were all suggestions of improvement for the community.

It should be noted that respondents did not reflect the population by race, income, or age. If the Summit's goal is to reach a greater number of representative individuals in the community, then more outreach is needed to reach these diverse groups.

Recommendations

1. Create a tiered level of costs for attendance (for example, one day of workshops with no meals) to have greater representation from people of a lower socioeconomic status including students.
2. Improve marketing to include dedicated website.
3. Increase training opportunities at the Summit and beyond.
4. Add more sessions on issues raised by respondents: religion, affordable housing, equitable health care, social services, fighting poverty, and cultural opportunities.
5. Follow-up with attendees to ensure the Summit met their needs.
6. Continue to administer the survey instrument in subsequent Summits to measure how attitudes change over time.

Leadership Tallahassee Class 23 would like to commend the City of Tallahassee, particularly Sharon Ofuani, Angela Hendrieth, and Ray Polhemus at the Department of Equity & Workforce Development, for reaching out to the class for this project. It is not always an easy task to allow outside researchers to examine the processes of an organization, but it does help with continual improvement.