

# CITY/COUNTY HUMAN RELATIONS COMMISSION OF EVANSVILLE, INDIANA

2021

**LLOYD WINNECKE**, Mayor  
**RONALD BEANE**, President, City Council  
**BEN SHOULDERS**, 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  
**TED ZIEMER, IV** Legal Counsel

## BOARD OF COMMISSIONERS

**AMY BACK** Community Volunteer  
**DANIEL DAVIS** Board 2nd Vice Chairperson  
Risk Administration Manager  
Fifth Third Bank  
**CHARNIKA BALTZELL** Licensed Etiquette Consultant  
**XAVIA HARRINGTON** Board 1st Vice Chairperson  
University of Southern Indiana Professor  
**TIM BLACK** Vice President of Development  
WININ Tri-State Public Media  
**RUBY McGLOWN** Board Chairperson  
Retired Evansville Housing  
Authority Manager  
**TANISHA CAROTHERS, ESQ.** Attorney at Law  
**ESTELLA MOSS** Former County Recorder  
Retired Cemetery Superintendent  
**DAN CARWILE** Senior Vice President  
Old National Bank  
**REGINA ROBINSON UNGAR** Case Manager  
ECHO Community Health Care  
**NICHOLAS WILDEMAN, MPA** Regional Strategic Account Manager  
The Women's Hospital

## 2021 AWARD RECIPIENTS

**SADELLE BERGER AWARD**  
Melissa Morehead Moore  
**LEADERSHIP AWARD**  
Kaymi Butler  
**SUE WOODSON  
COMMUNITY  
RELATIONS AWARD**  
Sadia Brimm  
**WILLIE EFFIE THOMAS  
DEVELOPMENT AWARD**  
Sheila Huff  
**LEADERSHIP AWARD**  
Lisa Vaughn  
**WORKFORCE DIVERSITY AWARD**  
Toyota Motor Manufacturing  
of Indiana



EVANSVILLE-VANDERBURGH COUNTY

HUMAN RELATIONS  
COMMISSION

2021  
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

October 28, 2022

To the residents of Evansville and Vanderburgh County:

It is a pleasure to present the 2021 Annual Report of the Evansville-Vanderburgh County Human Relations Commission. The report highlights the Human Relations Commission, municipal advisory boards, and partnering federal civil rights enforcement agencies. The report also reflects numerous individuals and organizations that work tirelessly for human and civil rights on behalf of residents and those in surrounding communities. We cannot thank them enough for all that they do.

We would be remiss if we did not take this opportunity to acknowledge and thank our federal partners, the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD). They are the premiere civil rights federal agencies, and provide resources that support our department to enforce civil rights municipal code mirroring Title VII of the 1964 Civil Rights Act and Title VIII of the 1968 Civil Rights Act, the Fair Housing Act. In 2021, the EEOC offered training on Black hair discrimination which has led to Crown Act laws to ensure protection against discrimination based on hair texture and protective styles such as braids and locs in the workplace and public schools. Additional employment emerging issues include Artificial Intelligence discrimination and advancing racial equity in the workplace. Also, in 2021, HUD launched a task force to tackle bias in home appraisals. HUD also clarified that the Fair Housing Act prohibits discrimination on the basis of gender identity and sexual orientation, and issued guidance establishing that for-profit Special Purpose Credit Programs do not violate the Fair Housing Act.

On the national stage, contemporary civil and human rights issues focused on voting rights, reinventing law enforcement and domestic terrorism were discussed in civil and human rights circles. Research revealed an increase in hate crimes, reaching its highest number in a decade after increasing for four straight years. We applaud the many human and civil rights advocacy organizations and groups that confront these issues to ensure human and civil rights for all.

Many thanks to Mayor Lloyd Winnecke for his unwavering support of the Commission, and to the citizens of this community. We also extend our sincere appreciation to the City Council, the County Commissioners, and the County Council for their ongoing support of the Human Relations Commission. We also extend our gratitude to the many organizations and individuals for being steadfast and supporting our mission of ensuring equality of opportunity, equity and inclusion, and justice for all residents. United in our efforts, united in our cause, together we can make a difference.

In solidarity,

Diane Clements Boyd  
Executive Director  
Human Relations Commission

Ruby McGlown  
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.

# 2021 CASE SUMMARIES

## MEMORANDUM OF UNDERSTANDING ADDRESSING THE APPLICATION OF BOSTOCK V. CLAYTON COUNTY, GA

On February 11, 2021, HUD's Assistant Secretary of Fair Housing and Equal Opportunity ((FHEO) issued a memorandum directing that discrimination because of sex, as used in the federal Fair Housing Act, includes discrimination because of sexual orientation and gender identity. This is pursuant to the 2020 U.S. Supreme Court opinion issued in Bostock v. Clayton County, GA. The case brought pursuant to Title VII of the Civil Rights Act of 1964, holding that the statutory language "because of sex" includes a prohibition on discrimination because of sexual orientation or gender identity. The memorandum further stated that in order for FHAP agencies' laws to remain substantially equivalent, "they must administer consistent with Bostock." The Evansville-Vanderburgh County Human Relations Commission is a Fair Housing Assistance Program (FHAP) agency and acknowledged that the agency will apply its fair housing laws such that discrimination because of sex includes sexual orientation and gender identity.

## BREAKING DOWN BARRIERS TO EMPLOYMENT

On March 24, 2021, the Evansville-Vanderburgh Human Relations Commission coordinated with the U.S. Equal Employment Opportunity Commission on a webinar to discuss strategies to breaking down barriers to employment for individuals with arrests and conviction records. Oftentimes, criminal history can be a huge barrier to employment. The virtual webinar discussed how employers can be proactive and avoid discriminating against ex-offenders, in addition to providing meaningful employment opportunities and a second chance. The discussion focused on appropriate hiring policies for qualified individuals with arrest and conviction records. Presenters included Brien Shoemaker with the Indianapolis District Office of the U.S. Equal Employment Opportunity Commission; Carrie Heck with the Indiana Department of Corrections (HIRE) Program; Wendy Gumbel with the Evansville-Area Human Resource Association, Inc., an affiliate with the Society for Human Resources Management (SHRM); and Rev. William Payne, Director of Brothers Out Saving Souls (Boss), Inc.

## 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 Evansville-Vanderburgh County Human Relations Commission commemorated by hosting a virtual panel discussion featuring housing professionals. The discussion theme borrowed from the U.S. Department of

FAIR HOUSING:

MORE THAN JUST WORDS

Join this webinar to learn about the legal protections of the Fair Housing Act as well as the spirit of the law. The distinguished panelists are housing professionals and community advocates in the areas of banking, community capacity building and public policy.

THURSDAY, APRIL 29, 2021 10:00 AM/CST

MARQUES TERRY  
Director of  
Housing Choice  
Voucher Program  
of Evansville  
Housing Authority

SERITA CABELL  
Executive  
Director of  
Memorial  
Community  
Development  
Corporation

SILAS MATCHEM  
Executive  
Director of  
Evansville  
Promise

STEPHANIE ROLAND  
SVP, Community  
Outreach Director  
of Old National  
Bank

BETH FOLZ  
Executive  
Director of  
Habitat for  
Humanity of  
Evansville

JOSH CALHOUN  
Executive  
Director of  
HOPE of  
Evansville

ALEX BURTON  
4th Ward City  
Councilman

PLEASE JOIN THE CONVERSATION VIA FACEBOOK  
HTTPS://WWW.FACEBOOK.COM/EVCHRC



Anitra Murphy and Shadrach Mensah discussed key components of the Act. The panelist included Silas Matchem (Evansville Promise Zone), Serita Cabell (Memorial Community Development Corporation), Marques Terry (Evansville Housing Authority), Stephanie Roland (Old National Bank), Beth Folz (Habitat of Evansville), Alex Burton (City Council, 4th Ward) and Josh Calhoun (HOPE of Evansville). Director Clements-Boyd moderated the panel discussion.

## EVANSVILLE COMMISSION ON THE SOCIAL STATUS OF AFRICAN AMERICAN MALES

The Evansville Commission on the Social Status of African American Males is a 15-member board appointed by the City Council and Mayor to create practical proposals and workable remedies in the areas of employment, education, health and criminal justice to reduce the problems which African American males face. In 2021, the Social Status Commission focused on addressing gun violence in the community. Public health professionals, researchers, and community organizations and activist were invited to discuss strategies to reduce gun violence. Presenters included Cassandra Crifasi, PhD, MPH with the Center for Gun Violence Prevention and Policy at Johns Hopkins Bloomberg School of Public Health; Anthony D. Smith with Cities United; Mariama Black-Wilson with Mothers Against Senseless Killings (MASK); Ted McCreary with the Southern Indiana Mentoring Academy (SIMA); and Stephen Brown, Pastor of Friendship Southern Baptist Church and Chaplain at the Vanderburgh County Jail.

The Indiana Black Barbershop Health Initiative did not take place in 2021 due to COVID-19 restrictions. In an effort to maintain communication and build rapport with local barbers, the Commission delivered March Madness masks and CDC COVID-19 literature to 8 local barbershops.

## ADVISORY BOARD ON DISABILITY SERVICES

The Advisory Board on Disability Services is an 8-member board appointed by the Mayor, City Council, County Commissioners and the County Council to provide guidance in matters concerning individuals with disabilities. The group works in harmony with government officials to make recommendations to ensure compliance with provisions of the American with Disabilities Act. The advisory board also offers members of the public a forum to raise issues of concern regarding issues affecting people with disabilities. In 2021,

Housing and Urban Development 2021 theme, "Fair Housing: More Than Just Words", took place on Thursday, April 29 at 10:00 am CDT and was live streamed on Facebook. Prior to the panel discussion the Human Relations Commission staff provided an overview of the Fair Housing Act. Investigators Jamila Smith,

the advisory board meetings included presentations from agencies and organizations providing relevant services and information pertaining to people with disabilities. The following were presentations in 2021: Danielle Titzer discussed Evansville Goodwill programs; Ben Trockman, Susan Rinne and Josh Miller discussed the Work to Include initiative; Ben Trockman also discussed the Achieve Ability Mentorship program; Amy Devries and Yvonne Martin with Congregations Acting for Justice and Empowerment (CAJE) discussed services for dually diagnosed children; and Charo Boyd and Cindy Bandista with Social Security Administration for Central and Southern Indiana discussed social security disability benefits and how to avoid scams. The advisory board also worked with the Water and Sewer Utility department regarding its policy on backdoor collection services for people with disabilities. The department amended its policy and abolished the \$2.00 fee for backdoor collection services for individuals with disabilities.

ANNUAL DINNER

PLEASE JOIN US AS WE CELEBRATE THE  
2021 MAYOR'S CELEBRATION OF DIVERSITY AWARDS

Widely known as one of the most influential authorities on racial justice in America, Dr. Khalil Gibran Muhammad is redefining our understanding of diversity with his work featured in the likes of the New York Times' landmark 1619 Project, and Ava DuVernay's 12th. As a Harvard Kennedy School Professor of History, Race, and Public Policy, he explores how "true education"—real education—can help individuals and institutions reconcile the past within the present, and move towards greater equity together.

Dr. Muhammad is the author of *The Condemnation of Blackness: Race, Crime and the Making of Modern Urban America*, which won the John Hope Franklin Best Book Award in American Studies. He is an expert on American race relations, where we've come from, and just how far we have to go. In his illuminating, informative lectures, Dr. Muhammad explores the next steps necessary to fighting racism, and offers practical solutions for a more equitable future for all our children, regardless of the color of their skin.

Dr. Muhammad is the former Director of the Schomburg Center for Research in Black Culture, a division of the New York Public Library and the world's leading library and archive of global black history. Much of his research focuses on racial criminalization in modern U.S. history. His work has been featured in a number of national print and broadcast media outlets, including *The New York Times*—notably as one of the contributors to the viral 1619 Project, which explores and exposes the true history of slavery in America—*The New Yorker*, *The Washington Post*, NPR, and MSNBC. Muhammad was an associate editor of *The Journal of American History* and guest lecturer at Middlebury and the New Institute of Justice. He holds a Ph.D. from Rutgers University, two honorary doctorates, and is on the board of The Museum of Modern Art, The Barnes Foundation, and The National Magazine.

OLD NATIONAL EVENTS PLAZA  
715 Locust Street, Evansville, IN 47708  
Human Relations Commission  
ANNUAL DINNER  
FRIDAY, NOVEMBER 12, 2021  
7:00 PM - Ticket Donation \$40  
Please RSVP by Monday, November 1, 2021  
Be sure to nominate a business, organization or individual for the 2021 Mayor's Celebration of Diversity Awards. Go to: [www.evansville.in.gov/diversityawards](https://www.evansville.in.gov/diversityawards) to nominate online.

KEYNOTE SPEAKER  
DR. KHALIL GIBRAN MUHAMMAD  
LEADING DIVERSITY EXPERT

Lloyd Winnecke, Mayor  
Ruby McGlow, Chairperson  
Diane Clements-Boyd, Executive Director  
For more information and to make reservations, contact the Economic Development and Community Relations Department at (812) 436-4527 or email to [hr@evansville.in.gov](mailto:hr@evansville.in.gov)  
Civic Center Complex, Room 209  
150W. Market Street 2nd Fl. West, Evansville, Indiana 47708

## 2021 ANNUAL DINNER AND MAYOR'S CELEBRATION OF DIVERSITY AWARDS

The Evansville-Vanderburgh County Human Relations Commission held its 2021 Annual Dinner and Mayor's Celebration of Diversity Awards on Friday, November 12, 2021 at 7:00 p.m. The event was held at the Old National Events Plaza. Mayor Lloyd Winnecke presented the 2021 Mayor's Celebration of Diversity Awards. The keynote speaker was Dr. Khalil Muhamad.

Dr. Khalil Muhammad is the Ford Foundation Professor of History, Race, and Public Policy at Harvard Kennedy School. Widely known as one of the most influential authorities on racial justice in America, Dr. Muhammad is redefining our understanding of diversity, with his work featured in the likes of the New York Times' landmark 1619 Project, and Ava DuVernay's documentary film 13th. Dr. Muhammad is the author of "The Condemnation of Blackness: Race, Crime and the Making of Modern Urban America", which won the John Hope Franklin Best Book Award in American Studies. He is also the former Director of the Schomburg Center for Research in Black Culture, a division of the New York Public Library and the world's leading library and archive of global black history. Much of his research focuses on racial criminalization in modern U.S. history. He is co-editor of "Constructing the Carceral State," a special issue of the Journal of American History, and contributor to a National Research Council study, "The Growth of Incarceration in the United States: Exploring Causes and Consequences". His work has been featured in a number of national print and broadcast media outlets.

### CASES BY TYPE

- Employment: **83 (79.05%)**
- Housing: **14 (13.33%)**
- Public Accommodations: **8 (7.62%)**

**= 105 COMPLAINTS**

### CASES BY PROTECTED CLASS

- Race: **63 (60.0%)**
- Disability: **15 (14.3%)**
- Sex: **12 (11.42%)**
- Retaliation: **8 (7.62%)**
- Age: **2 (1.9%)**
- Sexual Harassment: **2 (1.9%)**
- Sexual Orientation: **1 (0.95%)**
- Religion: **1 (0.95%)**
- Pregnancy: **1 (0.95%)**

**= 105 COMPLAINTS**

### COMPLAINANT DEMOGRAPHICS

- Black Females: **52 (49.52%)**
- Black Males: **27 (25.71%)**
- White Females: **16 (15.24%)**
- White Males: **9 (8.57%)**
- Hispanic Female: **1 (0.95%)**

**= 105 COMPLAINANTS**

## STATISTICS

EVHRC Processed.....82  
Transferred to U.S. Equal  
Employment Commission.....20  
Transferred to Indiana  
Civil Rights Commission.....3  
Probable Cause Findings:  
Public Accommodations.....1  
Monetary Settlements.....\$143,997.66

## CLOSURES

No Cause .....51  
Settlements.....23  
Administrative Closure .....1  
Right to Sue .....7  
Withdrawal.....1  
TOTAL.....87