

2017 Education and Outreach Initiatives

School-to-Prison Pipeline Forums

On February 23, 2017 and March 23, 2017, the Evansville Commission on the Social Status of African-American Males held two informational meetings to bring awareness to the disproportionate numbers of students of color and students with disabilities being suspended and expelled from school, increasing the likelihood of these students being exposed to the criminal justice system. The School-to-Prison Pipeline (STPP) is a national epidemic that prioritizes incarceration over education. The known practices of zero tolerance and exclusionary discipline policies are ineffective and have been found to be risk factors for incarceration and poor educational outcomes. A panel of school officials, educators, law enforcement and community advocates discussed effective interventions to address the STPP as well as root causes. The Evansville Commission on the Social Status of African-American Males commissioned a report to chronicle the prevalence of discipline disproportionately in the Evansville Vanderburgh County public schools. Dr. Timberly L. Baker, Assistant Professor at the University of Southern Indiana and a former Research Associate for the Equity Project at IU Bloomington began researching arrest and school discipline data in an effort to assist in making informed decisions on policies and practices to help quell school discipline disproportionality in Evansville schools.

Indiana Black Barbershop Health Initiative

On April 8, 2017, the Evansville Commission on the Social Status of African-American Males participated in the seventh Indiana Black Barbershop Health Initiative. The initiative seeks to enlighten African American men to better understand cardiovascular diseases through screening and education. There were 116 mostly African-American men screened at the event. A collaborative effort, the Community Action Program of Evansville hosted volunteer trainings and the University of Southern Indiana and Ivy Tech Community College identified student medical volunteers. The Evansville Area Black Nurses supported the initiative by

providing a contingency of experienced registered nurses to work with the student volunteers. There were also follow-up services offered through the USI-Glenwood Community Health Center.

ADA Accessibility Training

On April 26, 2017, the Evansville-Vanderburgh County Advisory Board on Disability Services held an ADA Accessibility Workshop. The focus of the workshop was to train participants on ADA accessibility regulations for places of public accommodation and develop innovative ways to help businesses become compliant. Rick Nelson with Easter Seals Rehabilitation Center and David Carter with the Bloomington Council for Community Accessibility were the presenters. The Advisory Board held a second training on June 21, 2017 on the universal importance of ADA compliance. The presentation titled, “A Photographic Journey through an Inaccessible World: 2017!”, was presented by Doug Goeppner, ADA Coordinator for the University of Southern Indiana. The 90-minute session illustrated what can happen when an organization fails to meet accessibility standards, followed by a discussion on laws requiring accessibility in the built environment. The session was interactive and provided examples of inaccessibility found in commonly used settings such as parking lots, sidewalks, restrooms, temporary public events, and other venues that are open for the use of the public.

2017  
Mayor's Celebration of Diversity  
Award Recipients

Sadelle Berger Award  
Sondra Matthews

Willie Effie Thomas  
Development Award  
Abraham Brown

Leadership Award  
E is for Everyone

Sue Woodson  
Community Relations Award  
BRIDGE

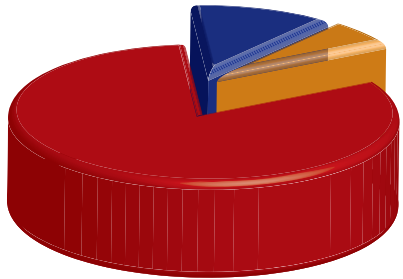
Workforce Diversity Award  
Ivy Tech of Southwest Indiana

Workforce Diversity Award  
Bell American Group LLC/Taco Bell

2017 Commission Outputs/Statistics

Cases by Type

- Employment: 98 (82%)
- Public Accommodations: 15 (12%)
- Housing: 7 (6%)



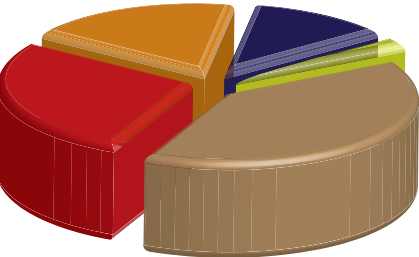
Cases by Protected Class

- Race: 73 (63%)
- Disability: 20 (16%)
- Age: 5 (4.2%)
- Sex: 12 (10%)
- Retaliation: 5 (4.2%)
- Pregnancy: 2 (2%)
- Religion: 1 (.08%)



Complainant Demographics

- Black Females: 48 (40%)
- Black Males: 33 (28%)
- White Females: 22 (18%)
- White Males: 15 (12%)
- Bi-racial Females: 2 (2%)



120 Complaints

Statistics

- EVHRC Processed – 83
- Transferred to U.S. Equal Employment Commission – 35
- Transferred to Indiana Civil Rights Commission – 2
- Monetary Settlements - \$29,460.92
- Probable Cause - 4

Closures

- No Cause.....41
- Settlements ..... 21
- Withdrawals .....5
- Right to Sue .....3
- Administrative Closure....5
- Conciliation.....1

Total - 76





**EVANSVILLE-VANDERBURGH COUNTY  
HUMAN RELATIONS COMMISSION  
2017**

**LLOYD WINNECKE**, MAYOR  
**MISSY MOSBY**, PRESIDENT, CITY COUNCIL  
**BRUCE UNGETHIEM**, PRESIDENT, COUNTY COMMISSIONERS  
**JOHN MONTRASTELLE**, PRESIDENT, COUNTY COUNCIL

**B. DIANE CLEMENTS-BOYD**, EXECUTIVE DIRECTOR

**STAFF**

**BONNIE FOX**  
OFFICE MANAGER

**JAMILA SMITH**  
INVESTIGATOR

**ANITRA MURPHY**  
INVESTIGATOR

**GENO MERRIWEATHER**  
INVESTIGATOR

**KYLE BIESECKER**  
LEGAL COUNSEL

**BOARD OF COMMISSIONERS**

**CHARNIKA BALTZELL**  
*Licensed Etiquette Consultant*

**ZACHARY KIEFER**  
*Real Estate Appraiser*

**TIM BLACK**  
*Vice President of Development,  
WNIN*

**HENRIETTA JENKINS**

**ALEXANDER BURTON**  
*Old National Bank*

**RUBY J. MCGLOWN**  
*Board 1st Vice Chairperson*

**DAN CARWILE**  
*Old National Bank*

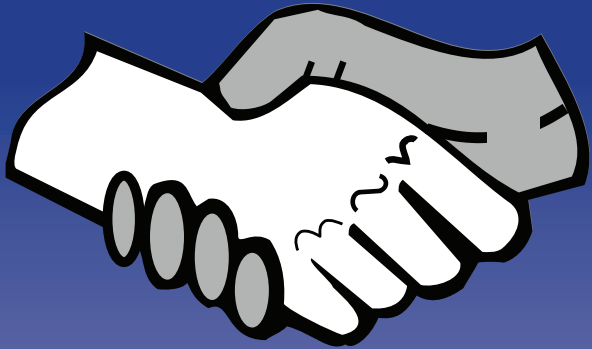
**JASON MINER**  
*New Tech Institute  
Spanish Teacher*

**DR. ROBERT DION**  
*University of Evansville Professor  
Board Chairperson*

**ESTELLA MOSS**  
*Former County Recorder  
Retired Cemetery Superintendent*

**JASON MUNOZ**  
*Restaurateur*

**Evansville-Vanderburgh County  
Human Relations Commission**



**2017 Annual Report  
Evansville, Indiana**

**Promoting Fair Housing in our Community**



City of Evansville-Vanderburgh County  
**HUMAN RELATIONS COMMISSION**  
One N.W. Martin Luther King, Jr. Blvd.  
209 Civic Center Complex • Evansville, IN 47708  
(812) 436-4927 (Voice) • TDD: (812) 436-4928 • FAX: (812) 436-4929

October 10, 2018

To the residents of Evansville and Vanderburgh County:

The release of our annual report allows us to reflect upon the achievements of the past year. And the presentation of awards at the annual dinner gives us a chance to recognize people and organizations who have championed civil and human rights in our community. Taking stock of our progress in this way helps us to think about the work that remains to be done. Hard-fought gains need to be protected by our vigilance, and we must continue the unfinished business of expanding civil rights protections to all people.

This year marks the 50th anniversary of the assassination of Dr. Martin Luther King, Jr., as well as the 50th anniversary of the passage of the landmark Fair Housing Act of 1968. It is worth noting the sad fact that the murder at the Lorraine Motel was a contributing factor in convincing Congress to pass the housing bill into law. Fifty years later, we still have much to do to achieve Dr. King's dream. Fair and affordable housing remains an elusive goal for many, we face persistent racial divides in many areas, and we continue to wrestle with nagging gender inequality. Moreover, the state of Indiana is one of only five states left that refuses to pass a bias crimes law.

Social justice does not happen easily or automatically. It requires the dedicated work of people who are committed to advancing the cause of freedom and dignity for all of our brothers and sisters, whatever their background. As always, your friends on the Human Relations Commission stand ready to work alongside you in that struggle.

Yours in the fight for freedom,

Sincerely,

**Diane Clements-Boyd**  
Executive Director  
Human Relations Commission

**Robert L. Dion, Ph.D.**  
Chairperson,  
Human Relations Commission

**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.

**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.

