2018 Education and Outreach Program

Defeating Unconscious Bias

In 2018, over 1,000 City of Evansville employees completed an online diversity training titled Defeating Unconscious Bias. The Human Relations Commission and the Equal Employment Opportunity Services took the lead in ensuring that all city employees received the training. The training addressed the hidden biases that all humans have that can affect hiring, promoting and team building. The training shows realistic vignettes that illustrate the impact of unconscious biases in the workplace and teaches five practical, ready-to-implement tools people can use to identify and counter unconscious biases. By completing this training, each participant becomes better aware of the impact of unconscious biases on the workplace and graduates similarly equipped to employ five practical strategies to identify and counter their own unconscious biases.
EVANSVILLE-VANDERBURGH COUNTY HUMAN RELATIONS COMMISSION

2018

LLOYD WINNECKE, MAYOR
JIM BRUNKMEYER, PRESIDENT, CITY COUNCIL
BRUCE UNGETHEIM, PRESIDENT, COUNTY COMMISSIONERS
JOHN MONTRASTELLE, PRESIDENT, COUNTY COUNCIL
R. DIANE CLEMENTS-BOYD, EXECUTIVE DIRECTOR

BONNIE FOX
OFFICE MANAGER
ANITRA MURPHY
INVESTIGATOR
SHADRA CHAFFIN
INVESTIGATOR

BRUCE UNGETHEIM
INVESTIGATOR/DEPUTY DIRECTOR
OFFICE MANAGER

SUE WOODSON COMMUNITY RELATIONS AWARD

WILLIE EFFIE THOMAS DEVELOPMENT AWARD

Diversity Award Recipients

One God, One Community

Cyndee Sturgis Landrum
Connie Robinson-Blair

Workforce Diversity Award

Sadelle Berger Award
Connie Robinson-Blair

Willie Effie Thomas Development Award
Arilda Payne

Workforce Diversity Award
University of Southern Indiana

Sue Woodson Community Relations Award

Cyndee Sturgis Landrum

Leadership Award
One God, One Community

Housing Champion Award
Evansville Habitat for Humanity

HOPE of Evansville

STAFF

DANIEL DAVIS
Fifth Third Bank
Risk Administration Manager
Board 2nd Vice Chairperson

TIM BLACK
Vice President of Development, Evansville-Vanderburgh School Corporation

ZACHARY KEEFER
Real Estate Appraiser

BRENDA JENKINS
Board Secretary

RUBEN McLOUGHLIN
Retired Evansville Housing Authority
Board 2nd Vice Chairperson

JASON MINER
New Tech Institute
Spanish Teacher

ESTELLA MOSS
Former County Recorder
Retired Cemetery Superintendent

JOHN MONTRASTELLE
PRESIDENT, COUNTY COUNCIL

DAN CARWILE
Old National Bank
Senior Vice President

ROBERT DION
University of Evansville
Professor
Board Chairperson

CHARNIKA BALTZELL
Licensed Etiquette Consultant

DALE CARMICHAEL
University of Southern Indiana

ESTELLA MOSS
Former County Recorder

The Human Relations Commission stands committed to its mission of administering and enforcing civil rights ordinances in Evansville and Vanderburgh County. We are equally committed to our education and outreach programs and our role of ensuring equality of opportunity for all residents without regard to race, sex, color, religion, disability, ancestry, national origin, age, sexual orientation or gender identity. We extend many thanks to Mayor Lloyd Winnecke, the City Council, the County Commissioners and the County Council for their support of the mission. We wholeheartedly thank all the community organizations and individuals that support our mission and work alongside our agency to make our community more inclusive and equitable for all.

October 30, 2019

To the residents of Evansville and Vanderburgh County:

Please find the annual report highlighting the work of the Human Relations Commission in 2018. It is an honor to serve the community and to provide a glimpse of the work of the agency over the past year. Although we are proud to provide services in a community that values diversity and inclusion, this is an ongoing effort. As a community, we must stay vigilant as we work together to better ensure that all residents are included and have access to employment, housing, public accommodations and education free from discrimination.

Nationally, we see an increase in incidents of hate and bias. The Federal Bureau of Investigation’s Hate Crime Statistics report, released on November 13, 2018, showed a 17 percent increase in reported hate crimes from 2016 to 2017. The Human Relations Commission continues to work with representatives from the Department of Justice and other government agencies to track and report hate crimes in the region. The law requires each state to report hate crimes to the U.S. Department of Justice for inclusion in the National Incident-Based Reporting System (NIBRS). The Human Relations Commission has been a partner in this program since 1984.

The Human Relations Commission is appreciative of the longstanding relationships and support from our federal partners the US Equal Employment Opportunity Commission (EEOC) and the US Department of Housing and Urban Development (HUD). Because of their support, our ability to enforce local human rights ordinances across Evansville and Vanderburgh County is enhanced.

The Human Relations Commission is committed to its mission of administering and enforcing civil rights ordinances in Evansville and Vanderburgh County. We are equally committed to our education and outreach programs and our role of ensuring equality of opportunity for all residents without regard to race, sex, color, religion, disability, ancestry, national origin, age, sexual orientation or gender identity. We extend many thanks to Mayor Lloyd Winnecke, the City Council, the County Commissioners and the County Council for their support of the mission. We wholeheartedly thank all the community organizations and individuals that support our mission and work alongside our agency to make our community more inclusive and equitable for all.

Yours in the fight for freedom,

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

Diane Clements-Boyd
Executive Director
Human Relations 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.