Feminist Oral Histories of the University of Washington

Department of Gender, Women and Sexuality Studies, University of Washington
Seattle, WA

JOHN HAYES

Interviewed by
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GWSS Conference Room, Padelford B110 G, University of Washington, Seattle, Washington

Narrator[1]

John Hayes, Seattle native and Seattle Police Department Captain, is a transformative servant leader who creates change through innovative approaches to policing. A lifelong learner, Hayes earned his Bachelor in Womens Studies and Social Welfare in 1976 from the University of Washington. Following graduation, Hayes served as an outreach worker before returning to the University of Washington to earn a Master's degree in Social Work. For 37 years, Hayes has been transforming the department and Seattle community with his unique approach to crime prevention through community building, outreach, and advocacy. When Hayes first joined the SPD, parts of Seattle were experiencing spikes in gang activity. In response, Hayes brought an innovative approach to the department: paying home visits and working together with families to keep kids out of trouble and gangs in the first place. Due to its success and popularity among participants, the program continues to operate today under the name Seattle Youth Initiative. Once again in 2003, Hayes approach to policing proved successful when he created the program Get Off the Streets. This program, now run by the non-profit Seattle Neighborhood Group, matches homeless, drug-and-alcohol addicted and non-violent criminal populations with housing and treatment services. In doing so, program participants receive support in pursuing lives without crime. By approaching his work from the heart, Hayes transforms the lives of individuals in the Seattle community and introduces them to lives they never thought possible.

Interviewer

Danielle Carrasquero (b. 1996) is a graduating senior at the University of Washington. Carrasquero is pursuing her BA in Political Science and hopes to find a career that makes a positive impact through promoting equity and inclusion and justice for those most marganilzied in society.

Abstract

In his oral history, Hayes discusses his transformative education at the University of Washington and the impact that it had on his life. Specifically, Hayes cites the framework learned through Womens Studies and Social Welfare and the experiences within the departments as fundamental building blocks to his innovative approach to policing. The interview focuses on Hayes unique career with the Seattle Police Department, the ways he promotes equity and inclusion within the department and Seattle community, and the ways in which his student experience laid the groundwork for his professional career. Hayes speaks with candor about institutional racism and sexism, the need to operate from the heart, and how we all have a part to play in building the type of world we want to live in. The interview is especially noteworthy for Hayes reflection on the tools he learned through the University of Washington to not only interrupt his own life and the world around him, but to have a continued adaptability through societal changes and social movements.

Interview recorded by Danielle Carrasquero on a Sony CX580V [2013]; Two 30-minute and one 10-minute video tapes (three total). Audio recorded by Danielle Carrasquero on an Olympus WS-331M; One 70-minute tape.

[1] https://grad.uw.edu/student-alumni-profiles/john-hayes/

Files
Audio: WS330602.mp3
Video: 00000.MTS, 00001.MTS, 00002.MTS

Transcript
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NOTE: Transcript of audio file. Timecodes in transcript relate to audio file. Start and end of video files noted within transcript.

[Start: WS330602.mp3]

[Start: 00000.MTS]

[00:00:09]

CARRASQUERO: Ok! Great! Do you want to finish that thought before we start?

HAYES: Ok, I'll finish that thought. From the time you called me I've been thinking about what did I really want to say. What was going to be –

[Audio interruption 00:00:22]

what's the theme that I wanted to carry out. But I realized that, through my whole life after taking my first few classes in the program, I've never stopped thinking about what impacted me, what I learned, and, how can I apply it. So, I said, I'll write this I'll write that, [and then] I said you know, I really want to go with the flow. Because I think as much as I've thought about everything, it continues to have an impact on me. I may have forgotten a few of the instructors' names, but how they worked with me when I was going through, continues to impact me. So it's, it's really, it's really nice, it's *really* nice to be back here, and to share some thoughts. I think the things that are of most interest to you are as important to me also. I'd like to go with the flow of what you would really like to know about. Looking through some of the questions, I really want to say some things that may not be as important to others, especially now, but were so impactful and important to me back then. Does that sound alright?

CARRASQUERO: That sounds amazing! I'm so excited, and thank you so much for being here and being willing to share your experiences and your story. And I think, that's also, something really interesting, like, the things that regardless of what they look like in importance to other people, how profound that can be for us. So, I'm excited to hear about it!

[00:02:17]

CARRASQUERO: So I guess we'll start with just, um, your personal history and education. So, um,

I'm wondering what you call yourself. What name you go by, and then which pronouns you use.

HAYES: I basically like to go by just my name – John Hayes. My family, folks at church, people that get to know me, will hear my nickname of Ricky. Which I really like being called as well because John has always been the more formal name. It's been kinda funny through the years how if someone calls my name, if I hear them say John I know its work, Ricky I know its church or family, that kind of thing. Sometimes the two don't know each other, as far as who says "I didn't know you were called Ricky, really?" or "I didn't know you were called John,".

[00:03:22]

CARRASQUERO: People don't know you're called John?

HAYES: No, no and in fact – a little side quick story, you can edit this out but – when I was recruited out of church by the chief, Chief Patrick Fitzsimon at the time, I promised him when I finished graduate school I would take the police exam. I wasn't sure if I really wanted to be an officer and such but I said I would do it. So I remember I did it and about three weeks or so later he comes to me at church he says "Why did you lie to me? Why did you lie to me?" I said "What did I lie about?!" He says, "You told me you were going to take the exam this time!". I said "Yeah, and I did". "I looked all over [the list], you were nowhere on it! I looked under Ricky, I looked under Richard, I looked under…". I said "Because my real name is John". But he, the chief, only knew me as Ricky! We still to this day get a big laugh out of that. Here he is recruiting me, and so that's how distinct it is for a lot of people as far as name. I don't necessarily go by call me Mr. Hayes or things like that. Just my name, John Hayes. If you happen to hear this is my occupation, cool, you can call me captain you can call me officer - those things are fine. And believe me, people have had a lot of other names for police officers and been called those. But at the same time I really have fun with things. I

appreciate the fact of having the communication, sharing what I can. Because I really believe that everyone works so hard to improve on things. Sometimes we may not coordinate as well, but I want to be a part of the solution. It takes a lot of work to be a part of the solution but it's very easy to just sit back and to criticize. Now, that's what got me into policing. I really thought I was only going to be a cop for five years. Because I really didn't like [the way the police were treating the kids I was working with]. I was a social worker [then], and I had a small practice on my own and I had agencies that I worked with. I said you know what, I don't like the way the police are treating the youth that I'm working with. So what I'm going to do is become an officer. I'll learn all their secrets, and then, in five years, I'll go back to what I was doing. And those five years turned into ten turned into now 37.

CARRASQUERO: Oh, wow!

HAYES: I've been on 37 years.

CARRASQUERO: Oh my gosh!

HAYES: And why I say that is I felt that through the things that I've learned while I'm here at the UW – womens studies program, social work department, and so many other classes that I took – the [police] department needed [me]. They needed someone who knew how to think in a very even way, outside the box. That's probably what I'm known most for [in the department]. I find a need, and work to meet the need to make things better for all. It sounds a little bit strange, especially in policing, but I was probably 10-15 years ahead of where we ended up [with the department], by doing the things that I did when I got on to the department. So I have my undergraduate in womens studies and social welfare and my masters in social work.

CARRASQUERO: You think I didn't find that in my research?!

HAYES: Yes, I sure you, its wiggled in there someplace! That is the best compliment to policing. I have used so many [tools]. Everything they're taking about now, it's [practices] called de-escalation, what they're looking at for alternative approaches to how we deal with crime, what can we do to lessen the recidivism rate of so many young kids that keep going in and out of the system. All of these things I've learned by hearing others speak. If we go back to the real beginning, what made me take my first class. My very first class. Here I am, and I hear about different classes that go on in the department, go through the UW, and there was a womens studies class. I said, oh man, how cool! I said, I wonder how chauvinistic I am? That was my very next statement. I said, I bet if I took the class they'd let me know.

CARRASQUERO: Find out real fast!

HAYES: I'll find out real fast! There were some things that I didn't even realize that I was doing that contributed to [the delayed awareness in] the whole understanding of the womens movement. The women that participated in so many jobs, that it was outlining ways to keep them a step down. And so as I'm going through – but there were a couple guys in the class and, oh man! If someone mentioned something that a man did "oh, you're wrong!" real strong resistance. I'm looking at them and I said, man, that's a perspective. This isn't anything else more than a perspective that helps with a conversation to make things better. I was really amazed because I never was raised that way. But also, I was never aware. I wasn't raised in a way to make me aware of certain way in which we speak.

CARRASQUERO: Sure.

HAYES: Certain jobs that we participate in. When I look at myself going through the

programs, I remember one of the classes – I can't even remember the instructor right now – but it was about women in the legal system, women in law. They were spelling out things that kept women down, that discriminated against women. I said, oh man, this is really mean, I'm not lying it floored me. Now how can a law be designed and accepted that kept women out of certain occupations, kept them out of all these [valued occupations]. My parents, my mom and dad, never looked at separating things. Like, women can't really do this [job, or hold a position] like that. I had a really strong mom and a really outstanding father that always encouraged [us]. So I'm going through this class and I'm thinking to myself, wow, my grandmother really went through some [tough times]. Wow, my mom, really went through some things, you know, to even give me the framework to end up at the UW. So then now I'm [sitting in class] thinking, this is just like bullet points coming at me. And so I, I started thinking: what am I doing to contribute to this issue, this problem. I really had to take another couple classes to understand my thinking. I realized that, as limiting as some male perspectives can be, there are people, there are men, there are boys, that don't know that [their actions are] limiting. I looked around and I then said, oh I never want my sister to go through this. I never want my kids, my daughters, to go through something like this. I want them to be strong. I can't remember which class I was in, you want to know a book I probably read about three times, I believe it's called the "games mother never taught you".

CARRASQUERO: The games mother never taught you, I'm gonna look into it.

HAYES: Yeah. It's been out awhile and its had a [few] revisions. I passed it on to one of my daughters, [I told her] come on, just look at this, you [have to] understand [this message]. It talked about how corporate decisions were never made in the office. They were made on the golf course. They were made [at coffee], you see what I'm saying. They were made everywhere else in social environments with the people they were able to mix with. Blew me away! I thought everything

occurred around the table. So here I am, you talk about naïve, I was front and center. Everything kept engulfing me, more and more. In the social work side of it, Alethia Allen, was a professor for a lot of years [at the University of Washington School of Social Work]. [I] took different classes from her. Her and I would have so many conversations about [how to] open up your mind [and] express. Think about what its taking for you then what it takes for others, especially women. Then it started opening up perspectives about people of color. I don't like to generalize like that, I like to – just to be able to say if you're not white, it's a tough battle. [Back then] I never really understood that. To bring that blend together, Moya Duplica, she was over at the school of social work. Sue Ellen Jacobs with the women studies department. So many people influenced me because they had an interest in wanting me to know. They probably saw things I didn't even know about myself. I, slowly but surely, started evolving in how my perspectives were out there. I wasn't the perfect guy, I really wasn't, but I continued to learn through the years. So now, I joined the police department. There were things that I thought the police department [did to create hurdles for women]. The laws were laid out, and [policies written to block women]. It took fo*ever* for women to really make a dent in [promotions or] where they went on the department, and things like that. So that's opened up my eyes to how do you break down those barriers, and what I would constantly try and do [to change the culture]. I went on and on about some things, but I wanted to follow the script a little bit too. So, what else would you like to know?

[00:15:06]

CARRASQUERO: So you mention that you kind of notice the things in the police force, that you, the very things you were learning about now reflected in your professional life. How did you, how do you, navigate that given your background in womens studies. Do you apply certain things; what kind of role do you take in dismantling those [barriers] that you're seeing around you?

HAYES: I've been fortunate to be around some incredibly strong, talented women throughout my career in different aspects. Not just with Seattle. I said [to myself], what can I do to make a difference. If you're about to make a difference, very seldom should you ever say I'm about to make a difference. You don't tell the world you're about the change some things. So therefore, [I] just start doing it. There would be something that would appear to be very simple but of major importance. Something would happen, [very good work in the community]. Really good work in the community would take place. Maybe some of the female officers that were involved. Make them talk about it. I don't need to say what they were thinking and how they were doing. I need to put them in a position where they can talk about what they did and how it made a difference. There's no words needed, it's just do it. Announce it as being their arrest, their project, something like that. When I was doing the work in the field of social work for instance, it [was] very strongly dominated by women. Many times [their contributions were] minimized. That [is] a field where, if you have to look at how are you going to keep families together, how are you going to help them help their kids. Especially in high risk communities, especially in strong communities of color where police had a real negative [image]. Or played a very negative role. [I said I need to] make policing something that can be helpful to the kids [and then] to the families. So [I] develop different programs that would help [do] just that. But you had to put yourself [there]. Kind of as strange as it may be, I thought it was something that you would do naturally Put yourself in the role: [I would say] what is that mother thinking right now. Put yourself in the role of, what would that mother in particular like to have take place. I may know what guys think like, I may know what some of the fathers think like, but that's not going to make the difference that's needed. So I would turn around and say, ok, if I know a particular child that's getting into trouble – in the earlier years its mostly young boys, especially African American or Hispanic young men who were having problem with the police – I had to get the buy in of the parents first. There's no need talking to the kids until I've had the buy in of the parents. I would really sit down, and, no need

for secrets, let's just, let's talk about it. What do you fear most? And it's very obvious what they fear. The arrests, the actions of some of the officers, or even shootings. So, we all want to prevent that. We don't want those things happening. So now, if we work it together as a family, then we're more likely to keep that young, boy or girl now, in school. We're more likely to keep the family together. As a result of getting to know some of the families, I've been able to write letters of recommendation for them to get jobs. To get into certain schools that they really wanted to get into. If I [look at] it from the eyes of the mother, I knew what to say that would help their sons in particular, sons and daughters, [then] go to that next level. Because I knew, being a police officer I knew the status that it held. Especially if you hold it in the right framework. So, by working together, seeing the changes, seeing what's going on – we're able to make a lot of changes. So, I brought that combination together. Through some of the seminars, some of the [discussions] that happened in the WS department. [In policing] I was able to come in and hear perspectives from different women, some very strong activist women, who were also parents. You get to hear what they're feeling. What is it that they really, really want? And my piece was to help them get that, you know. And sometimes it's being fair and honest.

Now, how did I apply some of that to the department? Sometimes that was hard. Because, there are individuals within policing that don't want to hear what families have to say in particular. Ok, there are some people that do some very bad things. There are some kids, there are some adults, men and women, who have done some very bad things. There's no talking your way out of that terrible [situation]. A parent would get on TV for instance and say, "my son, he used to be…" and "my daughter used to be…. and they're still really good people". Then you hear criticism like "god, how could that parent say that," and things like that. So I would go back and tell officers in particular, that mom and dad are doing exactly what they need to do. I said, never take offense to someone that is their child, and they say these things because they're grieving. They remember that day

of birth. They remember growing up. They remember the birthday, the holidays, the good things at school. They no more wanted their son or daughter to do what they did. But it's important, as you go through it, to say: let them grieve. And part of that is saying how good their kid is in their mind. Don't take offense to those things, let that happen. That's a healing process that you're going to need so that people don't go out to seek revenge and all these other things and then create a greater problem. So, bringing that perspective to the department, for instance, really allowed [other officers] to say you know ok, you're right, I understand. We shouldn't be condemning the family and other people as they try to process a way of grieving. Now, outside of that, where people do some horrific things as a result of what happened here that didn't even involve the police but we had to get involved, then, they need to understand that that contributes to the problem. The part that you help them with is to say: if you contribute to the problem, than you are the problem that causes so many other reactions that are really negative. You try to reach them as best you can. But it's important, I learned, in hearing so many women speak, how important [healing] is. And the process of healing is so different. So I've been able to bring that to the department, for instance.

[00:24:27]

CARRASQUERO: That piece about the process of healing, and the different faces it might take – wow.

HAYES: Yeah, there's a lot. I remember bringing together a group of seven women whose kids were involved with shootings and who had died. Bringing those mothers together and realizing, how much healing needed to take place. So many of them [felt] isolated. Oh that happened to John over here, oh that was Ricky, you know. But they don't, they don't ever connect the two families. Those parents, those mothers, get together to be able to talk about their experience. Some are really different and some just overlap. It's a hard thing to do, it's a hard thing to bring folks together like that. But, sometimes it's needed. You help them get through.

Cuz the grieving process, as natural as it may be or as unexpected as it may be, it takes time, and you never forget.

[00:25:56]

CARRASQUERO: So, I want to, I think, go back a little bit to womens studies. Because that was really fascinating hearing you draw out that piece of now you can think about the way in which the healing process needs to have as a part of the work you do from those experiences that you had. So I'm wondering about, at the time that you were in the department and starting to have, like, these transformative classes and learning really, I feel like, new tools to understand your own life: what was kind of your friends' reaction? Or your parents, did they notice that you were kind of becoming this new man, you know?

HAYES: Transformation took place in several little stages. I think mom and dad really, they liked the person that I had become and was becoming also. It wasn't, wasn't a lot of conflict there. But there were times when there was conflict with certain peers – especially men peers – that couldn't understand how [I noticed] that this, that, and the other was wrong, or "How did you notice that this wasn't right to say or do?" Sometime I would say through trial and error, and sometimes I would just say that I have to think about how another person would feel after I finish that sentence. Then they started thinking about it, then they stopped saying certain things, that made a difference. Language was huge. I wish I could think –I'll think of one or two later – but I know there were times when I said certain things that made it so I excluded women. But I never knew that's what I did. I understood when people mentioned, "why do you say such and such?" Ah! I wish I could think, I'll think of an example in a little bit and you might be able to put it in. But it was certain phrasing that I didn't -

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CARRASQUERO: I know what you mean! Like, "hey guys".

HAYES: Yes!

CARRASQUERO: It's even little things

HAYES: Little thing like that. Hey guys, you know, what do you think. And there would be women that were there, young girls that were there. Even though through time, it was kind of accepted for a period of time because guys sounded like an all-inclusive.

CARRASQUERO: And it still is, right?

HAYES: Yes. In a lot of ways, it is. But, its, the terms are starting to change now. Because you will notice that more people are saying "men and women of this, you know congress," "the men and women of this, you know, department," "the men and women of this class". And, they try, and people are trying really hard to find ways that has more inclusive terminology. That's easier to say and remember and being from the old school, just, you were taught, you learned things a certain way. Even though your perspective was inclusive, the language always wasn't. So I think, you know,

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we're gonna work on that through time. It, and, time, things that happen in time slowly evolve. But when they do evolve, it's because people find ways to know how to do it. We have to be taught so that our thinking changes.

[00:29:57]

CARRASQUERO: That reminds me of, so what we're talking about, now a days, I think people even try to say folks because you know, there's people who don't identify as, like, a man or a woman. And so now, the department gender women sexuality studies, I imagine, oh! And from my experience – this is my first GWSS class, is this one

actually – but there is really inclusive language. So I'm wondering, at the time you were in the department, was there as that point thought about inclusion, like, beyond women? Or was that, like, the stage at which you were in was still the stage as, like, we're focusing on the inclusion of women. If that, does that question make sense?

HAYES: I think that it does to me, I think that the question makes sense. Now, first realize that my classes were all the way back in 74, 75, 76, you know, 1974 5 and 6. And, then, a few more that I took during graduate school. We're not talking about just ten years ago, we're talking about sometime [way] back. When I got to the U [is when I learned more] of what goes on within the gay community, the gay and lesbian community. We learned later about transgender community, [which] in all honesty, I knew nothing about. I knew that people were gay. Ok, great, here we go that's cool. [I] loved my surroundings, but I didn't know how much deeper things went. Those classes I took back then prepared me for what's about to come. The movement, the things that we're trying to incorporate into law now. I didn't know, I never really understood the role that women played in the military. Until I started hearing more. "No, we're not going to allow this, but we'll allow that". It's the military, I mean why didn't we have many women generals? I mean I have to say, I was really naïve, but the classes all helped me, helped me grow. So now the things that we're facing, I face them with a lot more ease than most people [did or] will. Cuz' I've had time to think [deeper] about it. [For me] a lot of those things aren't needed through direct confrontation for change. Its continuous education. But it also means that me, male, in particular, has to acknowledge some of these [biases]. Don't look at the bias that is being presented to you by others. Look at it as how do I promote an individual to show their talents, and then you open the door from there. I think that's extremely important. Because, I've had time to think about it. I had time to be in certain environments where a lot of people haven't.

[00:33:49]

CARRASQUERO: So, you talk about, kind of, these frameworks for thought, if you will, that you learned in your time here and with the department. And I'm curious about how you find that playing out in your life outside of, like, the police work. Like, as a parent or friend, like how you find these frameworks serving you again in your ability to think through certain things.

HAYES: It wasn't until I had my first daughter that I learned that there are certain stereotypes and biases that still exist in areas that I thought there was change. I realized, my continued involvement with my daughters was extremely important. They'll tell [me] to this day – I have one that's 26 and one that's 17 – they'll tell [me] to this day, "Dad, I see why you kept pushing me," "Dad, I see why you wouldn't allow for certain things to take place". "Dad…" And it would [happen] every so often. Then, I bring them [to hear] when I do talks, you know. They start to see, and start to learn, and they're in a university environment that can have its own set of limitations as well. I try to help them think outside that box and to understand [how to not get trapped]. And they've done remarkable. But I also know that they fall victim to some forms of stereotypes or phrasing that they're going to learn to grow out of. It's going to create a much more open environment because of their friends.

I know that I'm not done learning. I realize that more and more things are being presented in front of me. Sometimes its presented because [I'm] in leadership role. Being a captain in a police department. Or being someone recognized in the community. I'm fortunate that many of the officers in particular that are part of the gay, lesbian, transgender community, feel really free talking to me. And I can ask questions about how do I say things. So I developed a network of friends, but that were friends first, and then [I've] been able to ask certain [questions] that help me be better. [A better] person of rank, [a better person inside]. Outside of the department, when I was in [the] school [of social work] in the undergraduate

program, [I] had to write a thesis for [my degree]. Sue Ellen Jacobs, of course, was right there, and so was Alethia Allen [in the] social work department. I wrote [my thesis] on black women in Transition. What I did was I interviewed my grandmother, my mom, and my sister. [They] talk[ed] about the differences that occurred in their lives and how [did] they feel, [then and now]. [Then I had] my grandmother [compare] where my mom is now and the things that took place and what changed between the two. Did that cause friction? Did grandma want to hold on more to that real strong tradition that she brought up out of New Orleans. And then, what happened with my sister and how she viewed mom and her perspectives. So, there was a lot that I had a chance to watch and hear. I was very close to all of them, so it made it even nicer to see [and] compare [their] experiences. [It was] their experiences, [and] what they had to do to get to where they were at [back then].

It wasn't always [easy] – phrasing was always valuable. Especially in the black community. [Back then] you would say "imma tell your mother," "Does your mom know where you're at?". It wasn't always "did dad know where you're at?" Ah whatever – dad doing dad things. But it was like, does your mom? Imma let your grandmother know that you were [acting] like this. So, there was the presence of really strong women. Just think of how much stronger and the level of being role models that they could be if they really got to use their talents. If they got [to use] their knowledge. I often say this, if [more women ran the world, we would have a much better world]. It would be a much better world. But, they've had to go through these obstacles which is so sad. Outside, when I see my friends and things like that, even back then, I was very fortunate to be able to have a really open perspective on things, where I saw so many other people were very limited.

[00:39:47]

CARRASQUERO: You talk about limitations that you witnessed and that you see now. I'm

wondering if you on the reverse of that, you yourself ever felt limitations at university given that this is a, I would say, a predominantly white university. If that's something that you ever felt? If that was the case, has that helped you relate to experiences of limitations that other people may have felt? Or was that not really a part of your experience?

HAYES: No I think there were times when it was limiting. Now see when I came up, and during the era I came up in it was black power, it was the movement [for] so many [issues], so many changes all at once taking place. When I first showed up here at the university of Washington, there were so many African American students. There were a lot. [We] may not [have] always had the social network like the fraternity, sororities, that were so visible, like Greek row. We may not have had that, but we had a very large number of African American students at the time. It was in just a couple years, it just diminished. Coming to the University of Washington it's a very different environment. No matter where you came [from]. I'm born and raised in Seattle, all my living long days. Went to Blanchet high school. So, some things I could expect better than other people could. So when I got [there], it was nice, my mind was wide open, I was ready. I came here on an athletic scholarship in track. So I was exposed, by athletics alone, to so many different people, and then come to realize how hard it was on them [at the University of Washington]. A lot of resistance went into play when things like the black student union started to form. When African American and white students started sticking up for a lot of the black instructors that were on campus. Because [many of the instructors] were being singled out and not given the same resources, and not understood. It was very hard on instructors. I remember different individuals within the athletic department who felt that black athletes in particular should only fill certain roles. [They] were not concerned with whether or not they graduated. When I saw that and I saw that playing out, that was huge for me to make sure I graduated on time.

Now, side note, I graduated on time, went through commencement, just forgot to sign the card. So, when I got into graduate school, they told me "Hey John, um, you know you're really not uh, you know, you graduated, took the classes but you didn't sign off". So therefore, it shows that I graduated much later than I really did, you know. To me it was really funny. Here I am in graduate school now and they're telling me "hey, sign the card".

But [For many black instructors], the same opportunities weren't there. And when they tried to make them there, it made it look like it was favoritism. I read a piece on Bill Gates. And Bill Gates was talking about how –he just lived like, three miles from UW. He lived up on basically Capitol Hill. And so he would come down to the UW three in the morning. [If] he had an idea, he was working on something. Or someone would leave something for him [to work on]. It was materials off the computer. I forget what they call the computer back then where they punch the holes through [cards]. He would come down on campus, they would give him [these cards] and he could help develop programs. He learned programming and things like that [early]. [I read] that and I said [to myself], you weren't going to find black athletes, black students, black instructors coming down at three in the morning without being stopped. They're not going to get into a building and someone says "oh yeah that's just John, you know. He wants to learn more". Uh uh. No you, you didn't have those advantages. When I read that chapter about how he learned to do what he did, think of how many other brilliant people that have come through this university and they say "Oh, you know, why should we give them special advantages". There was always this phrasing about people shouldn't get special [privileges and] things like that. When the reality is, we just wanted to be able to do what other folks did. So three in the mornin'. I remember I had just written a long paper, I finished at two in the morning. This was [in] my second year, I think, [while] here at the U. I was walking down U way. [I don't know] how it happened, but the alarm goes off [on] a building. I said, oh I gotta get out of here. I don't know what it was that caused it. But I

remember walking by and I said, don't run, stop, you did not do anything. Police came, surrounded me, things like that. I told them, "I just finished a paper, I had to walk. I was trying to air my mind out because I was tired but I'm so hyped up". The officers looked around. Then they realized, they believed me, you know. But I had to make sure I got into the [mindset and] framework to present to them. I remember as an athlete you know, getting around Capitol Hill. I was stopped for being what they thought was a drug dealer. I had put a can of Coke a cola in this bush. I didn't know there were undercover people and stuff at the time. Or when I was stopped, [the police] thought I was a bank robber out of Bellevue. And, had the shotgun to my head. And I said no, I'm an athlete, I go to the UW. This is who I am, here's my ID. Those examples that are there weren't initiated because I had done something wrong. [It was perception. This is nothing new for women, women of color, and men of color].

CARRASQUERO: Right.

HAYES: Those examples that I gave, the officers did not turn around and say "I'm really sorry, sir". They never said they were sorry. One thing about delayed gratification, I found them all. That's really all I can say. Delayed gratification helped me explain [that] what you did to me was wrong. I was a person who was able to get over that. So you take the number of people who are really trying. Unless you can really approach things with an open mind, unless you can approach things with a variety of perspectives. If you don't do that, your opportunities get really narrow. So I've learned to broaden that, and give the opportunities, and help in as many ways as possible. That's how I live most of my life through the department, through policing you know. It's [the] examples of things I learned here, its perspectives, it's [so much]. I remember, I cannot explain enough of what the womens studies department has been able to offer me as I grew up. And I never knew it would have the impact that it did. I'm seriously blessed, you know, and I don't ever want to do something in life that tarnishes the image, the work, the

[legacy of] this department. I talk about it, I mention it in every promotional exam I go to, it's on my resume. It's the fact that I want everybody to know [about it]. Surprisingly enough, I'd say 85% of the time people ask me about it.

CARRASQUERO: Really?

HAYES: Yeah. And I keep it on my business card for work.

[00:49:08]

CARRASQUERO: I'm curious then, when you did received the recognition from the department in the form of the alumni award, what that meant to you.

HAYES: It meant the world to me, because, probably around that time, I never thought: I made a big of a difference to them as they made to me. Its, um, I knew some people there wondered about the fact of who I was, this guy, this police officer and all those kind of things, you know. You know there, you could feel it –

CARRASQUERO: Sure, sure.

HAYES You could kind of see it. But, it really, it really made me think that they had an appreciation for me as I did for them. It was really, it was really cool. So many people I could probably mention right now. I just in all honestly so many people had a touch or called me back…

CARRASQUERO: Yeah,

HAYES: …made me speak, you know, at a particular class or something like that. It's really good.

[00:51:26]

CARRASQUERO: I think that a lot of times in life you don't get to go back and see the impact that you've also had on a community. So, that's really cool that you were able to have that experience. So I'm wondering now, where you are in life now, where does the department of – I guess now the GWSS department – where does that sit in your life. If you just, you know, here's your life, where is that. Or, it kind of sounds like its spread through our right…

HAYES: It is.

CARRASQUERO: But yeah I just am so fascinated by how much your education has been weaved in to, kind of, all that you do and so, I'm curious how you picture that.

HAYES: Coming today, to speak to you. What an honor. I mean, you could have said, "No, I prefer not to talk to him, he's probably a good person but…" but you said yes, you wanted it to happen, and that means something to me. I remember about four years ago I started filling out the form to come back for the PHD program. In my heart I really still want to, and so I want to take it that one more level, things like that, but I haven't.

CARRASQUERO: That's amazing!

HAYES: Oh, and it seems like id have a perspective to offer…

CARRASQUERO: Yeah!

HAYES: …down the road that people would really, you know, a little bit more rounded position on things than just a one or two dimensional approach to things that I feel I could offer here.

CARRASQUERO: Yeah.

HAYES: They'll be hurdles, if it did happen.

CARRASQUERO: Sure.

HAYES: They'll be hurdles. But they're not the type that I can't handle. I still have it on my computer at home kind of like, now's the time.

CARRASQUERO: Yeah!

HAYES: That kind of thing. So it may happen. I may, better yet – I may *ask* if I can come back and do that, you know. You can't make the assumption just cuz you fill out the form. So I'll ask Shirley about it and see what she has to say. Because I think that's its more self-fulfillment than it could mean to anyone else out there.

CARRASQUERO: Yeah,

HAYES: You know. The other part is, I do try and encourage other guys – in particular, I encourage women too but I encourage a lot of guys – take a women studies course. Just take one, and I really believe it's going to have an impact on you more later in life than it will immediately. Even though the immediate things that do take place, it'll take time for you to understand. It just does. I think that's important, I think that part is important.

CARRASQUERO: You would be a fabulous professor – if you, like, did the PHD and then – I don't know if that's something that you would ever think about, like teaching, but…

HAYES: Oh I'd love to.

CARRASQUERO: You would be just so exceptional.

HAYES: Thank you, thank you.

CARRASQUERO: I see your future now. I see it!

HAYES: That might encourage me then to go.

CARRASQUERO: Yeah, to go.

HAYES: Maybe a letter of recommendation.

[00:53:48]

CARRASQUERO: Yeah! You can. Well we're nearing the hour, so I want to turn it to you and ask you is there anything else, or just anything you'd like to share? Anything that popped up and you'd like to say.

HAYES: You know, probably some of the things that I would say more or less in conclusion is that fact that it's amazing in 2019 there's so many firsts for women, still. There's still so many firsts that it's hard to – it's hard to spell out. Because there's certain things that I just took for granted. I'm still taking some things for granted, and I'm still taking the fact that, taking on the fact that, diversity now is not just an African American, white, kind of thing. Now we're taking people from all over the world. We're doing new levels of education now. Back then it was mostly black and white and how were we going to work things together and things like that. Now we have so many multicultural perspectives that are out there. Religion plays a big role in how certain things are done. And kids, the kids that come from all over the world…it's how do you explain to them, the young boys and young girls, don't lose your sense of your upbringing, your culture, don't lose those things because that's what we need. But we have to find ways in which we can help those kids better. Because if you feel excluded, if you feel as if

there isn't a place for you – you're so isolated, now you're alone, now you're with the wrong crowd and *now,* look what you just did. There's room for everyone. But there's room for everyone who operates from the heart. Now, that's actually a big word. And it's a big piece of where we need to be that people are having a hard time getting to.

CARRASQUERO: Yeah.

HAYES: Once you move with actions from the heart, everything does work. It doesn't mean it works out in your time – it works out *in* time. When we deal with some of our community issues, that are currently our community issues, we can't be afraid to be very upfront about what we can or cannot do. Now I say that because if one area of town can prosper, just prosper, because of the advantages, the finances, just run it right on down the line – the housing, and things where you're at. But almost across the street you have individuals that are still living in their cars, who don't really know where to go. We do have to take care of that in order for any of us to operate from the heart. It's not a them, which I used to hear so much, "Oh it's them, oh its them". No no no, them is us. As, in particular, as we fight for rights, it has to include everyone. Young boys and girls have to be able to experience the things that will help motivate them. If I don't allow our schools to grow, to look good, to nourish, to have the right books – if I don't fight for *that* part of it, I'm potentially missing out on something that could just rock this world in the coolest way. There's a young boy or girl that's over here on this side that has something to offer to this side. I'm a firm believer in world peace. I'm a firm believer that we can do things to help each other. Our hardest piece that we should be fighting together are mental health issues. Of all the work, all the things I've been involved with, all the things that I've seen – the hardest things are mental health issues that we need to address at different levels. We shouldn't be fighting about some of these other, really crazy, ideas that flow, when we could put all our energy. You talk about a place that can just rock. You talk about an environment

that can really solve issues *globally.* It can, I'm here in Seattle right now.

[End: 00001.MTS]

[Start: 00002.MTS]

I believe it could be the focus, Seattle can be the focus, if we take those kinds of steps and don't let the other things distract us. That's what I would say. There'll be somebody that will do it.

CARRASQUERO: Yeah.

HAYES: There will be someone. [When] you least expect it. That's what's so cool about it because somebody decided to cross the tracks and say, "you know what, on each side there is geniuses. And everyone needs to be open to it".

[00:59:54]

CARRASQUERO: Can I ask you a follow up – when you talk about like these metaphorical tracks, what communities are you picturing right now that are like, separated? Are you thinking of, in this city in particular, is it race relations, is it class; what are you visualizing when you're taking about kind of everyone coming together?

HAYES: I'm talking about all those things. I'm taking about race; I'm talking about class. I'm taking about how religion, you know, that's a whole other area too. I say it like that because, - now, I don't teach theology or anything like that ok – but the things I know about certain religions: they were there from the heart, they were formed from the heart. Some of the real solid ones that we do know about.

CARRASQUERO: Yeah.

HAYES: They formed out of the need to believe in something.

CARRASQUERO: Mm-hmm.

HAYES: They were formed to help others, you see. We have to do better, but we also have to give those of different religions the opportunity to express and show what motivates them, what keeps them together as community, cuz that's what we need. I grew up in the church, in the central area up at Immaculate Conception. And let me tell ya, played music there for forty years; I saw how change can occur and then the impact of segregation and what it can do to a community, to a family, [and] things like that. So I saw so many things as I grew up, but I realized that most people want something good to believe in. Most people want to do the right thing and we have to provide that. So, I'm looking [at] Seattle: do I think we can solve the homeless issue? I do. Do I think in Seattle we can solve the issues of what goes on with race relations? I really do. Do I believe that we can work towards better communities for all? I really do. All of these things I have seen happen at different times. That's what's so cool about it. But you just gotta find more people that do believe. [People] that want to do that and step out front and be recognized for doing those things. I think there is a time to be very forceful about your perspective and needs, but I don't believe that in the process of projecting our force and belief that we hurt others. I think there's a really good way to be able to say and do it very strongly. Our country, in some respects, [is] fighting those issues now. Thank goodness on the whole, no matter your political perspective, there are some really good people that want to come out and be able to say, I believe in this. There shouldn't be advantages for one [group and not] the other. Where we are as a country right now, I think we're seeing it play out, that need to come together better. I think we're seeing right now like wow.

CARRASQUERO: Yeah.

HAYES: There's been some scary things that have happened. I think that – now, this is a projection, I gotta say this is John Hayes, this is just John Hayes, ok – we have some incredibly powerful women that are in place and growing around our

country right now, that see the need to speak out better and stronger. I think that it has been really hard as far as women, doesn't matter what race, it's been very very hard most recently. Here is a time, more than ever, for men to stand up to say time out. Time out. We're not going there. You better be very direct and don't be scared to say it. I'm not going to allow that, we're not going to talk that way, we're not going to be that way. I think several movements have happened as a result of inappropriateness that should have been called out a long time ago. Long time ago. And I think, we're getting to a point where we can definitely say: this is not going to happen anymore. And we got men and women on both sides that are willing to. That can really make that change. It's going to take people coming together, dropping some of their issues and biases. And you're going to see that, wow, the times now. [We] may not have done it as well when I was coming up because of the fact we didn't have social media, we didn't have the information. We didn't have it then. You could talk about it and you could contain it to a group and you would try together to do the right thing. But now more than ever, some men need to stand up to say "Time out. This ain't going to happen this way. No, you're not going to get away with saying that, you're not going to get away with doing that." Mistakes are one thing, things that happen on purpose are a totally other thing. We're human, mistakes can happen. But the frequency of mistakes can go way down if we just decide.

[01:06:49]

CARRASQUERO: I'm inspired John! I'm ready to live in your world where we all come together. I think that, I feel the same things you feel about the world that I think that people, that we want to live in. It *does* feel like maybe now could be the time that people are ready to like, man we do need to work together because what's happening now is crazy. But I just want to thank you so much for your time today, for taking me on the journey of John Hayes. It has been such a joy taking with you, any last things that you'd like to add?

HAYES: It's really up to you, you know. I've got perspectives, things like that, I think I covered pretty much everything on the list.

CARRASQUERO: You did! You absolutely did – I just wanted to make sure I gave you…

HAYES: Sure, yeah. Shirley Yee, you know. We've been in contact professionally and personally through the years. She's the one that kind of looped me back into things, you know. Alethia Allen like I mentioned. Moya Duplica. These are a lot of people you won't know, Sue Ellen Jacobs. Nancy Kenny. That's my generation of folks, you know. You've had so many other great ones that have come through that I haven't had the pleasure of meeting. I just want – what you're doing is working. Where we need to get to, we're working in that direction. Better than ever. I'll tell you one thing. If anyone ever thought about downsizing the department, let me just be the first to be there to tell why they better not. They don't know. Their lives are better because of so many people across the states that have taken classes very similar to this. It needs, it has to continue to grow, to flourish, and have the funding that's needed to make that difference. So, I will say that. I'll be the first in line. No, let me finish saying what I got to say. I'm not perfect…

CARRASQUERO: Yeah

HAYES: …but it gives me a lot of goals and things to reach for.

CARRASQUERO: Sure

HAYES: Those kinds of things.

CARRASQUERO: Your PHD

HAYES: I know, I know! My palms got sweaty when I started typing.

CARRASQUERO: Yeah!

HAYES: Will they remember me? Do they want me to come back? I started doing all these things, it was hilarious.

CARRASQUERO: Yeah.

HAYES: So then all the sudden I just stopped and I froze.

CARRASQUERO: Awwww.

HAYES: And so now, I looked at my passcode, and I looked at all this to get back up there.

CARRASQUERO: Yeah, yeah.

HAYES: And I said ok, come on Ricky, can you do this. And then I said, I don't know – I'm going to talk to Shirley.

CARRASQUERO: You can! You can.

HAYES: I think so.

CARRASQUERO: I think so too.

HAYES: I hope so.

CARRASQUERO: Well thank you!

HAYES: You are welcome, you are welcome.

[End: WS330602.mp3]

[End: 00002.MTS]