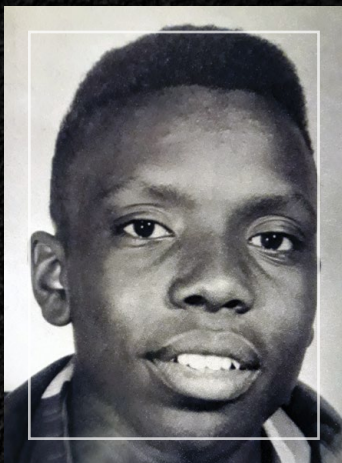




NAT GLOVER

EARLY HISTORY



Nat Glover is considered a pioneer in leadership in Jacksonville, Florida. He was the first Black Sheriff elected in Florida since the reconstruction era. He was a mayoral candidate and served as the President of Edward Waters College, Florida's first institution established for the education of African-Americans.

Born in 1943, in segregated Jacksonville, Florida, like many Black children, he was raised amid poverty and prejudice. He escaped by spending hours glued to the family's weathered radio, listening to popular detective programs like Michael Shane and Yours Truly, Johnny Dollar, and Dragnet. Hours of listening led to him to dream of becoming a police detective.

When he was a teenager, a harrowing encounter with racism would forever commit him to the side of all things fair and just. On August 27, 1960, he unknowingly headed straight into the aftermath of one of the bloodiest battles in this country's fight over civil rights. The Ku Klux Klan and 200 white men armed with wooden ax handles attacked young black protestors staging a sit-in at a downtown whites-only lunch counter. It would come to be known as "Ax Handle Saturday."

Glover was told by a white police officer to "get out of here before they kill you." Terrified, he took off running. The hateful faces of those men with ax handles and bats left him with an unforgettable memory. He told himself he would never again run from a fight. He would, instead, stand up for himself and others.





LAW ENFORCEMENT

After graduating from Edward Waters College, Glover pursued his dream of becoming a law enforcement officer. He joined the Jacksonville Police Department as a patrolman in 1966. After being named Police Officer of the Year four times, he was promoted to detective. Detective Glover rose to sergeant in 1974, and was appointed as the city's first Hostage Negotiator. His role was critical in diffusing life-threatening situations and putting a team in place to respond to crises, including suicidal individuals.

By 1991, the police department and Sheriff's Office consolidated, and Glover became the first African American to serve as Deputy Director and then as Director.

Duval County voters elected Glover to sheriff in 1995, making him the first Black sheriff in Florida since the Reconstruction era. His 1999 reelection garnered national recognition for Glover for his community policing, ban on choke holds, and displaying officer's names on their vehicles. Then-President Bill Clinton and U.S. Attorney General Janet Reno praised his initiatives during a neighborhood walk-along with Glover in Jacksonville.

Under Glover's leadership, JSO received the coveted National Sheriff's Association Triple Crown Award. This recognizes sheriff's offices that achieve simultaneous accreditation by the Commission on the Accreditation of Law Enforcement Agencies, the American Correctional Association's Commission on Accreditation for Corrections, and the National Commission on Correctional Healthcare. According to the organization out of more than 3,000 sheriff's offices in the country, fewer than 100 have qualified for this coveted award.

He retired from the Jacksonville Sheriff's Office in 2003, after two terms as sheriff and 37 distinguished years of law enforcement service. In 2021, Glover was inducted into the Florida Law Enforcement Officer's Hall of Fame.



MAYORAL RUN



Mayoral Candidate Nat Glover and Campaign Supporter Matt Carlucci

In 2003, Glover put his hat in the ring to run for Jacksonville mayor.

The focus of his campaign was education, economic development and managing the city's growth. It was an intense race against Republican candidate John Peyton. It would become the most expensive mayoral race in Jacksonville's history.

Peyton's victory ended Glover's bid to become the Jacksonville first African-American mayor but in a surprising political move, Mayor Peyton asked Glover to co-chair his administration's transition team.

PRESIDENT GLOVER

Glover was chosen to serve as interim president at his alma mater, Edward Waters College, in 2010. The following year, he would become the 29th president of the oldest private institution of higher education in Florida, founded in 1866 to educate newly freed slaves. During his tenure, Glover was twice nominated for the Historically Black Colleges and Universities (HBCUs) Male President of the Year.

Glover took on an aging infrastructure, a sagging graduation rate and safety concerns over campus security. During his tenure he raised \$81 million dollars for improvements, he worked on retention rates, established more scholarships for need-based students and created an inviting campus environment.

He was awarded a "Great Floridian" designation in 2016 for his dedication to law enforcement, higher



education and the city of Jacksonville. Previous recipients include Bobby Bowden, Walt Disney, Marjory Stoneman Douglas, James Weldon Johnson and Thomas Edison. The Great Floridian designation is presented in recognition of the outstanding achievements

of men and women who have made significant contributions to the progress and welfare of the state.



WHERE THEY WILL SHINE SCHOLARSHIP

Making a Difference Fund

Glover has exhibited a lifelong passion for education. Throughout his career, he was a devoted mentor, coach and role model who provided valuable service on numerous civic and nonprofit boards. In his first term as Sheriff, he donated \$240,000 of his pension benefits to a college scholarship fund for low-income children in the Jacksonville community.

Glover would like his legacy to be the opportunities he has provided to young people to keep them from ending up where he saw so many – in the criminal justice system. He would like to prove to them that having an education pays real dividends, as much as \$2.8 million in dividends over a lifetime.

In November 2006, Glover served as a roving ambassador for higher education in Jacksonville, focusing on college recruitment and drop-out prevention. He also served as Special Advisor to University of North Florida President John Delaney.

In conjunction with the Florida State College at Jacksonville Foundation, Glover will spearhead the

funding of scholarships for need-based students. Funds for the Where They Will Shine Scholarship Fund will be raised in part from the proceeds of his upcoming biography, "Where They Will Shine: A Black Sheriff in the Deep South". He recalls the many people who intervened in his life at critical times to provide him the opportunity to help reach his dreams, and wants to provide those similar opportunities to Jacksonville's youth, starting with education.

The Florida State College at Jacksonville Foundation will make disbursements to students who qualify for the Federal Pell Grant, awarded to undergraduate students who display exceptional financial need and have not earned a bachelor, graduate, or professional degree. Students must begin the qualification process by submitting a Free Application for Federal Student Aid (FAFSA) to attend college at Florida State College at Jacksonville, Edward Waters College, University of North Florida or Jacksonville University.

“ I made a career in law enforcement, arresting and putting young people in jail. Later, I had an opportunity to become president of my alma mater, and I had the chance to educate and graduate young men and women as our friends, neighbors that we love rather than fear. Seeing young people walk across the stage and get their degrees, and me being responsible for their education, has been the embodiment of happiness for me. It has been one of my greatest blessings.”

– NAT GLOVER JR.



Q&A

With Author and Former Sheriff
NAT GLOVER About His Editorial

WHAT WAS IT LIKE HAVING A CAREER IN LAW ENFORCEMENT AS A BLACK MAN IN THE SOUTH?

? When I was a rookie another officer said “If I had a machine gun, I would have just mowed them down,” when talking about the black community. I was furious and did not hold back my anger. Later one of our training officers came up to me and said “You know, Glover, most of the people in the room agreed with you. But what you said and how you said it prevented some of the people who agreed with you from saying anything.” It was then I learned the lesson that we are all human and to reach other humans you must find other techniques other than anger if you truly want to make a meaningful connection and impact.

WHAT DO YOU MEAN WHEN YOU SAY POLICE OFFICERS HAVE “A LICENSE TO KILL”?

? Unlike most professions’ police officers carry guns as part of their job. That means every day they are faced with the possibility where they might have to make the decision whether or not to shoot that weapon and possibly end someone’s life.

That decision most often has to be made within seconds and that officer or officers face a review of that shooting to determine whether or not it was warranted.

It is fitting and proper that a review should take place of the shootings. But that review should be objective and contain an examination of the total circumstances of the situation.

However, I am concerned that the death of George Floyd by veteran officer Derek Chauvin has put all of law enforcement under unprecedented and potentially unwarranted scrutiny.

As a result, the atmosphere has changed, and law enforcement is no longer receiving the benefit of the doubt in cases where an officer’s weapon was fired. There is now an automatic level of suspicion and scrutiny from the public in any deadly encounter.

There are and will continue to be situations where an officer may have used poor judgment and while that is always a possibility, I fear in this current climate that an officer will be charged for a crime when they were just trying to do their job.



IN YOUR EDITORIAL, YOU SAY THE OVERWHELMING MAJORITY OF POLICE OFFICERS TAKE THEIR RESPONSIBILITIES TO PROTECT AND SERVE SERIOUSLY. HAVE YOU EVER WORKED BESIDE A "BAD COP"?

- ?** I have never worked with a bad cop but I have worked with a police officer who because of the circumstances got emotional and used bad judgment. When I was a patrol officer my partner, in my opinion, was being too aggressive with a suspect. I felt my job was to lower the temperature of the whole situation to ensure neither my partner nor the suspect were injured.
- I have fired bad cops only to have them exercise their rights to an appeal and be reinstated. It is not the individual we need to change but the whole system that continually allows bad cops back onto the police force.

DID YOU EVER USE A CHOKEHOLD OR DRAW YOUR GUN ON A SUSPECT?

- ?** I have neither had to use a choke hold or draw my weapon with the intent to shoot someone. Sometimes it takes perseverance, but I am convinced there are many options available other than a deadly restraining technique to control an individual. Hostage negotiation school helped my persuasion skills to change very dangerous situations into safe secure circumstances.

WHAT ARE THE MAIN IMPLICIT BIASES IN THE CRIMINAL JUSTICE SYSTEM?

- ?** While the notion of implicit bias has been frequently attributed to police actions and conduct, on the prosecution and court side of the criminal justice system there is also a pattern of disparate treatment and sentencing of African Americans indicating some bias. There have been studies and reports that clearly indicate African Americans are generally sentenced to longer terms of incarceration than white defendants when the conditions of those sentences are the same. These disparities have been reported under the heading of "implicit biases". If the biases are in fact implicit, meaning that the bias is unconscious, then the whole notion of the pursuit of justice in our criminal justice system will need new, creative and innovative approaches to the prosecution and sentencing process. In the absence of such reform the results will be clear: justice is for whites only and a mere myth for others.

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