



**Northern Illinois
University**

The Graduate School

February 26, 2021

Mr. Trip Reynolds

Dear Mr. Reynolds:

Thank you for allowing the Honorary Degree Committee to examine your materials. The Honorary Degree Committee has carefully reviewed all nominations received this year. Although committee members were impressed by your accomplishments and saddened by the racist treatment you received at NIU many years ago, they did not recommend you for an honorary degree.

Again, thank you for taking the time to submit your materials. I would like to express my gratitude for your involvement and interest in this important award.

Sincerely,

Bradley G. Bond
Associate Vice President and Dean

Your Future. Our Focus.

Honorary Degree Candidate: Harold (Trip) J. Reynolds

I was twenty-one-(21) years old, and I vividly remember Northern Illinois University's Dean of the Art Department, Robert Even, as he held my "Pure Smokey" painting in his hand, and broke eye contact with me as he said:

"I see your grades are very good, and you've got some good work here, but we've never had a Black person in our graduate program at NIU, and we're not going to start with you. At best, you can enter as a student-at-large and then, later, we can see if we can get you into the program."

As you read on, it would be blatantly wrong for you to think I'm angry, pissed, or upset. On the contrary, although the hard facts about Northern Illinois University (NIU) presented here may appear as such, I am not angry, pissed, or upset. As a professional Human Resource Executive, it has never been my practice to counsel, consult, lecture, or dialogue in anger, especially in the face of racism. While NIU has repeatedly demonstrated racist and sexist practices, I continue to exhibit an exemplary department in the face of NIU's and other institutions ongoing racial discrimination pandemic.

To be accurate, as a subject matter expert in AA/EEO/ADA/Diversity & Inclusion I am disappointed that NIU continues to blatantly practice our nation's historically lily-White systemic racism and systemic sexism. It is disappointing and disturbing that NIU has not moved beyond the practice of this social cancer. There is no place in the American educational system for ideals that perpetuate racism, and the pervasive spirit of Jim Crow, and sexism. Given this is my third request for an honorary Master's degree, some might think I should "sweet talk" the Board of Trustees. Why?

FACT 1: Except for a few tokens, when compared to White people, the overall social and economic status (i.e., equal access to education, employment, housing, health care, and the political process) for the overwhelming majority of Black people, and other people of color, did not change before slavery, during slavery, after slavery, or during the 1870s, 1880s, 1890s, 1900s, 1910s, 1920s, 1930s, 1940s, 1950s, 1960s, 1970s, 1980s, 1990s, 2000s, 2010s, and in the absence of major change, there's absolutely no basis to expect any improvement in the 2020s or beyond.

FACT 2: White people, and only White people, have consistently been in complete control (funding, location of schools, staffing, curriculum, accreditation, etc.) of the formal education of Black students (and other people of color), and NEVER in the history of the United States of America (244 years) has the collective educational performance of Black students ever equaled or surpassed the collective performance of White students.

QUESTION: Given the documented failure of White people to educate Black people (and other people of color), what justification is there that White controlled school districts, colleges, and universities are truly capable of educating Black students?

OBSERVATION: Given the aforementioned, the power and wealth acquired by White people via systemic racism and systemic sexism has not been eliminated or mitigated by those same self-serving White males who wield ultimate control; and power and wealth cannot be eliminated or mitigated by legislative and/or societal change by these same self-serving White males who also wield ultimate control.

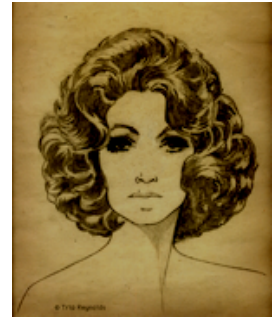
Again, I was twenty-one-(21) years old, and I vividly remember Northern Illinois University's Dean of the Art Department, Robert Even, as he held my "Pure Smokey" painting in his hand, and broke eye contact with me as he said:

"I see your grades are very good, and you've got some good work here, but we've never had a Black person in our graduate program at NIU, and we're not going to start with you. At best, you can enter as a student-at-large and then, later, we can see if we can get you into the program."

After 400 years of racism and sexism, there is no room or time to "sweet talk" anyone. How can one engage in "sweet talk" when they are denied human rights, and an education that they deserve? How does one engage in "sweet talk," to an institution that denied him an education, and tells him at age 21 that because of the color of his skin to walk away, and 45 years later that same institution tells him again, to walk away, because of the color of his skin? What kind of institution does that? **The answer is simple:** Northern Illinois University.

Clearly, it would be *blatantly* inappropriate, disingenuous or even deceitful to “sweet talk” the Board of Trustees, because I did absolutely nothing wrong. **NIU did “it” to me.** My request is only anchored to a linear presentation of facts.

1. After attending college level arts classes at Wichita State University in 1963 as a ten-(10) year old, fourth-(4th) grade student at Dunbar Elementary School in Wichita, Kansas (see example at right); and after graduating from Wichita Heights High School my junior year in 1971; then graduating from Garden City Community Junior College with Academic Honors in 1973; and then completing my undergraduate degree on an academic scholarship my junior year in 1974, and then graduating from Ottawa University in May 1975; in September 1975, I sought enrollment into the Masters of Fine Arts degree program at NIU. I presented the Dean a copy of my transcripts from Ottawa University in Ottawa, Kansas. My GPA was 3.80 of 4.0 in my major (commercial illustration) and 3.29 overall. I presented the following examples of *my actual art work* (<http://www.tripoetry.com/portraits.htm>), to the Dean of the Art Department, Robert Even:



Drawn at 10 years of age by Trip Reynolds

(Below) Original Photograph of The Main Ingredient



(Below) Original Album Cover Smokey Robinson



(Below) Original Album Cover Smokey Robinson



(Below) Original Photograph Red Fox



(Below) Original Album Cover Mavin Gaye



(Below) Original Oil on Canvas 4' x 4' by Trip Reynolds



(Below) Original Oil on Canvas 1' x 1' by Trip Reynolds



(Below) Original Oil on Canvas 1' x 1' by Trip Reynolds



(Below) Original Oil on card board 1' x 1' by Trip Reynolds



(Below) Original Pencil 1' x 1' by Trip Reynolds



“Pure Smokey”

Despite several letters of recommendations for my entrance into graduate school, which included Bob Wellington, Editor of the Ottawa Herald newspaper where I interned, and Dr. Robert Scott, Art Department Chair for Garden City Community Junior College, and presenting the above artwork, again, I vividly remember NIU's Dean of the Art Department, Robert Even, as he held my “Pure Smokey” painting in his hand, and looked away from me and said:

“I see your grades are very good, and you've got some good work here, but we've never had a Black person in our graduate program at NIU, and we're not going to start with you. At best, you can enter as a student-at-large and then, later, we can see if we can get you into the program.”

FACT: White people literally got away with all kinds of racist acts, including murder, until the mass distribution of cell phones with cameras and audio recording devices, which did not occur until well after the first commercial camera phone, the Kyocera Visual Phone VP-210, was released in Japan in May 1999.

WARNING (SARCASM): *It must be great to be White; to simply snuff-out a person's dreams, to prevent someone from realizing their potential. The aforementioned is a public service announcement from the Republic of Lakotah <http://www.republicoflakotah.com/steps-to-sovereignty/158-year-stuggle-for-justice/>*

I had already moved to DeKalb with my fiancée, Tracy Brown, who was also enrolled at NIU; and filing a charge of discrimination could never be resolved in time for me to be granted enrollment in the fall semester. At the time, there was only one (1) Black dean employed at NIU, and he alerted me that NIU's racist practices could never be resolved in time for me to enroll. So, since the Dean of the Art Department prohibited me from entering the graduate program to earn a Masters of Fine Art, I enrolled as a student-at-large, changed my major to Journalism, and never completed my graduate degree. Let me be clear, **THE ONLY REASON I ENROLLED AS A STUDENT AT LARGE IS BECAUSE – RACIST ROBERT EVEN - TOLD ME THAT HE WOULD NOT PERMIT ME INTO THE GRADUATE PROGRAM BECAUSE I WAS BLACK.** *You got that?*

QUESTION 1: In 1975, were other Black students enrolled in NIU's graduate art program, and if so, who? How many other minorities were banned from NIU's graduate program by racist Robert Even?

QUESTION 2: Given my academic record from an accredited U.S. college, and demonstrated work product, what justification did racist Robert Even have to ban me from NIU's graduate MFA program?

OBSERVATION: According to racist Robert Even I wasn't good enough. *Really?* In 1980, as a struggling, unemployed freelance artist, I produced the following oil on canvas painting of Frank Sinatra, which is followed by a letter from Mr. Sinatra's attorney, who considered me "so good" he was unable to distinguish my painting from actual photographs.

(At right)
Frank Sinatra
4' x 4'
Oil on canvas

(Below)
Frank Sinatra
12" x 18"
Oil on canvas



Original photo



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RUDIN, RICHMAN & APPEL
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9501 WILSHIRE BOULEVARD
BEVERLY HILLS, CALIFORNIA 90210-5270

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KATHLEEN M. HOGAROOM
JAMES L. ZEMELMAN**
RICHARD T. SHUGRUE
*A PROFESSIONAL CORPORATION
**ADMITTED IN MISSOURI & NEVADA ONLY

November 4, 1986

(213) 274-4844
TELECOPIER
(213) 275-8888
CABLE ADDRESS
RUDLAW, BEVERLY HILLS
TWX 910 490-2832
OUR FILE NUMBER

Mr. Trip Reynolds
Reynolds & Reynolds
222 Kalmia Drive
Arlington, Texas 76018

Dear Mr. Reynolds:

The photograph you sent with your letter of October 30, 1986 does not appear to be a photograph of a painting, but a photograph of a collage of photographs.

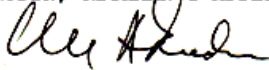
Accordingly, this is an unauthorized use of Mr. Sinatra's likeness and, since the signature imitates his signature, an unauthorized use of his name.

If we determine you have sold this work, whether it be an oil painting or a collage, we will take such action as we deem appropriate.

Since you have preserved Mr. Clinco's letter to you of May 20, 1981, let me inform you that our position remains the same and specifically inform you that you are not authorized to make any reproductions of this work, for commercial purposes or otherwise.

Sincerely yours,

RUDIN, RICHMAN & APPEL


By MILTON A. RUDIN

MAR:ls

Painting



Original



While attending Ottawa University I had to deal with students (all White) who openly and repeatedly said in front of the White-male teacher, "Wow, Trip paints better than the teacher!" The GPA for my major dropped accordingly, from 3.82 at Garden City Junior College to 2.50 at Ottawa University! So, I'm used to dealing with punitive practice of White professors with low self-esteem, White people who were and are intimidated by my talent and Blackness. I hoped to avoid such "treatment" at NIU, but no, such was not the case. Instead of addressing NIU's blatantly racist act against me, I recognized the futility, accepted the oppression and racism, because White privilege defines all rules and all exceptions to the rules. Sadly, like so many, many, many Black people, I'm used to White people discriminating against me. **What prompted me to change my mind?**

- **The #METOO movement**, and the very public realization of thousands and thousands of women who've expressed their blatant abuse and harassment by men from decades and decades ago, and the fact that men, including Harvey Weinstein, Kevin Spacey, John Besh, Louis C.K., Richard Dreyfuss, Gary Goddard, Dustin Hoffman, Robert Knepper, John Lasseter, John Conyers, Bill O'Reilly, Charlie Rose, Ryan Seacrest, Tavis Smiley, Russell Simmons, Al Franken, Bill Cosby, Leslie Moonves, Jeffrey Epstein, and even more men are **finally** being held accountable, careers ruined, fined, and incarcerated.

- **The Abuse of Children and Young adults by pedophiles, K-12 teachers, Jerry Sandusky at Penn State University, and especially Catholic Priests**, and the very public realization of thousands and thousands of children, young adults, adults, and senior citizens who've expressed their blatant abuse and harassment from decades and decades ago, and who now are **finally** being compensated and their perpetrators are **finally** being held accountable, careers ruined, fined, and incarcerated.
- **The Abuse of Children and Young adults by leadership in the Boy Scouts of America**, and the very public realization of thousands and thousands of children, young adults, adults, and senior citizens who've expressed their blatant abuse and harassment from decades and decades ago, and who now are **finally** being compensated and their perpetrators are **finally** being held accountable, careers ruined, fined, and incarcerated.
- **Lance Armstrong** effectively cheated for more than a decade, and even through there was absolutely no actual physical evidence of his cheating, in 2012 the United States Anti-Doping Agency (USADA) **finally** stripped Lance Armstrong of all seven-(7) of his Tour de France wins between 1999 and 2005.
- **Bernie Madoff** said that he began the Ponzi scheme in the early 1990s, but federal investigators believe that the fraud began as early as the mid-1980s, and may have begun as far back as the 1970s. Those charged with recovering the missing money believe that the investment operation may never have been legitimate. The amount missing from client accounts was almost \$65 billion, including fabricated gains. The Securities Investor Protection Corporation (SIPC) trustee estimated actual losses to investors of \$18 billion. **Finally** on June 29, 2009, Madoff was sentenced to 150 years in prison, the maximum allowed—at his age, effectively a life sentence.
- **Larry Nassar's** cumulative sexual assault crimes were the basis of the USA Gymnastics sex abuse scandal that began in 2015, in which he was accused of assaulting at least 250 young women and girls dating back to 1992. **Finally** Nassar was sentenced to 60 years in federal prison in July 2017 after pleading guilty to child pornography charges. **Finally** on January 24, 2018, Nassar was sentenced to 175 years in a Michigan state prison after pleading guilty to seven counts of sexual assault of minors. **Finally** on February 5, 2018, he was sentenced to an additional 40 to 125 years in prison after pleading guilty to an additional three counts of sexual assault. His state prison sentences are to run consecutively with his federal sentence, all but assuring that he will die in prison.

QUESTION 3: Given NIU's alleged commitment to employment law, equity, ethics, integrity, etc., surely NIU would adhere to its fiduciary responsibility for managing a "caring, connected campus," and examine the veracity of my complaint, and *finally* make me whole, right?

RESPONSE: Nope. What was true in 1976 remained true when I submitted my complaint on January 25, 2016, and with my re-submission on Friday, June 19, 2020. Instead of responding to Question #1 and Question #2 above, via email on Feb 18, 2016, at 5:18 PM, Joan Laurino, NIU's Deputy FOIA Officer informed me, *"The Affirmative Action and Diversity Resources department is in the process of checking to see if they have any records that date back to the 70's."* I never received a subsequent response from Ms. Laurino. Likewise, NIU's Sarah Garner, JD MPA Ethics and Compliance Officer and Title IX Coordinator informed me via email on Monday, June 22, 2020 8:52 AM, *"The University's **Nondiscrimination, Harassment and Retaliation Policy and Procedures** states that former students may file a complaint no later than 180 calendar days from the time that the student knew or should have known of the alleged violation of policy. Based on when the conduct took place (1976), it is past the statute of limitations; therefore, an investigation into the matter will not be opened."*

COMMENT: You're wrong to think I could have easily enrolled into another MFA program, because: (1) the oil embargo had crippled the U.S. economy during the early to late 1970s, and employment opportunities to pay for a college education were extremely limited; and (2) unless enrolled on an athletic scholarship (football, basketball, etc.) Black males back then - and now - have great difficulty attending any college.

WARNING (SARCASM): *It must be great to be White; to unilaterally act like Teflon so "wrong-doing" never sticks to you; to simply snuff-out a person's dreams, to prevent someone from realizing their potential; to supposedly champion "ethics," but to conveniently fain denial or indifference instead of being responsible and ethical by simply "doing the right thing."* The aforementioned is a public service announcement from the Republic of Lakotah <http://www.republicoflakotah.com/steps-to-sovereignty/158-year-stuggle-for-justice/>

OBSERVATION: Like many people of color, to avoid the wrath of White people, I've was trained and brainwashed by White people, to lower my intelligence and talent before White people; to tolerate, to accept racism (see Appendix). However, due to my experience at NIU, which at the time included an extremely negative scowl from my ex-wife (Tracy Brown) for intentionally "playing dumb," and after working for two-(2) large urban K-12 public schools districts (Chicago Public Schools and Denver Public School), I evolved my thinking to no longer tolerate the blatant racism and blatant stupidity of many, but not all, White people, and especially the overwhelming majority of White academicians who ultimately control or own all aspects of public and private education. Given this ultimate control, and as perpetually validated by countless independent research studies, do White academicians lack the business and educational acumen to achieve the egalitarian principles they teach, or do White academicians embrace an incestuous paradigm of systemic racism to maintain the status quo? Again, NEVER in the history of the United States of America (244 years) has the collective educational performance of Black students ever equaled or surpassed the collective performance of White students.

- Nationally, more than two-thirds (67.6 percent) of Black men who start college do not graduate within six years, which is the lowest college completion rate among both sexes and all racial/ ethnic groups in higher education. **Source:** *Dellums Commission, Black Male Students at Public Flagship Universities in the U.S., Shaun R. Harper*
- In 2007, of twenty-two-(22) colleges and universities in Illinois, **which includes Northern Illinois University**, the overall average for Black males attending is only 3.75% of students. Conversely, Black men are 60% or more of every men's prison in Illinois! **Source:** *Illinois Board of Higher Education and the Illinois Department of Corrections for 2007*
- As a Black man, my biggest mistake was not applying for an athletic scholarship at NIU, which would have automatically gained me acceptance, because White controlled public and private colleges and universities generate revenue through "slave labor" scholarship recruitment of Black male students to carry a football or shoot a basketball, or as track and field athletes, which is exactly how I enrolled and completed my Associate Arts degree at Garden City Community Junior College. Make no mistake, I was clearly as fast or faster than many of NIU's track athletes (<http://www.reynos.com/Resume/Track/awards.htm>), but I graduated with Academic Honors from GCCJC and I attended Ottawa University on an academic scholarship. I was in college for an "education" and not for sport. **You got that? FACT:** At 42 flagship institutions, more than one of every three football players was Black. Fifty percent or more of the basketball teams were comprised of Black men at 38 public flagship institutions. Only at three universities did Black male student-athletes comprise less than 20 percent of the men's basketball teams. **Source:** *Dellums Commission, Black Male Students at Public Flagship Universities in the U.S., Shaun R. Harper*

At this point in my life, the MFA is not just a symbolic educational acronym, but a viable vocational tool to foster my long-term desire to: (a) teach art history with an emphasis on Baroque artists such as Michelangelo Merisi da Caravaggio; (b) inspire minority students to develop their artistic talent (<http://www.reynos.com/Resume/SPEAKERS-BUREAU/comic-prez.htm>); and (c) inspire "people" to recognize and embrace human talent over computer technology (<http://www.tripoetry.com/Art/Illustrations/street-art.htm>). **NIU should have helped me accomplish my educational objectives and to launch my artistic career, but did not.** Plus, as researched and published by the Albert Shanker Institute, the incestuous paradigm of systemic racism to maintain the status quo, as practiced by NIU and its peer institutions, is why **Black teachers are disappearing**.

Meanwhile, I continue to freelance from time to time (<http://www.tripoetry.com/Art/Freelance/Fees.htm>), which includes designing web sites, producing videos, writing, broadcasting, and photography. Despite the COVID-19 pandemic, perhaps in 2021, hopefully I'll produce a one-man show with original paintings of Frank Sinatra, Shirley Bassey, and a very tasteful collection of sensual art. If I had been admitted to the graduate art program at NIU, I would have completed the program as I've completed EVERY academic program throughout my entire life! In grade school, high school, and college I passed test after test without studying and without books, because I didn't have money to buy textbooks. For example, human resources became my "career" only because I've always had excellent math skills, and rather than starve as an unemployed graphic artist, in 1976 I took a "math test" for a compensation specialist position at Kemper Insurance Company in Long Grove, Illinois and forty-(40) years later my robust subject matter expertise in human resources represents:

Subject Matter Expertise (SME) - Compensation / Position & Change Management, Job Evaluation / Recruitment & Selection (local, regional, national, international) / Training & Organizational Development / Employee & Labor Relations / Health Benefits (acute, long-term care, medial research, wellness) / Employee Assistance Programs / Deferred Compensation / TQM / HRIS / Employee Communications & Media relations (print, broadcast, intranet/internet, social media, web design/HTML) / Diversity Management (AA/EEO/ADA) and Ethics

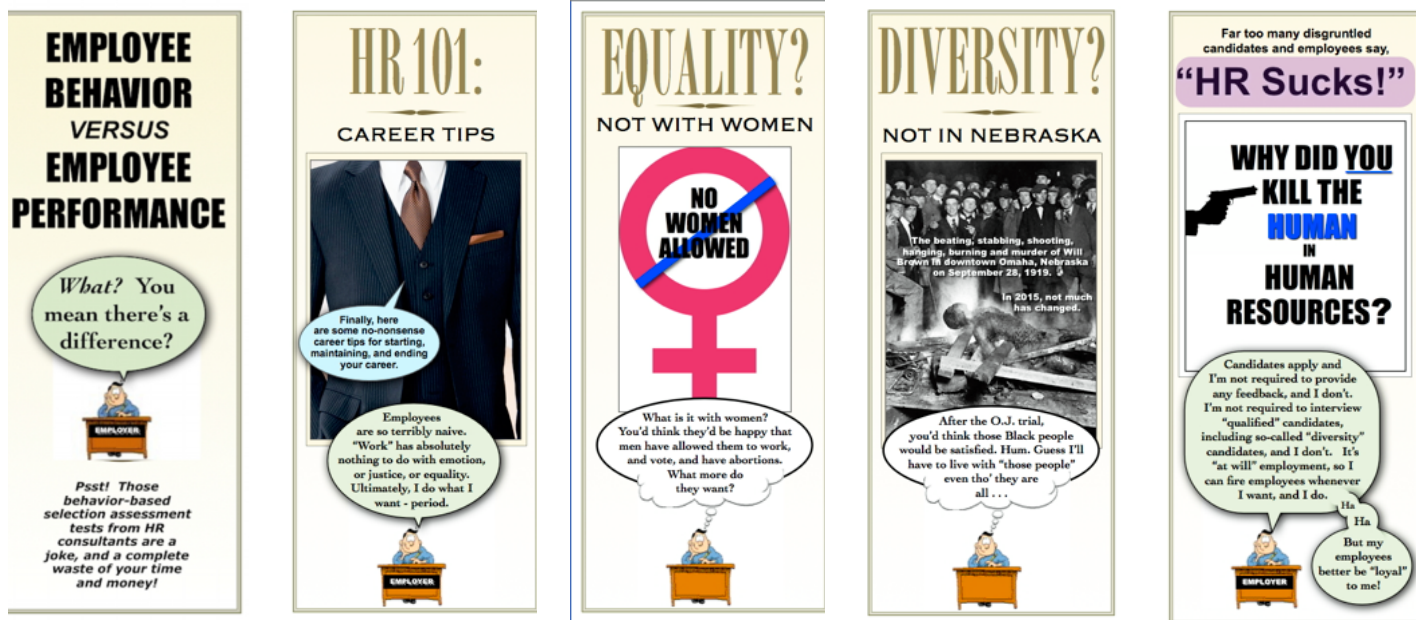
Environments - Private & public sector / Profit & Non-profit / Union & Non-union / Multi-site, Multi-state & International / Average employee population serviced is 9,611 and has ranged from less than 100 to over 60,000

- Omaha's most successful and most diverse cable-based community access television station;
- the world's leading producer of navigation charts and related services for aviation, marine and rail;
- one of the largest (46th) public school districts in the United States;
- the #1 respiratory medical research center in the United States;
- the nation's eighth largest municipal government [during my employment with the City of Dallas, it held the longest continuous Aaa rating from Moody's (since 1973) and AAA from Standard & Poor's (since 1978) of cities with populations of more than 400,000];
- the second and twelfth largest property/casualty insurance companies in the United States.

Industries – Broadcasting / Aerospace / Public Education / Financial Services / Healthcare / Gaming / Manufacturing / Municipal Government / IT / Retail / Property & Casualty Insurance / Human Resource Consulting / Media Relations, Public Affairs & Marketing

FACTS ABOUT MY CANDIDACY – AN OVERVIEW – (<http://www.reynos.com/bio.htm>)

- Diverse HR management experience in health care, municipal government, finance, broadcasting, aerospace, public education, gaming, IT, retail, manufacturing, property/casualty insurance, and HR consulting.
- Diverse HR management experience in public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international: <http://www.reynos.com/bio.htm> - **Scope**
- Created/recruited over 50,000 jobs: <http://www.reynos.com/bio.htm> - **Recruitment** and <http://www.reynos.com/bio.htm> - **TB-Recruitment**
- Evaluated over 7,000 jobs: <http://www.reynos.com/bio.htm> - **Position Classification**
- Wrote over 7,200 job descriptions: <http://www.reynos.com/bio.htm> - **JobDescriptions**
- Wrote over 3,000+ policies, two-dozen employee handbooks, etc.: <http://www.reynos.com/bio.htm> - **Rules**
- Conducted over 3,500 job audits. Example: <http://www.reynos.com/Resume/JEPPESEN/JEPPESEN-PDF/IT%20Study%20-%20SLT%20Prez%20FINAL.pdf>
- Created over 2,500 salary schedules: <http://www.reynos.com/bio.htm> - **Compensation**
- Managed comp programs from \$1 million to \$507 million! <http://www.reynos.com/bio.htm> - **Scope**
- Conducted performance management (reviewed/approved) 443,810 employee performance evaluations! <http://www.reynos.com/bio.htm#PERFORMANCEMANAGEMENT>
- Lead and validated a 68% drop in health claims by health promotion program members vs. a 79% increase in health claims by non-members: <http://www.reynos.com/Benefits/bene1.htm>
- Subject matter expertise in employee/labor relations: <http://www.reynos.com/bio.htm> - **ER**
- Designed, implemented, conducted employee/management training: <http://www.reynos.com/bio.htm> - **Training**
- Filmed, produced & broadcast over 35,760 hours of community content: <http://www.reynos.com/bio.htm#Media/CommunityRelations>
- Robust success in community-based fundraising: <http://www.reynos.com/bio.htm> - **Fund**
- Never used any sick days.
- Never filed any health claims.
- Never lost a decision to the EEOC, successfully managed AA/EEO/ADA/Diversity: <http://www.reynos.com/bio.htm> - **Diversity/AA/EEO**
- Won 100% of self-represented unemployment claims.
- SME in proprietary HRIS and data analytics.
- SME in all HR print and electronic communication methodologies, including HTML: <http://www.reynos.com/bio.htm#Communications>
- Master class seminars in employee and labor relations, and AA/EEO/ADA/Diversity and Inclusion <http://www.reynos.com/seminars.htm>



- One or more standard biographical statements from appropriate reference sources (these are not substitutes for the supporting narrative).

Unabridged Letters of Recommendation available at: <http://www.reynolds.com/bio.htm#Letters>

I have had the pleasure of working directly with Mr. Reynolds. I am giving my full recommendation for Mr. Reynolds, as he would be an asset to any company interested in hiring an individual strong in human resources and/or employee wellness. **Lynn Lamprecht, 402-720-8097, lclamprecht@yahoo.com, former Director of Outreach Services, Fremont Area Medical Center, and former President/CEO of PROMEDCARE**

Trip is not only a friend but also my mentor. He is able to adapt and use his expertise in any industry. As an HR Manager, I have worked primarily in the manufacturing and food industry since 1995. I have requested Trip's HR expertise many times and he successfully helped me through many HR situations ranging from employee relations, compensation and training. He has also helped me in starting my own consulting career. I recommend Trip Reynolds to any employer that is looking for a seasoned, proactive and innovative person. You would not be disappointed." **Elizabeth "Liz" Laurel, Human Resources Manager, Foxhead Incorporated Distribution Center, 4611 New Castle Road, Stockton, California 95215, 209-939-8600 x4971, lizlaurel@foxhead.com**

Bernita Mascher, HR Recruiter/Comp Specialist, Fremont Area Medical Center, 450 East 23rd Street, Fremont, NE 68025, 402-941-7366, BMascher@famc.org

Angie Martens, HR Director, Nebraska Cancer Center, 402-719-1798 or 402-955-2697

Dr. Maorong Jiang, Director of the Asian World Center, Creighton University, Becker Hall Suite G25, 2500 California Plaza, Omaha, NE 68178, 402-280-2896

Trip, it is difficult for me not to overstate the value I feel you have brought to the Human Resources team and to Jeppesen. Your previous experiences have brought Jeppesen a new expertise. Your ability to evaluate the current issues, to develop a method to address these issues and to communicate in a logical and understandable manner has already started to establish more credibility in the compensation area. Because your responses are well researched and well thought out managers and employees are appreciative of the direct answers you give to their questions. (RETIRED) **Gwen Underwood, Manager of Employee Services, Jeppesen 800-353-2107**

Trip, Thanks for your contribution this year! You've made a great difference in the way compensation is viewed by the management! Thank you! **Alice DiFraia, Director of Human Resources and Organizational Development, Jeppesen [Terminated] 800-353-2107**

It is a pleasure for me to write a letter recommending Trip Reynolds. Mr. Reynolds has an extensive knowledge of human resources and continuously seeks to expand his knowledge and problem solving/managerial skills. He has demonstrated ability to clearly articulate complex issues and presents information with confidence. Trip has analyzed the salary structures of all employee groups, identified inequities, and made recommendations for improving our "way of doing business." **Irv Moskowitz, Superintendent, Denver Public Schools / Director, Urban Education Center, University of Northern Colorado, UNC Denver Center, Higher Education & Advanced Technology Center at Lowry, 303-365-7631**

Let me express my appreciation for the time and effort you devoted this summer to the development of salary proposals for teachers and administrators. I know that at times you worked at quite a hectic pace, but the quality of the work you produced is exemplary. I extend to you my sincere thanks and best wishes. **Sharon A. Johnson, Interim Superintendent, Denver Public Schools [Retired] 720-423-3200**

Dear Trip, I would like to thank you for the time and effort you put in with me as I tried to make sense of the reclassification process. Your sense of humor and patience on my behalf was quite refreshing. You walked me through some very confusing Excel applications and made it seem easy. Additionally, helping me to understand "options" available helps me to make a more informed career decision. Again, thank you and yes "Math is my friend!" **Diana Gadison, Teacher, Denver Public Schools**

It is my pleasure to write a letter of recommendation for Trip Reynolds, who served as the Vice President of Human Resources at Denver Community Federal Credit Union for three years. As President/CEO of Denver Community Federal Credit Union, I have had the pleasure of working directly with Trip. Trip has played a pivotal role in developing and implementing the HR programs that make DCFCU strong. His work ethic and communication skills would bring value to any new opportunity he pursues. **Carla Hedrick, President/CEO, Denver Community Federal Credit Union, 303-573-1170**

Trip has been an invaluable resource for us the past few years. As you are aware, Human resources is a landscape littered with many potential landmines. He has extensive knowledge in this area, and we have always been very comfortable relying upon his advice. Trip has given us excellent counsel on many different situations. He has also composed exceptional documents for us to handle these various situations. Please feel free to contact me regarding Trip Reynolds. I would be happy to give my highest recommendation regarding him and his expertise in the HR field. **Bradley H. Harvey, President/CEO, Horizons North Credit Union**

"While my relationship has been limited with Mr. Reynolds, all of my business negotiations have been very professional. He has followed through and done what he told me he would do, and for this reason by itself, I would certainly look forward to working with him in the future in any capacity he may be in." **Larry Fine, President, Fine & Company Executive Recruiters**

"Trip often helped me in accomplishing my goals. He served as an instructor for two conferences held for two thousand employees, provided strategies to supervisors, and Trip was instrumental in carrying out the Executive Development Program by ensuring validity and reliability. He is creative, personable, and energetic. His talents will benefit any organization." **Bonnie A. McElearney, Manager of Personnel Development, City of Dallas**

"I have found you to be my point of contact very frequently over the past three years. I take this opportunity to thank you for those many times you have assisted me in my work. You have always been pleasant, knowledgeable and competent from my point of view." **Betty D. Askew, PBX Supervisor, National Jewish Center for Immunology and Respiratory Medicine**

"...Enclosed in the proposed personnel reorganization of Reunion Arena. This is the result of many hours of working with the Personnel Department over the last 8 months. Individuals with the Personnel Department who have assisted in this effort are Dr. Troy Coleman, Joe Tillotson, Albert Chew, Bill Underhill, Melinda Crayton, and especially Trip Reynolds." **Will Caudell, General Manager, Reunion Arena**

"Trip has demonstrated a thorough knowledge in the human resources field. His ability to deal with the issues is reflected in how he has handled difficult situations for the Plant Services Department. He is able to support the employee's position and maintain a strong representation of this institution's policies and goals." **Rich Palestro, Director of Plant Services, National Jewish Center for Immunology and Respiratory Medicine**

"Trip, I have just reviewed the Affirmative Action Plan and want to congratulate you on a job well done. It is by far the most complete, well organized and accurate plan done during my time at National Jewish. Thanks!" (Retired)

Fred Langille, Executive Vice President/Chief Operating Officer, National Jewish Center for Immunology and Respiratory Medicine 303-388-4461

"As Manager of Employment, (Trip) demonstrated many innovative approaches to staffing challenges creating more effectiveness within his organization. I can honestly say that I find Trip to be a very bright and capable individual and would recommend his talents to anyone needing a strong human resources individual." **Jay Velinder, Executive Vice President, Talent Tree (Staffing Services)**

"The supervisory development conference, 'Excellence Through Quality' was a success. Thank you for agreeing to facilitate the seminar on 'Upgrading Procedures and Policies.' Your commitment helped make the difference. Thank You." **Jan Hart, (former) City Manager, City of Dallas**

"Trip is straightforward in his demeanor and not afraid to address a negative situation. He would seek out solutions instead of fingerpoint. I consider him to have vision as well as the ability to follow through. He is honest, articulate and conceptual in his dealings with my company. He exhibits a 'can do' attitude with the discipline to get it done. He takes on the yoke of responsibility and has the drive and focus to achieve a goal with bottom line earnest. He is an excellent "people person" and knows his staff quite well." **John M. Stepien, Regional Vice President, Nationwide Advertising Service 866-627-7327**

"I just want to take this opportunity to thank you for your special assistance at National Jewish Center. As you are aware, the legal matter in which we were engaged required the presentation of a complex set of facts to a government agency. The manner in which you organized the facts was very important to the successful outcome of the case. Since working with you on this project, I have used the system you engineered successfully in other situations. In addition to presenting the facts in an organized, easy to understand fashion, it is a pleasure to work with a person who maintains their objectivity and is able to treat "difficult to handle" people fairly and with concern." **Ann Allott, Attorney at Law, Allott, Engineer & Makar (303) 797-8055**

"Trip has always made himself available to help others. He has participated in and supported numerous training, and organizational development activities and Trip was very helpful in working with me to establish the position of Total Quality Manager." **Huey May, Total Quality Manager (Retired), City of Dallas 214-670-3120**

"Thank you very much for taking such an active, enthusiastic role in the four safety seminars provided for office personnel from the Business Operations of Dallas Water Utilities last week. Seventy-eight (78) employees attended the seminars, and I've heard some wonderful comments and compliments. We look forward to working with you again." **Janet Milligan, Prebill Audit and Clerical Support Supervisor, Meter Activities Division, City of Dallas**

"My interaction with Trip has been limited, but positive. In 1991, as a part of the downsizing it was necessary for me to lay-off an employee. I was on sick leave so Trip came to Dallas to handle this and to meet with remaining staff. This was a delicate situation and Trip handled it well!" **Ann J. Stephens, Director/Dallas Regional Office, National Jewish Center for Immunology and Respiratory Medicine**

"Trip and I had the opportunity to work together on the 1992/93 United Way campaign at National Jewish. That campaign produced the highest dollars raised by National Jewish and placed the Center at the top of Denver hospitals in employee participation. Trip is not afraid to step out of the box and try new and innovative approaches rather than do things the way they have always been done. In looking at Trip and his many talents he is certainly someone that would be an asset to any management team." **Jan M. Swanson, Assistant Campaign Director, Mile High United Way**

"Seldom do people take the time to appreciate the efforts of those around them, however I wanted to do that for Trip Reynolds. Although Trip has never helped me personally with any major projects, I continue to hear good things about him from other employees, particularly those in my department. The impression I have gotten is that Trip takes the time to help others and is genuinely concerned about other people's problems. From a personal standpoint, I can tell you that every time I have ever called to request information, Trip has gotten back to me in less than 24 hours with accurate and precise answers. It is always refreshing to deal with someone with such a positive and helpful attitude, and I didn't want to see his efforts unnoticed!" **Jeryl Feeley, Project Coordinator, National Jewish Center for Immunology and Respiratory Medicine**

Reynolds has a demonstrated proficiency working successfully with all kinds of people, in all kinds of environments!

So, clearly, education has never been a challenge to me, but dealing with racists and racial institutions has been a perpetual challenge. **So, do the right thing, and finally fix your mistake, because you owe me.**

2. For many K-12 schools, and at many colleges and universities women and an occasional minority increasingly represent the demographics of Senior Leadership teams, which is also true of NIU; but the greatest beneficiary of this evolving demographic has consistently been White women. Unfortunately, White women typically “govern” no differently than their White male counterparts. The ultimate “decision making” continues to occur within the “Glass Ceiling,” which does not mirror the racial and gender demographics of the workforce or society. NIU’s Board of Trustees mirrors the systemic racism and systemic sexism characterized by legacy policies and operating practices that are not configured for an equitable consideration of my request. Therefore, my request should be approved due to the Board’s inherent bias against my demographic.

■ Four-(4) white men (57.14%).



Dennis Barsema
Board Chair
B.S., Northern Illinois University



Eric Wasowicz
Board Vice Chair
B.S., Northern Illinois University



Robert W. Pritchard
Board Secretary
Masters, Univ of Ill at UC
Masters, Univ of Ill at UC



John R. Butler
Board Member
Ph.D., University of Pittsburgh
M.A., Northern Illinois University
B.A., Northern Illinois University

■ Two-(2) White women (28.57%).



Rita Athas
Board Member
Masters, Northern Illinois University
Bachelor, Elmhurst College



Veronica Herrero
Board Member
Masters, University of Chicago

■ One-(1) token Negro (14.29%)



Montel M. Gayles
Board Member
J.D., Illinois Institute of Technology, B.S., Northern Illinois University

Gayles’ “placement” on the Board of Trustees is born of the stereotypical 1960s “Affirmative Action-ish” quotas specific to colleges and universities.

RACIAL ASSESSMENT: NIU’s Board of Trustees is 85.71% White, that’s significantly greater than Illinois’ public sector EEO-4 “leadership” positions which is only 65.19% White. Plus, as reported by the U.S. Census of July 1, 2019, only 60.8% of the Illinois population is White. The chair and vice chair of the Board of Trustees are two-(2) White men who, like me, only possess a Bachelor’s degree, but they lack my robust subject matter expertise from

having successfully worked in diverse public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, and international environments, including health care, municipal government, finance, broadcasting, aerospace, public education, gaming, IT, retail, manufacturing, property/casualty insurance, and HR consulting. As validated by the “Glass Ceiling,” they uniquely benefited from White-male privilege to obtain their prominence in business and their leadership role over the Board of Trustees.

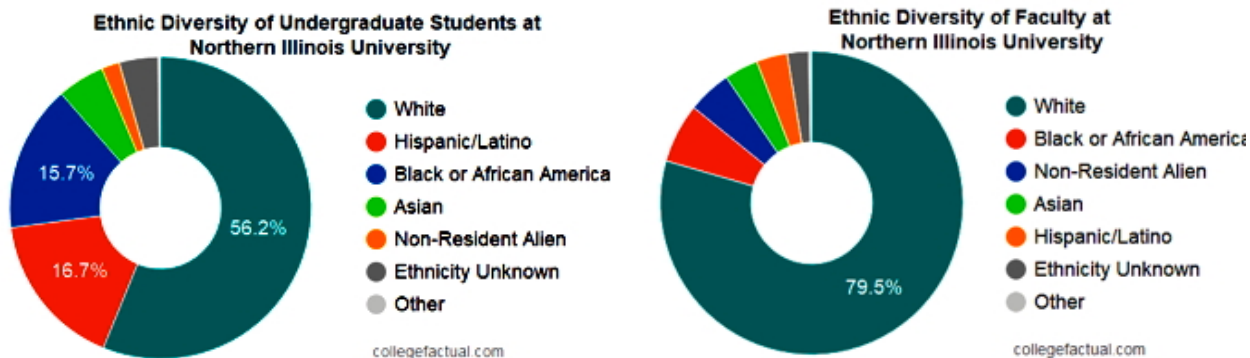
As reported by the New York Times, among the universities ranked in the top 25 (pictured below) by U.S. News and World Report, none are lead by Asian or Black academics, and only one school is led by a Hispanic president (below, in yellow background). While the number of Asian Students at elite schools has increased, Black and Hispanic students are less represented than they were a generation ago. **Source:** “Faces of Power: 80% are White, Even as U.S. Becomes More Diverse,” by Denise Lu, Jon Huang, Ashwin Seshagiri, Haeyoun Park, and Troy Griggs, New York Times, September 9, 2020

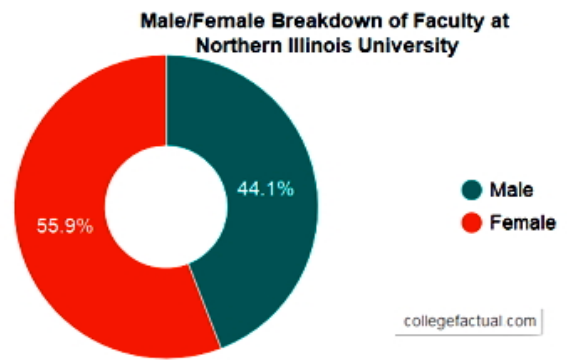
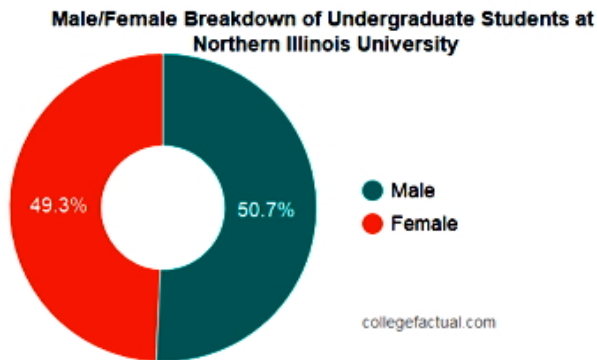


SEXUAL ASSESSMENT: NIU’s Board of Trustees is 71.43% male and only 28.57% female. Conversely, 51% of Illinois residents and residents of DeKalb, Illinois are female, and 49.3% of undergraduate students are female. Although 55.9% of NIU’s faculty is female, nevertheless, equitable representation of females remains a “Glass Ceiling” barrier with the Board of Trustees. **Why is that?**

QUESTION 1: Is NIU unable or unwilling to populate a Board of Trustees that mirrors: (a) the student body; (b) the EEO-4 for State of Illinois or for DeKalb, Illinois; or (c) the EEO-1 for the State of Illinois?

RESPONSE: There’s no evidence NIU’s Board of Trustees is configured to actually practice the alleged principles of “Diversity, Equity and Inclusion” it preaches.

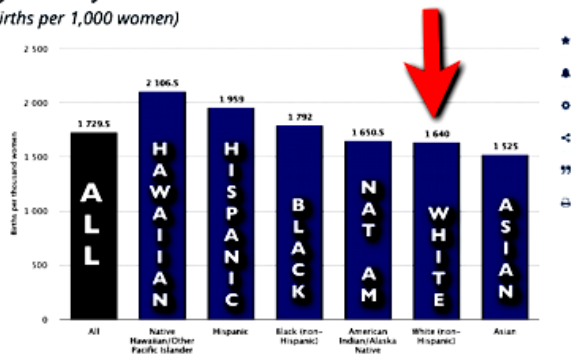




Like it or not, the racial demographics of the United States of America is changing, with the birth rate and populations of minorities increasing as is the blending of all racial and ethnic groups. Conversely, the White fertility rate continues to decrease as White people become richer, more affluent.

FACT: *The higher the degree of education and GDP per capita of a human population, subpopulation or social stratum, the fewer children are born in any industrialized country.* Statistically, a replacement rate of 2.100 is necessary to "replenish" a racial/ethnic group. The fertility rate for the entire U.S. is only 1.765.5 - and the fertility rate for White people is only 1.640, which is next to the lowest fertility rate.

Total fertility rate in the United States in 2018, by ethnicity of mother
(births per 1,000 women)



www.statista.com/statistics/226292/us-fertility-rates-by-race-and-ethnicity/

Total fertility rate by ethnicity U.S. 2018
Published by Erin Duffin, Nov 28, 2019

All Topics	Illinois	DeKalb city, Illinois
census.gov - Sunday, September 6, 2020		
Population estimates, July 1, 2019, (V2019)	12,671,821	42,847
PEOPLE		
Population		
Population estimates, July 1, 2019, (V2019)	12,671,821	42,847
Population estimates base, April 1, 2010, (V2019)	12,831,572	44,123
Population, percent change - April 1, 2010 (estimates base) to July 1, 2019, (V2019)	-1.2%	-2.9%
Population, Census, April 1, 2010	12,830,632	43,862
Age and Sex		
Persons under 5 years, percent	△ 5.9%	△ 4.6%
Persons under 18 years, percent	△ 22.2%	△ 18.0%
Persons 65 years and over, percent	△ 16.1%	△ 8.8%
Female persons, percent	△ 50.9%	△ 51.1%
Race and Hispanic Origin		
White alone, percent	△ 76.8%	△ 73.5%
Black or African American alone, percent (a)	△ 14.6%	△ 14.5%
American Indian and Alaska Native alone, percent (a)	△ 0.6%	△ 0.1%
Asian alone, percent (a)	△ 5.9%	△ 4.6%
Native Hawaiian and Other Pacific Islander alone, percent (a)	△ 0.1%	△ 0.0%
Two or More Races, percent	△ 2.1%	△ 2.8%
Hispanic or Latino, percent (b)	△ 17.5%	△ 13.5%
White alone, not Hispanic or Latino, percent	△ 60.8%	△ 65.4%

QUESTION 2: Given the perpetual change in race-based and sex-based demographics, *why does systemic racism and systemic sexism continue to exist at NIU?*

QUESTION 3: As with the Boy Scouts of America, the Catholic Church, USA Gymnastics, Penn State University, etc., ignorance is no excuse under the law; therefore, isn't it a dereliction of the fiduciary responsibility of NIU's Board of Trustees to turn a cold shoulder to the race-based and/or sex-based hardships students *and faculty* endured as a direct result of NIU's ignorance, denial, or indifference?

OBSERVATION 1: NIU's Board of Trustees, senior administrative staff and all hiring authorities have a fiduciary responsibility to act in compliance with employment law, and to give more than just lip service to NIU's alleged commitment to "Diversity, Equity and Inclusion" (<https://www.niu.edu/diversity-inclusion/index.shtml>). Unfortunately, as documented by the American Council on Education (<https://www.aceacps.org/summary-profile/>), the intentionally skewed lily-White and pro-male configuration of NIU's Board of Trustees does not provide an objective consideration of my application for an honorary degree. How can NIU escape systemic racism and systemic sexism if the paradigm for governance remains unchanged (<http://www.tripoetry.com/Letters/reynoldsrap-systemic.htm>)?

OBSERVATION 2: I do not have a high regard for the overwhelming majority of "academicians" in both K-12 environments and secondary education, because far too often it's been my role, as a subject matter expert in all human resource disciplines, to identify and correct their mistakes, to mitigate their failure to perform, and to circumvent exposing their buffoonery to vendors, politicians, and business professionals. Oh, the horror stories I could tell you about the stupidity, sexism, and racial discrimination committed by "academicians."

Yes, I'm holding NIU accountable, immediately responsible for correcting the injustice done to me by YOUR authorized agent who "racially" abused me, which is no different than Larry Nassar's "sexual" abuse of young women at USA Gymnastics. Given all of the facts presented within this document, granting me an honorary degree does not mean NIU is no longer a racist institution, but it does mean you're doing the right thing.

"At NIU, we're committed to confronting racism and all forms of discrimination. We welcome all members of the campus community to join us in working toward positive change. By taking action, sharing resources and providing support we can continue to find strength in our diversity."

<https://www.niu.edu/diversity-inclusion/index.shtml>

By not doing the right thing, it further demonstrates NIU's commitment to systemic racism. **Please, do the right thing, and practice the egalitarian principles of Diversity, Equity and Inclusion you preach.**

I welcome your questions, feedback, etc. Also, at your discretion, I welcome an opportunity to meet with you at our mutual convenience.

Sincerely,



Trip Reynolds
402-418-8424

trip.reynolds@icloud.com

P. O. Box 412, Crete, Nebraska 68333

HR CONSULTING: <http://www.reynos.com>

RESUME: <http://www.reynos.com/bio.htm>

APPENDIX – LESSONS LEARNED

In the wake of the murder of Martin Luther King, social protests at the 1968 Olympics by Tommy Smith and John Carlos, and numerous race riots, racial tension ran high throughout the United States for several years, including Wichita, Kansas.

SEPTEMBER 23, 1970 - On this day, a fight occurred between a Black girl and a White girl during the lunch hour at my high school, Wichita Heights High in Wichita, Kansas. There was absolutely no “race riot,” but the assistant principal (known to be unfriendly to Black students) escalated the altercation announcing on the public address system to all students and faculty, “There’s a riot . . . teachers are directed to lock all doors and do not let any student to enter any classrooms . . . I’ve called the county sheriff (Vern Miller) who’ll soon be on campus.”

Concurrent with and contrary to the incorrect announcement of a “riot,” the football and track coaches specifically directed all lettermen (I was one), to escort students back to their classrooms. “Lettermen” athletes were easily identified, because we wore the school jacket and were perceived as role models (see photo at right). Most importantly, students who were outside the main building were NOT unable to hear the PA, because it did NOT broadcast outside where athletes, mostly Black students, played basketball *during the entire lunch hour*. Unfortunately:

1. Sheriff Miller was unaware Black male students playing basketball outside had no idea a “race riot” was going on;
2. Black male students did not know they were supposed to return to their classrooms;
3. Black male students who attempted to return to their classroom were prohibited from re-entry.

I saw Sheriff Miller enter through the main doors of Wichita Heights and immediately, without any hesitation, he hit and beat Black males students, but these Black male students were not beating anyone or destroying school property to justify such treatment. They, “we,” were just standing there. I watched as eighty-five-(85) pound, 5’2”, sixteen-year-old Trilby Peach, a really skinny Black girl, yelled at Sheriff Miller to stop hitting her fellow Black students. Sheriff Miller grabbed Ms. Peach, and this grown man used his fist with leaded-gloves, hit her in the face, which dazed Ms. Peach and caused her to briefly lose balance. Ms. Peach regained her composure, and hit Sheriff Miller in his head, which startled him. My parents did not raise me to allow any man to hit or beat a woman – period; no exceptions. I quickly jumped on Sheriff Miller’s back to restrain him, and shouted, “Run, Trilby, run! Run!” Ms. Peach ran away. Eventually I was “detained” by Sheriff Miller, as were eleven-(11) other Black male students and two-(2) Latino students. No White students were “detained.” I was sixteen-(16) years old. Being a minor, my father, Rev. Dr. Everett S. Reynolds, who was also a Police Chaplain, was contacted, and he came to my rescue, and said to me: *“Trip, all of your friends have Black attorneys, and they’re still being detained. You have a White attorney, and you’re the ONLY one no longer being detained. Do you understand?”* I responded, “Yes, sir, Dad. I get it.”

LESSON LEARNED 1: At sixteen-(16) years of age, I learned Black people have no power. White people have power, privilege, and can do whatever the hell they want.



This is the same Letter Jacket I wore on September 23, 1970

Photo taken 09-08-20



As represented by the bars on my jacket, I lettered in track twice; cross-country once; the star indicates I was a captain; and I graduated in 1971.

OTTAWA UNIVERSITY 1974 – My first mistake was to walk into class carrying this 4' x 5' painting (at right), which was based on the album cover (below) of “Smokey” by Smokey Robinson . . .

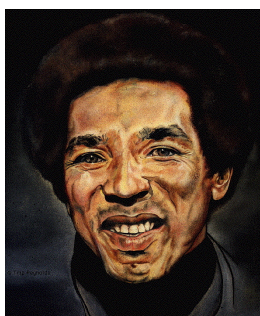


“Wow, Trip paints better than the teacher!”
The GPA for my major dropped accordingly, from 3.82 at Garden City Junior College to 2.50 at Ottawa University!

GARDEN COMMUNITY JR COLLEGE			MAJOR ONLY	
FALL 1971				
Freshman English I	B	3.00		
P.E. for Men	B	3.00		
Sociology	B	3.00		
Drawing I	A	4.00	DRAWING I	4.00
Speech I	B	3.00		
Essentials of Art	A	4.00	ESSENTIAL OF ART	4.00
SPRING 1971				
Commerical Design	A	4.00	COMMERCIAL DESIGN	4.00
Oil Painting I	A	4.00	OIL PAINTING I	4.00
General Psychology	B	3.00		
Fr. English II	B	3.00		
Ceramics	A	4.00	CERAMICS	4.00
P.E. for Men	A	4.00		
Biology	C	2.00		
FALL 1972				
General Graphic Arts	B	3.00	GENERAL GRAPHIC ARTS	3.00
College Math	B	3.00		
General Chemistry	B	3.00		
Drawing II	A	4.00	DRAWING II	4.00
Economics I	B	3.00		
Projects	A	4.00	PROJECTS	4.00
American Literature I	B	3.00		
SPRING 1973				
Layout and Design	B	3.00	LAYOUT AND DESIGN	3.00
Oil Painting II	A	4.00	OIL PAINTING II	4.00
Intro to Philosophy	A	4.00		
Contemporary World Politics	B	3.00		
P.E. for Men	A	4.00		
Sculpture	A	4.00	SCULPTURE	4.00
		3.42		3.82
OTTAWA UNIVERSITY				
FALL 1973			MAJOR ONLY	
Commercial Design	B	3.00	COMMERCIAL DESIGN	3.00
Advertising Art	B	3.00	ADVERTISING ART	3.00
Basic Media Painting	B	3.00	BASIC MEDIA PAINTING	3.00
Problems and Values	B	3.00		
SPRING 1974				
Life Drawing	C	2.00	LIFE DRAWING	2.00
Senior Core	B	3.00		
Senior Core	A	4.00		
Chinese Philosophy	B	3.00		
Broadcasting	B	3.00		
SUMMER 1974				
Science Fiction	A	4.00		
Graphic Arts	A	4.00	GRAPHIC ARTS	4.00
Portrait Painting	D	1.00	PORTRAIT PAINTING	1.00
		3.00		2.67
GPA OVERALL				
		3.29		3.41

And too much attention from this additional character study of Smokey Robinson

12" x 12"
Oil on canvas



Likewise, my contour line drawing / illustration of a “live” model also brought me too much attention.



LESSON LEARNED 2: At twenty-(20) years of age, I learned to avoid trouble or punitive action, a Black man must know his place, and never, never, never ever, intentionally or unintentionally, upstage White people, especially White men.

NIU 1975 – Forced to enter as a student-at-large, I had no interest in education or to associate with racists. While attending Ottawa University, Tracy Brown cast me in her stage production on the life of Malcolm X, “El Hajj Malik,” and she was amazed I learned all of my lines the day before opening night. Likewise, she knew, in order for me to be a DJ on the OU radio station KTJO-FM (<http://www.reynos.com/Resume/Degrees/KTJO-Certificate.htm>), I had to pass a test required to obtain a 3rd Class FCC Broadcasting Operating Permit. My only attempt to study for the test occurred during the one-(1) hour drive from Ottawa, Kansas to Kansas City, Kansas. I was the only one-(1) of twelve-(12) OU students to pass the test. Given the aforementioned, when Tracy discovered I had two-(2) “C’s” on my mid-term grades at NIU, she scowled at me, turned her back to me, and while walking away, she said, “Trip, you’re so much smarter than that.” It really bothered me that I had hurt her feelings. So, to the shock of Professor Bass and my other NIU instructors, I “surprisingly” improved my grades.

LESSON LEARNED 3: At twenty-two-(22) years of age, I learned if I allow racism to castrate me, I hurt people who care about me, and I hurt myself.

August 31, 1978 – The Frank Vigilante Decision – Given that I had no chance of obtaining a graduate degree from NIU’s art department, and I had no money to stay in the apartment I shared with my girlfriend, Tracy, I was forced to leave DeKalb, Illinois. I moved in with my parents who lived in Chicago, and became employed in the Chicago Public Schools as a principal’s assistant at Bradwell Elementary School. Notably, I traveled to DeKalb every weekend to be with Tracy. With our dream of graduating together busted, eventually, she also dropped out of NIU without completing her degree, and she moved to Chicago. We lived in separate apartments for about year, but we wanted to live together, so we searched throughout metro Chicago for an apartment. Tracy scheduled a meeting to view an apartment located in northwest Chicago suburbs, and although we arrived on time, no one answered our repeated knocks on the door, or the doorbell, or responded to our telephone calls. Tracy and I made two more attempts to contact the landlord to view the apartment, but we were unsuccessful. Days later, about 11:30 am, while employed in my new job as an Employee Compensation Specialist at Kemper Insurance Company in Long Grove, Illinois, I received a telephone call from Frank Vigilante. The conversation went like this:

FRANK VIGILANTE:

“Hello, is this Trip Reynolds?”

TRIP REYNOLDS:

Human Resources Department; this is Trip Reynolds. How may I help?

FRANK VIGILANTE:

You and your girlfriend or wife came to my property yesterday.

TRIP REYNOLDS:

Yes, that’s right. We were there, on time, but no one answered the door. Was something wrong?

FRANK VIGILANTE:

Well, I just going to tell you; we’re not going to rent the place to you, because we don’t want any Black people living there. So, that’s it.

Now, I guess you can call somebody or file a complaint, or whatever, but I’m hoping that we, you know, man-to-man, we might work something out. So, what do you want to do?

TRIP REYNOLDS:

(Trip looked around the HR department to see if someone was playing a practical joke on him, but no one raised their head, no one laughed, etc.)

Excuse me, are you serious? Is this a joke?

FRANK VIGILANTE:

No, I’m not joking.

I’m not going to let Black people move into my property.

So, how do you want to handle this?

TRIP REYNOLDS:

Hum. I . . . don’t know.

FRANK VIGILANTE:

Well, okay.

TRIP REYNOLDS:

Goodbye. (I hung-up the phone, and immediately called Tracy)

TRIP REYNOLDS:

Tracy, remember the rental property we didn't get to see; well, the owner just called me and said he won't rent the place to us because we're Black.

TRACY:

Really?

TRIP REYNOLDS:

Yeah.

ACTION: On September 22, 1978 I filed a complaint (#78-FHO-195-2575) with the City of Chicago's Commission on Human Relations against Frank Vigilante, Anthony A. Casaccio, and Vigilante Builders for violating the Chicago Fair Housing Ordinance, Chapter 198.7-B of the Municipal Code of Chicago, for discriminating against me because of my race:

- Frank Vigilante also accepted payment for a credit check with absolutely no intention of renting the apartment to a Black person;
- I had to extend, at additional cost, my expired rental agreement;
- In order to secure personal leave to address this matter, I had to involve my employer in a personal, non-work related activity; and
- Frank Vigilante personally defamed my character, and insinuated my race as inferior.

LESSON LEARNED 4: At twenty-five-(25) years of age, consistent with my experience at NIU, rather than acquiesce any aspect of White privilege as provided by systemic racism, some White people prefer to pay a fine and subject themselves to public scorn or ridicule rather than comply with federal, state, and municipal laws that govern discrimination. *Vigilante paid me a \$500 fine, with no admission of guilt, and was "encouraged" not to discriminate (again). 'Nuff said.*

