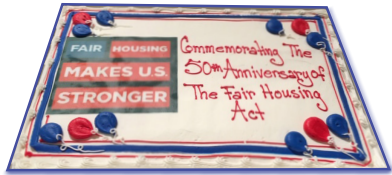




Not In Our Town– Addressing Incidents of Hate  
Film Screening and Panel Discussion - A Bowling Green Legacy

On February 1, 2018, a community forum was held at Ivy Tech because of a startling event that involved Evansville Vanderburgh School Corporation middle school students in the fall of 2017. The incident involved a social media post of a white boy holding a black doll as to depict a lynching. The photo also showed three white boys looking on as one boy wore a white fabric over his head similar to a Ku Klux Klan hood. The photo went viral on Twitter. The photo caused obvious community outrage and concern. Evansville Vanderburgh School Corporation Superintendent, Dr. David Smith called for a community-wide effort to seek solutions to hatred and intolerance in an effort to build a better community. Answering the call, Mayor Lloyd Winnecke called on the Human Relations Commission to coordinate a community forum to seek solutions that work to build a sustaining plan to address and prevent incidents of hate and racist violence. The Human Relations Commission utilized the resources of Not In Our Town, an organization based on Oakland, California that produces documentaries on how communities come together in response to hate incidents. NIOT is a movement to stop hate, address bullying and build safe inclusive communities. To launch the discussion, there was a viewing of the documentary titled A Bowling Green Legacy. Utilizing documentary film, social media and organizing tools, NIOT helps local leaders build vibrant diverse communities where everyone is invited to participate. Following the showing of the documentary, a panel discussion was held. Participating on the panel were: Professor Lisa Kretz, University of Evansville; Amy Walker, The Committee to Promote Respect in Schools (CYPRESS); Dr. Ashley Jordan, Evansville African American Museum; Rabbi Gary Mazo, Temple Adath B'nai Israel and also representing One God/One Community; and Professor Sakina Hughes, University of Southern Indiana. Dr. Robert L. Dion was the moderator.



50th Anniversary of the Fair Housing Act

On Wednesday, April 11, 2018, the Evansville-Vanderburgh County Human Relations Commission hosted a news conference to commemorate the 50th anniversary of the passage of the Fair Housing Act, Title VIII of the Civil Rights Act of 1968. The event was held at the Evansville African American Museum. Mayor Lloyd Winnecke spoke at the news conference in addition to Gary Roan, Vice President at Old National Bank; Alice Weathers, Executive Director of Community Action Program of Evansville; Sam Spaulding, Communications Director at Southwest Indiana Association of REALTORS; Marques Terry, Director of Housing Choice Voucher Program, Evansville Housing Authority; Alex Burton, Founding Board President, J.M. Caldwell Community Development Corporation; Daniel Davis, Regional Risk and Administration Manager, Fifth Third Bank; Philip Shelton, Director, Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development, Indianapolis Field

Office; Diane Clements-Boyd, Executive Director; Evansville-Vanderburgh County Human Relations Commission; and Dr. Robert Dion, Chairperson, Evansville-Vanderburgh County Human Relations Commission.

The enactment of the federal Fair Housing Act on April 11, 1968 came only after a long and difficult journey. From 1966-1967, Congress regularly considered the fair housing bill, but failed to garner a strong enough majority for its passage. However, when the Rev. Dr. Martin Luther King, Jr. was assassinated on April 4, 1968, President Lyndon Johnson utilized this national tragedy to urge for the bill's speedy Congressional approval. Since the 1966 open housing marches in Chicago, Dr. King's name had been closely associated with the fair housing legislation. President Johnson viewed the Act as a fitting memorial to the man's life work, and wished to have the Act passed prior to Dr. King's funeral in Atlanta. In Evansville, the City Council passed an ordinance on November 18, 1968 to enable the Mayor's Commission on Human Relations to investigate allegations of discrimination.

The Evansville-Vanderburgh County Human Relations Commission also hosted a Fair Housing Workshop on Wednesday, April 25, 2018. Stella Adams, Chief of Civil Rights with the National Community Reinvestment Coalition was the presenter. The workshop covered fair housing issues specific to veterans and people with disabilities in addition to race discussions, gender, and other protected classes that may be subjected to discrimination. The event was held at the C.K. Newsome Community Center.

The Evansville City Council adopted a resolution on December 10, 2018 commemorating the 50th Anniversary of the Passage of the Evansville Fair Housing Ordinance.



Indiana Black Barbershop Health Initiative

The Indiana Commission on the Social Status of Black Males (ICSSBM) hosted the Annual Indiana Black Barbershop Health Initiative for the eighth year on Saturday, April 14, 2018. This event was held in conjunction with local commissions and community partners to offer free health screenings and education at local barbershops from 9 a.m. to 3 p.m. in 15 cities. In Evansville, 162 mostly African-American males were tested for high blood pressure and diabetes in addition to learning their body mass index. The initiative seeks to enlighten African American men on how to understand cardiovascular diseases through screening and education. David Wagner, Chairperson of the Evansville Commission on the Social Status of African American Males invited the community to come out and participate. "We want to stress the importance of taking preventative measures to maintaining good health. Black males do not always go to the doctor as often as is recommended. This event is a reminder that regular visits to the doctor coupled with healthy eating and exercise are important factors to positive health outcomes." Mayor Lloyd Winnecke visited several of the barbershops on the day of the event. James Garrett, Executive Director of the Indiana Commission on the Social Status of Black Males and statewide coordinator of the program, also spent the day in Evansville visiting barbershops and offering support.

The following local barbershops participated. Fila's Designs; Jerald's Barbershop; Shark's Den Barbershop; Lynch's House of Coiffure; Going Forward Barber & Beauty Shop; Super Fresh; and Verna's Hair Emporium.

The duties and responsibilities of the Evansville Commission on the Social Status of Black Males are to develop annual and long-range goals and develop action committees to address neighborhoods, criminal justice, youth, education, employment, health and social factors in an effort to reduce the problems which African American males face.

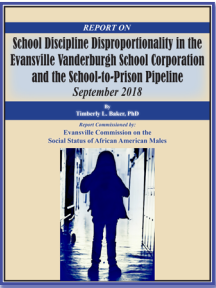


International Association of Official Human Rights Agencies (IAOHRA) Annual Conference

Staff and Commissioners attended the annual conference of the International Association of Official Human Rights Agencies August 26-28, 2018 in Cincinnati, Ohio. The theme of the conference was, "Advancing the Human Rights Agenda: The Fierce Urgency of Now". Conference topics included Immigration Rights; Improving Police and Community Trust; Rise in Hate in the United States; Civil Rights Implication of Gun Violence in America; Human Trafficking; Addressing Unconscious Bias; and Beloved Community Talks discussion. Several notable civil rights and social justice leaders spoke at the conference. Director Diane Clements-Boyd served on the conference planning committee and serves as Midwest Representative on the IAOHRA Board of Directors.

Report on Disproportionality and the School-to-Prison Pipeline

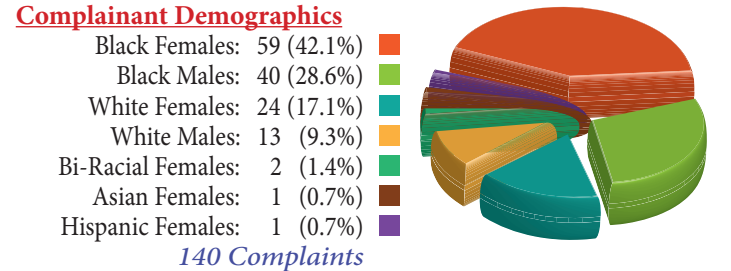
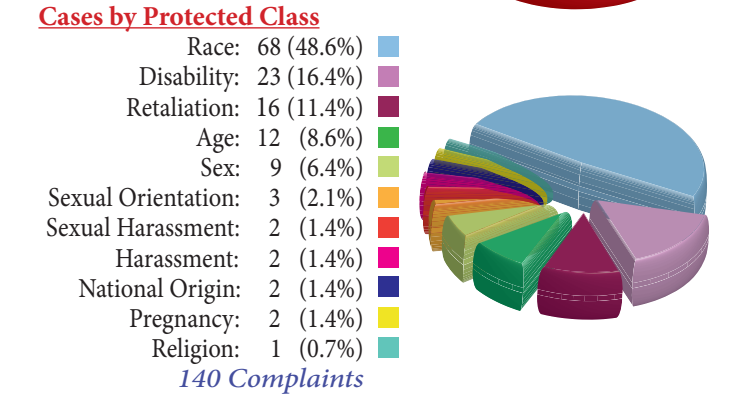
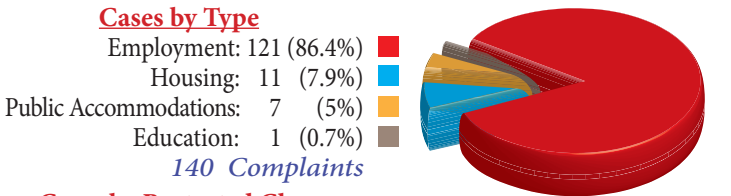
The Evansville Commission on the Social Status of African American Males hosted an informational meeting on Thursday, September 27, 2018. The Evansville Commission on the Social Status of African-American Males commissioned Dr. Timberly Baker to complete a report on the status of the School-to-Prison Pipeline in Evansville. Dr. Baker summarized the findings of the report and outlined recommendations to address the issue. This was the third meeting that the Evansville Commission on the Social Status of African-American Males held to address this phenomenon.



2018 Annual Dinner

Civil rights and labor leader icon Dolores Huerta spoke at the 2018 Annual Dinner on October 10, 2018. Best known for her work as a legendary labor leader, women's advocate and civil rights activist who co-founded the United Farm Workers (UFW) alongside UFW President César Chavez, Huerta gave a riveting talk recounting her civil rights and social justice work throughout her lifetime. Huerta was involved in numerous community and labor organizing efforts in Central California and quickly became a skilled organizer and negotiator for the union. In the UFW, she was instrumental in the union's many successes, including the strikes against California grape growers in the 1960s and 1970s. As an advocate for farmworkers' rights, Huerta was arrested twenty-two times for participating in non-violent civil disobedience activities and strikes. She continues her work at age 88 through the Dolores Huerta Foundation.

2018 Commission Outputs/Statistics



Statistics

EVHRC Processed – 101

Transferred to U.S. Equal Employment Commission – 36

Transferred to Indiana Civil Rights Commission – 3

Probable Cause: Housing – 1 | Public Accommodations – 1

Monetary Settlements – \$47,482.77\*

Closures			
No Cause.....	51	Withdrawal.....	1
*Settlements .....	30	Dismissal.....	1
Administrative Closure.....	4	TOTAL.....	89
Right to Sue .....	2		

Defeating Unconscious Bias

In 2018, over 1,000 City of Evansville employees competed an online diversity training titled Defeating Unconscious Bias. The Human Relations Commission and Administrative Services took the lead on 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 bias 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 themselves, their colleagues, and their workplace; understands that even unconscious biases can be defeated; and learns how to employ five practical strategies to identify and counter their own unconscious biases.



EVANSVILLE-VANDEBURGH COUNTY  
HUMAN RELATIONS COMMISSION  
2018

LLOYD WINNECKE, MAYOR  
JIM BRINKMEYER, PRESIDENT, CITY COUNCIL  
BRUCE UNGETHIEM, PRESIDENT, COUNTY COMMISSIONERS  
JOHN MONTRASTELLE PRESIDENT, COUNTY COUNCIL  
B. DIANE CLEMENTS-BOYD, EXECUTIVE DIRECTOR

STAFF

BONNIE FOX  
OFFICE MANAGER  
ANITRA MURPHY  
INVESTIGATOR  
JAMILA SMITH  
INVESTIGATOR  
SHADRACH MENSAH  
INVESTIGATOR  
WILLIAM HUSSMANN  
LEGAL COUNSEL

BOARD OF COMMISSIONERS

CHARNIKA BALTZELL  
*Licensed Etiquette Consultant*  
TIM BLACK  
*WNIN  
Vice President of Development,*  
ALEXANDER BURTON  
*Evansville-Vanderburgh School  
Corporation*  
DAN CARWILE  
*Old National Bank  
Senior Vice President*  
ROBERT DION  
*University of Evansville  
Professor  
Board Chairperson*  
DANIEL DAVIS  
*Fifth Third Bank  
Risk Administration Manager  
Board 2nd Vice Chairperson*  
ZACHARY KIEFER  
*Real Estate Appraiser*  
HENRIETTA JENKINS  
*Board Secretary*  
RUBY J. MCGLOWN  
*Retired Evansville Housing  
Authority  
Board 1st Vice Chairperson*  
JASON MINER  
*New Tech Institute  
Spanish Teacher*  
ESTELLA MOSS  
*Former County Recorder  
Retired Cemetery Superintendent*

*Sadelle Berger Award*  
**Connie Robinson-Blair**  
*Willie Effie Thomas Development Award*  
**Arlinda 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**

Evansville-Vanderburgh County  
Human Relations Commission



2018 Annual Report  
Evansville, Indiana



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 saw 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 Community Relations Services Department, the nations "peacemaker" agency to facilitate dialogues, mediation and training. Our agency is also fortunate to have as a resource Not In Our Town, a movement to stop hate, address bullying, and build safe and inclusive communities utilizing film, social media and organizing tools. Although Indiana passed a hate crimes law in 2019, the law does not include protections based on gender, gender identity and sex. The struggle continues.

The Human Relations Commission is appreciative of the longstanding relationships and support from our federal partners the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. 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 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.

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.

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.