

2020

LLOYD WINNECKE, Mayor
JIM BRINKMEYER, President, City Council
BEN SHOULDERS, President, County Commissioners
JOE KIEFER, President, County Council
DIANE CLEMENTS-BOYD, Executive Director

STAFF

BONNIE FOX, Office Manager
ANITRA MURPHY, Investigator
JAMILA SMITH, Investigator
SHADRACH MENSAH, Investigator
TED ZIEMER IV, Legal Counsel

BOARD OF COMMISSIONERS

CHARNIKA BALTZELL, Licensed Etiquette Consultant, Board Secretary
TIM BLACK, Vice President of Development, WNIN
TANISHA CAROTHERS, ESQ., Attorney at Law
DAN CARWILE, ESQ., Old National Bank, Senior Vice President
DANIEL DAVIS, Fifth Third Bank, Risk Administration Manager, Board 1st Vice President
XAVIA HARRINGTON, PhD, Assistant Professor of Education, University of Southern Indiana, Board 2nd Vice Chairperson
RICK KUEBER, Business Representative, International Union of Painters & Allied Trades, Published Author
RUBY J. MCGLOWN, Retired Evansville Housing Authority Manager, Board Chairperson
JASON MINER, Jobs for America's Graduates, Director of Education
ESTELLA MOSS, Former County Recorder, Retired Cemetery Superintendent
NICHOLAS WILDEMAN, Commercial Account Manager, Goodyear, Incorporated

2020 AWARD RECIPIENTS

SADELLE BERGER AWARD

Dr. Thomas L. Stratton

WILLIE EFFIE THOMAS DEVELOPMENT AWARD

Dr. Antoinette Caldwell

LEADERSHIP AWARD

Memorial Community Development Corp.

SUE WOODSON COMMUNITY RELATIONS AWARD

Mariama Wilson

WORKFORCE DIVERSITY AWARD

Ben Trockman



2020 ANNUAL REPORT

EVANSVILLE, INDIANA



CITY OF EVANSVILLE – VANDERBURGH COUNTY
HUMAN RELATIONS COMMISSION

Civic Center Complex, Room 209
1 N.W. Martin Luther King Jr. Blvd. • Evansville, Indiana 47708
(812) 436-4927 (Voice) • TDD: (812) 436-4927 • FAX: (812) 436-4929

LLOYD WINNECKE, Mayor DIANE CLEMENTS-BOYD, Executive Director

November 12, 2021

To the residents of Evansville and Vanderburgh County:

It is a pleasure to present the 2020 annual report of the Evansville-Vanderburgh County Human Relations Commission. The report details the work of the Human Relations Commission serving residents in these unprecedented times. Moreover, we are pleased to present this report in-person after having a virtual event highlighting 2019.

As the civil rights agency for the City of Evansville and Vanderburgh County, the mission of the Commission is to promote equality of opportunity primarily through the enforcement of civil rights laws on the local level. The Human Relations Commission investigates discrimination complaints in the areas of employment, housing, public accommodations and education. Please reference this report for a detailed accounting of cases filed. Furthermore, we will continue to work collectively and intentionally to establish a community environment free from racism and discrimination.

The year 2020 was a challenging one. Not only was there the global pandemic to contend with, we continued the fight to educate on racism as seen by the senseless killings of unarmed people of color. The Human Relations Commission joined many organizations in condemning racism in all its forms – individual, institutional and structural. Our statement highlighted that inaction, or silence in the face of injustice, will only perpetuate racism. It is crucially important that we continue to speak out on historical patterns of racism that continue to manifest in all aspects of society.

The U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD) continue to provide invaluable support to the Human Relations Commission. Both agencies provide training opportunities and funding to advance civil rights enforcement, and education and outreach in our jurisdiction. We appreciate their ongoing commitment to eliminating discrimination.

Many thanks to Mayor Lloyd Winnecke, the City Council, the County Commissioners and the County Council for their ongoing support of the Human Relations Commission. We also extend our thanks to the many organizations that champion our mission of ensuring equality of opportunity and justice for all residents without regard to race, sex, color, religion, disability, ancestry, national origin, age, sexual orientation or gender identity. Thank you all for your steadfastness to upholding the principles of justice, equality and freedom for all.

In solidarity,

Diane Clements-Boyd
Executive Director
Human Relations Commission

Ruby McGlowin
Chairperson
Human Relations Commission

THE AGENCY'S 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's 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

- 1 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.
- 2 A copy of the complaint is mailed to the Respondent within 5 days from the date of the filing of the complaint.
- 3 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.
- 4 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.
- 5 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.
- 6 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.
- 7 Final order is issued by Commission.

ENVIRONMENTAL INJUSTICE: LEAD POISONING IN INDIANA INDIANA ADVISORY COMMITTEE TO THE U.S. COMMISSION ON CIVIL RIGHTS

On February 27, 2020, the Indiana Advisory Committee to the U.S. Commission on Civil Rights held a briefing on environmental justice and lead poisoning in Indiana in Indianapolis, IN. The committee examined the civil rights implications of indoor and outdoor lead exposure in the state. The briefing was to report on lead-based environmental and health disparities in the protection of children based on race, color, or national origin. Presenters included: Carlton Waterhouse, Professor of Law and Divinity and Director of the Environmental Justice Center at Howard University School of Law; Lizzei Grennan Browning, Adjunct Professor of History and Midwestern/Indiana Community History Fellow, Indiana University; Janet McCabe, Director of Environmental Resilience Institute and Professor of Law at IU McKinney School of Law. Director Clements-Boyd serves as chairperson of the Indiana Advisory Committee.



FAIR HOUSING COMMISSIONER TRAINING

The Evansville-Vanderburgh County Human Relations Commission held a fair housing training for Commissioners on March 5, 2020 at the University of Evansville, University Ridgeway Center. The training was facilitated by Michael Seng, Professor of Law and Director of the Fair Housing Legal Support Center and Director of the Czech/Slovak Legal Institute and Co-Director of the Restorative Justice Project at UIC John Marshall Law School at the University of Illinois Chicago.

FAIR HOUSING MONTH

To commemorate the passage of Title VIII of the 1968 Civil Rights Act, the Fair Housing Act, cities throughout the country celebrate Fair Housing Month in April. The year 2020 marked the 52nd year since the enactment of the Fair Housing Act and the Evansville-Vanderburgh County Human Relations Commission commemorated by hosting a virtual panel discussion featuring housing experts and government officials. The discussion titled, "REAL TALK: Fair Housing in the Midst of COVID-19", took place on Thursday, April 30 at 1:00 pm CDT and was live streamed on Facebook. Mayor Lloyd Winnecke provided an opening welcome for the panel discussion, which was moderated by Commissioner Xavia Harrington, Professor in the Teaching Education Department at the University of Southern Indiana. Panelists included Lon Meltesen, Region V Director of Fair Housing and Equal Opportunity with the U.S. Department of Housing & Urban Development, Amy Nelson, Executive Director of the Fair Housing Center of Central Indiana, Timothy Weir, Administrator of the Evansville Commission on Homelessness and Garvin Senn, Staff Attorney at the Legal Aid Society of Evansville.



EVANSVILLE COMMISSION ON THE SOCIAL STATUS OF AFRICAN AMERICAN MALES

The Evansville Commission on the Social Status of African American Males hosted a virtual event focusing on criminal justice reform on Thursday, October 22, 2020 at 4:00 PM/CDT. The event was a three-part forum focusing on criminal record discrimination, Indiana's Second Chance Law or expungements and criminal justice reform issues to include disproportionate arrests, incarcerations and killings of unarmed people of color by law enforcement.



The event included a presentation on criminal record discrimination in employment by Jeremy Sells, State, Local and Tribal Program Manager U.S. Equal Employment Opportunity Commission, Indianapolis District Office. There was also a panel discussion on the Indiana Second Chance Law.

The panel focused on the process of filing for an expungement of an individual's criminal record on misdemeanor and certain felonies infractions obtained in Indiana. The panelists included: Judge Leslie C. Shively, Vanderburgh Superior Court; Nicholas Hermann, Vanderburgh County Prosecutor; Shaunda Lynch, Esq., Foster, O'Daniel, Hambidge & Lynch; and Katherine Rybak, Esq., Indiana Legal Services, Inc. The session was facilitated by Tanisha Carothers, Esq., Carothers Law Office and member of the Evansville-Vanderburgh County Human Relations Commission. The second panel focused on criminal justice reform. The panelists were Barbara Bolling-Williams, Esq., State President of the Indiana Chapter of the NAACP; Katie Blair, Director of Advocacy and Public Policy, ACLU of Indiana and State Rep. Earl L. Harris, Jr., Vice Chair of the Indiana Black Legislative Caucus. The panel was facilitated by Dr. JC Campbell, Pastor of the New Hope Missionary Baptist Church and member of the Evansville Commission on the Social Status of African American Males. This event was live streamed on Facebook.

ADVISORY BOARD ON DISABILITY SERVICES

In December of 2020, the Evansville-Vanderburgh County Advisory Board on Disability Services promoted FINDER, an Indiana Disability Resource. FINDER is available to all county residents who have a disability and to all residents and organizations that assist people with disabilities. FINDER is designed to collect and organize disability-related services, programs, equipment, and advocacy contacts across Indiana to make them easier for all Hoosiers to locate.

- Developed in 2018 through an initiative funded by AWS Foundation, FINDER gives Indiana residents living with disabilities 24/7 access to a comprehensive range of community resources designed to improve their quality of life.
- Service providers, community advocates, and medical professionals regularly contribute to FINDER, keeping the information current, relevant, and practical. Participation is voluntary, and new information is added regularly.
- FINDER supports the right for people with diverse abilities to freely choose how they wish to live their lives to the fullest. It does not rate or endorse programs, services, or organizations. It is up to each individual to decide if a resource fits their unique needs.

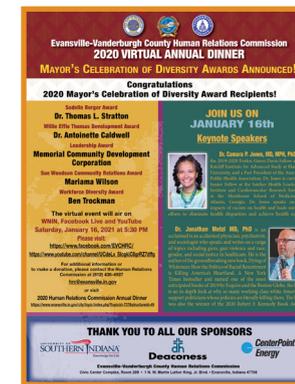
"When a family hears of a diagnosis that will have lifelong implications, the first reaction might be 'What should I do now?'. FINDER will help empower



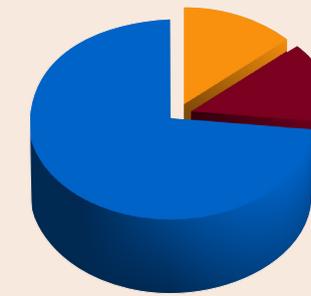
that parent, teacher, caregiver or other to find answers to their questions and become a more informed advocate," says Patti Hays, CEO of AWS Foundation. "Access to knowledge is empowering." Available at <https://www.indianadisabilityresourcefinder.org>. FINDER allows service organizations to post their offerings. Users can select from five criteria to restrict their search results to only those organizations that meet their specific, individual needs. The five criteria are: 1) Stage of Life, 2) Topic of Interest, 3) Diagnosis, 4) Benefit/Payment Options, and 5) County. Indiana Disability Resource FINDER currently contains nearly 3,000 unique service providers located across the state with the potential to include thousands more. By connecting providers, individuals with disabilities, their families, and caregivers, the pool of resources is widened for Vanderburgh County families and beyond. Ultimately, those with different abilities will get better care. Mark Weatherwax, Chairperson of the Advisory Board on Disability services states that, "The goal is for FINDER to become the default online tool for Vanderburgh County residents to find disability-related resources in Indiana." Over the next few weeks and months, members of the Advisory Board on Disability Services previewed FINDER through presentations and online webinars with local service providers, medical facilities, educational institutions, media, and others.

2020 ANNUAL DINNER AND MAYOR'S CELEBRATION OF DIVERSITY AWARDS

The Evansville-Vanderburgh County Human Relations Commission held its 2020 Annual Dinner and Mayor's Celebration of Diversity Awards on Saturday, January 16, 2021 at 5:30 p.m. The virtual event was aired on WNNIN and on Facebook Live. Mayor Lloyd Winnecke presented the 2020 Mayor's Celebration of Diversity Awards and the discussion was moderated by Ange Humphrey, host of ABC Lifestyles. Keynote speakers were Dr. Camara P. Jones and Dr. Jonathan Metzl.

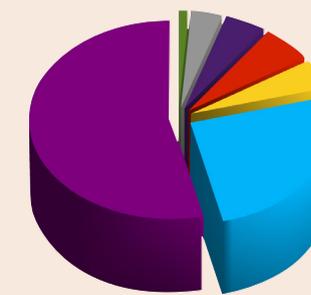


Dr. Camara P. Jones, MD, MPH, PhD was the 2019-2020 Evelyn Green Davis Fellow at the Ratcliff Institute for Advanced Study at Harvard University, and a Past President of the American Public Health Association. Dr. Jones is currently Senior Fellow at the Satcher Health Leadership Institute and Cardiovascular Research Institute at the Morehouse School of Medicine in Atlanta, Georgia. Dr. Jones speaks on the impacts of racism on health and leads national efforts to eliminate health disparities and achieve health equity. Dr. Jonathan Metzl MD, PhD is an acclaimed physician, psychiatrist, and sociologist who speaks and writes on a range of topics including guns, gun violence and race, gender, and social justice in healthcare. He is the author of the groundbreaking new book, "Dying of Whiteness: How the Politics of Racial Resentment is Killing America's Heartland". A New York Times bestseller and named one of the most anticipated books of 2019 by Esquire and the Boston Globe, the book is an in-depth look at why so many working-class white Americans support politicians whose policies are literally killing them. The book was also the winner of the 2020 Robert F. Kennedy Book Award.



CASES BY TYPE

- Employment: 60 (73.2%)
 - Public Accommodations: 11 (13.4%)
 - Housing: 11 (13.4%)
- = 82 COMPLAINTS**



CASES BY PROTECTED CLASS

- Race: 44 (53.7%)
 - Disability: 21 (25.6%)
 - Retaliation: 4 (4.9%)
 - Age: 5 (6.1%)
 - Sex: 4 (4.9%)
 - Sexual Harassment: 3 (3.7%)
 - National Origin: 1 (1.2%)
- = 82 COMPLAINTS**

COMPLAINANT DEMOGRAPHICS



- Black Females: 28 (34.1%)
 - Black Males: 19 (23.2%)
 - White Females: 25 (30.5%)
 - White Males: 6 (7.3%)
 - Hispanic Females: 1 (1.2%)
 - Biracial Females: 2 (2.4%)
 - Asian Males: 1 (1.2%)
- = 82 COMPLAINTS**

STATISTICS

- EVHRC Processed – 82
- Transferred to U.S. Equal Employment Commission – 11
- Transferred to Indiana Civil Rights Commission – 3
- Probable Cause Findings: Housing – 1
- Public Accommodations – 4
- Monetary Settlements – \$80,118.07

CLOSURES

- No Cause 63
- Settlements 22
- Administrative Closure 3
- Right to Sue 5
- Withdrawal 4
- TOTAL 97