

Education and Outreach 2015

Million Father March - On August 10, 2015, the Evansville Commission on the Social Status of African-American Males partnered with the Black Star Project on a special day that fathers and men use to make a commitment to their children, their families, their communities and their country with their dynamic presence at a school. The Million Father March 2015 played out at thousands of schools across America. An estimated 1 million men, women and children participated nationwide in 525 cities in 2014. In 2015, an estimated 1,000,000 men from 600 cities were expected to participate. The Million Father March provides an escort of safety, support, and encouragement to children of all ages on their first day of school. Black Star Project Executive Director Phillip Jackson says, "Fathers' involvement in education is one of the best ways to improve the academic performance of children. Gang recruitment, bullying and random violence go way down on any day when a group of men are at a school". There was also a kick-off rally on August 10 at the Family Back to School Festival and Patio Night at C.K. Newsome Community Center. The Evansville Commission on the Social Status of African-American Males also arranged for a family to receive complimentary limousine service on the first day of school.

National Disability Employment Awareness (Lead the Way) - Each October, National Disability Employment Awareness Month (NDEAM) is celebrated to bring awareness and to acknowledge the various contributions of America's workers with disabilities. On October 22, 2015, the Evansville Advisory Board on Disability Services in collaboration with Old National Bank hosted a panel discussion to focus on inclusion in the workplace for people with disabilities. **Lead the Way: A Discussion on Disability Inclusion in the Workplace**, took place at the Old National Bank Auditorium. The panel discussion focused on how to address and overcome barriers in the workplace and how allowing people with disabilities an opportunity to compete for mainstream jobs. HR professionals were also available to offer resume tips.

Latino Summit - On October 23, 2015, Executive Director Diane Clements-Boyd and Randy G. Poynter, Area Director, U.S. Equal Employment Opportunity participated at the Latino Summit, sponsored by the Diversity and Inclusion Institute for Change. The collaborative effort was Joint Outreach and Training Effort to Educate on Criminal Background Record Discrimination. In 2014, African-Americans represent the largest minority population (12.6%) and (28%) of African-American households in Evansville had an annual household income below \$10,000. Furthermore, the ability to access meaningful employment is essential to addressing the income disparity in the African-American population in Evansville, IN. The Evansville-Vanderburgh County Human Relations Commission engaged in outreach and education to discuss barriers to employment due to criminal background checks. Specifically, the Evansville-Vanderburgh County Human Relations Commission along with the EEOC Indianapolis District Office conducted community forums to discuss criminal background check discrimination and how policies and treatment based on criminal backgrounds are possibly violations of Title VII.

Education and Outreach 2016

Law Enforcement Transgender and Multicultural Awareness Training - On February 2, 2016, a training session was held to provide law enforcement with the tools to work and serve in diverse, multicultural communities. Issues discussed included policing in the transgender community. There was also a discussion on implicit bias and improving community and law enforcement relations in multicultural communities. The training was held at Ivy Tech Community College in collaboration with Tri-State Alliance, U.S. Department of Justice Community Relations Service and the Human Relations Commission.

Indiana Black Barbershop Health Initiative (Statewide Kick-off) - On April 2, 2016, the Evansville Commission on the Social Status of African-American Males participated in the Annual Indiana Black Barbershop Health Initiative for the sixth year. Evansville was also the site for the statewide kick-off. The initiative seeks to enlighten African American men to better

understand cardiovascular diseases through screening and education. The event offered free health screenings and haircuts by local volunteer barbers. There were 116 mostly African-American men screened at the event. Mayor Lloyd Winnecke also proclaimed March 31, 2016, "Indiana Black Barbershop Health Initiative Day" in Evansville. Local partners include the City of Evansville and the Evansville Commission on the Social Status of African-American Males, Community Action Program of Evansville (Minority Health Initiative), Ivy Tech Community College, Southwest Indiana Area Health Education Center (SWI-AHEC), hosted by the University of Southern Indiana and American Medical Response (AMR).

Fair Housing Month - To commemorate the passing of Title VIII of the 1968 Civil Rights Act, the Fair Housing Act, cities throughout the country celebrate Fair Housing Month in April. Jeffrey May, an Urban and Regional Planner with International Development and Planning, LLC, spoke in Evansville on April 21, 2016 at Ivy Tech Community College and C.K. Newsome Community Center. The 2016 Fair Housing theme was "Shared Opportunity in Every Community."

Indiana Consortium of State and Local Human Rights Agencies and the National Association of Human Rights Workers (NAHRW) Joint Training Conference - On June 21-24, 2016 the joint training conference was held in Evansville, Indiana. The Evansville-Vanderburgh County Human Relations Commission hosted the conference. The theme of the conference was "The Human Rights Vanguard: Furthering Equality." The conference opening was held on June 22, at Tropicana Executive Conference Center and the opening plenary session was titled "The Evansville Civil Rights Movement: Passing the Torch." Conference presenters include the National Community Reinvestment Coalition, John Marshall Law School, Indiana University School of Law, U.S. Equal Employment Opportunity Commission (EEOC), U.S. Department of Housing and Urban Development (HUD), U.S. Department of Justice, Mexican American Legal Defense and Educational Fund (MALDEF), University of Evansville, City of Monticello, Indiana Department of Transportation, Federal Highway Administration and Fair Housing Center of Central Indiana as well as consultants and state and local human and civil rights organizations. On June 23, at Ivy Tech Community College, Dr. Jawanza Kunjufu, an educational consultant with African-American Images, Inc., spoke on the School-to-Prison Pipeline. Thursday sessions were held at Ivy Tech Community College. There was also an awards dinner on Thursday night at Tropicana Executive Conference Center, and the keynote speaker was Zachary Norris, Executive Director of the Ella Baker Center for Human Rights based in Oakland, California.

Expungement Forum - On October 29, 2016, the Evansville Commission on the Social Status of African American Males and the Evansville-Vanderburgh County Human Relations Commission hosted an informational workshop on the Indiana Second Chance Law, which allows individuals who qualify to petition the court to have their criminal records expunged. This was the fourth forum held as a result of the generous support from the legal community and other organizations. This is a significant second chance opportunity and important to the reentry process," said Chairman David Wagner, Evansville Commission on the Social Status of African-American Males. The forum was held at Central Library. Partnering with the Evansville Commission on the Social Status of African-American Males and the Evansville-Vanderburgh County Human Relations Commission was Indiana Legal Services, Inc., Legal Aid Society, local Attorneys, Evansville Vanderburgh Public Library, Evansville Christian Life Center (GAIN Initiative), Evansville Black Chamber of Commerce and the U.S. Equal Employment Opportunity Commission.

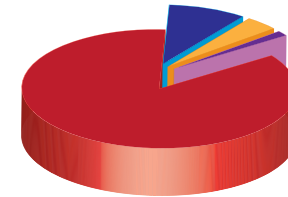
2015 Mayor's Celebration of Diversity Award Recipients

<i>Sadelle Berger Award</i> Bill Bussing	<i>Sue Woodson Community Relations Award</i> Young & Established Leadership Award
<i>Willie Effie Thomas Development Award</i> Danyelle Granger	Alex Kessler
<i>Workforce Diversity Award</i> Vectren Corporation	

2015 Commission Outputs/Statistics

Cases by Type

Employment: 124 (79.5%)
Public Accommodations: 22 (14.1%)
Housing: 9 (5.8%)
Education: 1 (0.6%)
156 Complaints



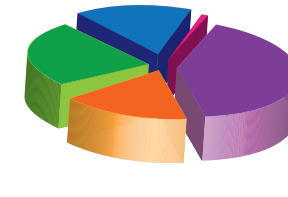
Cases by Protected Class

Race: 76 (48.7%)
Disability: 38 (24.4%)
Age: 16 (10.3%)
Sex: 12 (7.7%)
Retaliation: 6 (3.8%)
National Origin: 3 (1.9%)
Sexual Orientation: 3 (1.9%)
Pregnancy: 1 (0.6%)
Religion: 1 (0.6%)
156 Complaints



Complainant Demographics

Black Females: 59 (37.8%)
Black Males: 36 (23.1%)
White Females: 36 (23.1%)
White Males: 23 (14.7%)
Hispanic Females: 2 (1.3%)
156 Complaints



Statistics

EVHRC Processed - 97
Transferred to U.S. Equal Employment Commission - 59
Transferred to Indiana Civil Rights Commission - 2
Monetary Settlements - \$115,100.09
Probable Cause - 2

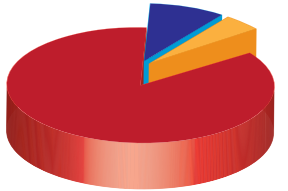
Closures

No Cause..... 37	Right to Sue 7
Settlements 34	Administrative Closure..... 6
Withdrawals 9	

2016 Commission Outputs/Statistics

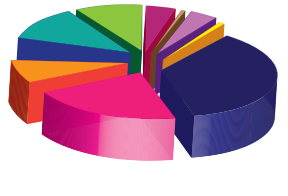
Cases by Type

Employment: 132 (87.4%)
Public Accommodations: 11 (7.3%)
Housing: 8 (5.5%)
151 Complaints



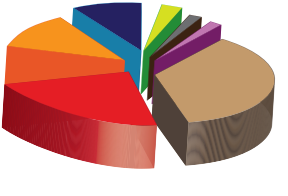
Cases by Protected Class

Race: 74 (49.1%)
Disability: 34 (22.5%)
Age: 14 (9.3%)
Sex: 10 (6.6%)
Retaliation: 8 (5.3%)
Sexual Orientation: 4 (2.6%)
Sexual Harassment: 4 (2.6%)
National Origin: 2 (1.3%)
Pregnancy: 1 (0.7%)
151 Complaints



Complainant Demographics

Black Females: 54 (35.8%)
Black Males: 47 (31.1%)
White Females: 23 (15.2%)
White Males: 20 (13.2%)
Hispanic Females: 3 (2%)
Hispanic Males: 2 (1.3%)
Bi-racial Males: 2 (1.3%)
151 Complaints



Statistics

EVHRC Processed - 79
Transferred to U.S. Equal Employment Commission - 71
Transferred to Indiana Civil Rights Commission - 1
Monetary Settlements - \$52,862
Probable Cause - 2

Closures

No Cause..... 28	Right to Sue 4
Settlements 20	Administrative Closure..... 8
Withdrawals 6	



**EVANSVILLE-VANDERBURGH COUNTY
HUMAN RELATIONS COMMISSION**

2016

LLOYD WINNECKE, MAYOR
MISSY MOSBY, PRESIDENT, CITY COUNCIL
BRUCE UNGETHIEM, PRESIDENT, COUNTY COMMISSIONERS
ANGELA KOEHLER LINDSEY, PRESIDENT, COUNTY COUNCIL

B. DIANE CLEMENTS-BOYD, EXECUTIVE DIRECTOR

STAFF

BONNIE FOX
SECRETARY/OFFICE MANAGER

JAMILA SMITH
INVESTIGATOR

ANITRA MURPHY
INVESTIGATOR

GENO MERRIWEATHER
INVESTIGATOR

DAVID KENT
LEGAL COUNSEL

BOARD OF COMMISSIONERS

REV. GERALD ARNOLD
*Pastor, Independence Baptist Church
NAACP President*

RUBY McGLOWN
*Property Manager
Evansville Housing Authority
Board 1st Vice Chairperson*

TIM BLACK
*Vice President of Development,
WNIN*

ESTELLA MOSS
*Former County Recorder
Retired Cemetery Superintendent*

ALEXANDER BURTON
*Old National Bank
Bank Management Trainer
Board 2nd Vice Chairperson*

JAYSON MUNOZ
*Business Owner of
Kampai City Taco & CKB*

ROBERT DION
*Professor, University of Evansville,
Board Chairperson*

BRENDA MURRY-PITTMAN
*Sales & Marketing Representative
WEOA*

BRENT GRAFTON
*President
Green Tree Plastics*

RICK KUEBER
*Field Representative
International Union of Painters &
Allied Trades
Self-Published Author*

**Evansville-Vanderburgh County
Human Relations Commission**



**2016 Annual Report
Evansville, Indiana**

Promoting Fair Housing in our Community



LLOYD WINNECKE
MAYOR

City of Evansville – Vanderburgh County
HUMAN RELATIONS COMMISSION

DIANE CLEMENTS-BOYD
EXECUTIVE DIRECTOR

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October 3, 2017

To the Residents of Evansville and Vanderburgh County:

Please find the annual reports for the years 2015 and 2016. It is a privilege and an honor to serve the many residents of Evansville and Vanderburgh County as the local civil rights enforcement arm for the region in addition to working with organizations and individuals on the local and national levels to address current social justice issues. As a human relations commission, we follow a long legacy of being the voice of reason while promoting harmony and equality for all people.

In 2016, the Evansville-Vanderburgh County Human Relations Commission hosted the annual conference of the **Indiana Consortium of State and Local Human Rights Agencies Training Conference**. As a result, the 2016 annual dinner was not held. Nevertheless, the statewide conference provided local residents an opportunity to hear from renowned speakers including cultural competency educator, Dr. Jawanza Kunjufu and fair housing expert, Stella Adams.

In spite of some gains made, past years have presented civil and human rights challenges on the national front. Voting rights are in real danger since the landmark Supreme Court case *Shelby County v. Holder* and the historic decision ushering in marriage equality was met with opposition in Indiana in the form of the Religious Freedom Restoration Act (RFRA).

This year we experienced the daunting reality of a heinous act of domestic terrorism in Charlottesville and a blatant display of bigotry by white supremacy groups. We also grappled with the school-to-prison pipeline, human rights for immigrants and environmental justice for the people of Flint, Michigan and Standing Rock. The Human Relations Commission joined with other fair minded people and denounced all efforts to divide our community and our nation.

If asked to respond to the question of where we are headed from here, the response is we are going forward. However bewildering the present circumstances may be and however daunting the forces arrayed against us may seem, we remain convinced that the cause of civil and human rights is and must move forward. The labor leader and civil rights activist Cesar Chavez famously said, "Once social change begins, it cannot be reversed. You cannot uneducated the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore. We have seen the future, and the future is ours."

In closing, we would like to thank Mayor Lloyd Winnecke, the City Council, the County Commissioners and the County Council for their support of the mission and work of the Human Relations Commission on behalf of residents. We also thank the many dedicated individuals and organization who stand beside the Human Relations Commission working to advance the cause of freedom and dignity for all our brothers and sisters, whatever their background.

Sincerely,

Robert L. Dion, Ph.D.
Chairperson

Diane Clements-Boyd
Executive Director

Mission and Philosophy

The mission of the Evansville-Vanderburgh County Human Relations Commission is to administer and enforce municipal civil rights ordinances in the City of Evansville and Vanderburgh County. The Evansville-Vanderburgh County Human Relations Commission provides a neutral forum for resolving complaints of discrimination.

It is the purpose and the public policy of the Human Relations Commission to:

Provide all of its citizens equal opportunity for education, employment, access to public conveniences and accommodations, and acquisition through purchase or rental of real property, including but not limited to housing, and to eliminate segregation or separation based solely on race, religion, color, sex, disability, national origin, age or ancestry, since such segregation is an impediment to equal opportunity. Equal education and employment opportunities and equal access to and use of public accommodations and equal opportunity for acquisition of real property are hereby declared to be civil rights.

The agency philosophy is to promote, through reasonable means and methods, equality of opportunity without regard to race, sex, color, religion, disability, ancestry, national origin, age, sexual orientation or gender identity.

Investigation Process

Charge Filed with the
Evansville-Vanderburgh County
Human Relations Commission

A charge is filed within 90 days of the alleged discriminatory act. All action taken and information relative to a specific complaint obtained by the commission from the time of the filing of a complaint until the issuance of notice or hearing or until application for a citation of contempt, shall be confidential, and shall not be made public.

A copy of the complaint is mailed to the Respondent within 5 days from the date of the filing of the complaint.

An investigation is initiated within 20 days of the receipt of the complaint. The investigation is made by staff members of the commission. The investigation may include informal conferences or discussions with any party allegedly involved in or familiar with the alleged discriminatory practice or practices.

A copy of the investigative report containing facts and recommendations is sent to the Executive Director and a determination is made as to whether there is probable cause to believe that discrimination occurred.

If a finding of probable cause is found a formal attempt to resolve the case will be made.

If no probable cause is found, Complainant has 10 days to ask for reconsideration of finding.

If settlement fails, a case is tried at a Public Hearing. The burden of proof is on the Complainant, and a hearing officer presides over the hearing. Proposed findings are issued by hearing officer. Either party has 10 days to file objection to recommended finding.

Final order is issued by commission.

