

EVANSVILLE-VANDERBURGH COUNTY HUMAN RELATIONS COMMISSION

2014

LLOYD WINNECKE, MAYOR
JOHN FRIEND, PRESIDENT, CITY COUNCIL
JOE KIEFER, PRESIDENT, COUNTY COMMISSIONERS
TOM SHETLER, JR, PRESIDENT, COUNTY COUNCIL
B. DIANE CLEMENTS-BOYD, EXECUTIVE DIRECTOR

STAFF

BONNIE FOX
SECRETARY/OFFICE MANAGER
ANITRA MURPHY
INVESTIGATOR
GENO L. MERRIWEATHER
INVESTIGATOR

JAMILA SMITH
INVESTIGATOR
DARLA STEVENS
INVESTIGATOR

DAVID KENT
LEGAL COUNSEL

BOARD OF COMMISSIONERS

REV. GERALD ARNOLD
Pastor, Independence Baptist Church
NAACP President

ESTELLA MOSS
Former County Recorder
Retired Cemetery Superintendent

ALEXANDER BURTON
Old National Bank
Bank Manager Trainee
Board 2nd Vice President

JAYSON R. MUNOZ
Business Owner of Kanpai,
City Taco & CKB

DR. ROBERT DION
Professor, University of Evansville
Board Chairperson

BRENDA MURRY-PITTMAN
Sales & Marketing Representative
WEOA

BRENT GRAFTON
President
Evansville Green Tree Plastics, Inc.

DR. IRA T. NEAL
Retired Educator and Evansville-
Vanderburgh County School
Corporation Administrator

RICK KUEBER
Field Representative
International Union of Painters
& Allied Trades
Self-Published Author

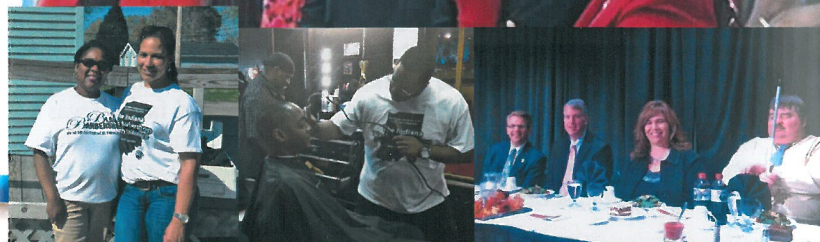
LOUISE WILLIAMS
Retired Office Manager & Business
Owner

RUBY J. MCGLOWN
Property Manager
Evansville Housing Authority
Board 1st Vice President

Evansville-Vanderburgh County Human Relations Commission



2014 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

DIANE CLEMENTS-BOYD
EXECUTIVE DIRECTOR

September 3, 2015

To the Residents of Evansville and Vanderburgh County:

It is a privilege and an honor to present the 2014 Annual Report of the Evansville-Vanderburgh County Human Relations Commission. In 2014, the country celebrated 50 years since the passage of the Civil Rights Act of 1964. In 1964, the Human Relations Commission opened an office and became an official arm of city government. Please allow me to reflect on the history of the Human Relations Commission. An article written in the Evansville Courier in 1975, chronicled some of the history of the Human Relations Commission.

An ordinance establishing the Mayor's Commission on Human Relations was signed in 1948, however, the Commission became inactive in 1954. In 1962, Mayor Frank McDonald reactivated the Commission. All the members were volunteers. In 1964, at the urging of community leaders and activists such as the pastor of Liberty Baptist Church and NAACP member Rev. Charles E. King, Mayor McDonald pushed for funding of the Human Relations Commission and named Mrs. Joan Bowers as the first executive director. Bowers was director for a short time and Janet Walker was named the second executive director in 1965. As early as 1966, the Commission addressed issues to include integrating Lincoln and Erie Homes; advocating for an integration plan for Evansville schools; surveying attitudes in racially mixed neighborhoods paving the way for adoption of a fair housing ordinance that passed unanimously in 1968.

In 1971, James Landers, executive director of Carver Community Organization was appointed chairperson, replacing Ervin Weil. Landers became the first Black chairman of the Commission. Soon after, mayor-elect Russell G. Lloyd appointment Donald McNary as the agency's first Black executive director. McNary was given the charge to increase Blacks on the Evansville Police Department and bring about better relations with public housing authority tenants.

Jacqueline LaGrone, the first Black woman to serve as executive director, was appointed to succeed McNary in 1979. Under her leadership, the effort to expand territorial jurisdiction to include Vanderburgh County was realized. LaGrone retired in 1991 and Floyd Edwards was named executive director. Edwards became the fifth chief of the Commission and served for 13 years. Edwards expanded fair housing awareness during his tenure.

Serving as executive director since 2004, my tenure has included the following. The Evansville Advisory Board on Disability Services was formed to provide guidance on matters concerning people with disabilities. The Evansville Commission on the Social Status of African-American Males adopted two signature programs; the Indiana Black Barbershop Health Initiative and the Million Father March. Sexual orientation and gender identity were added to the enabling ordinance for the city in 2011.

Since 1964, the Commission has maintained its primary function of investigating allegations of discrimination in employment, housing, public accommodations and education. But equally important is the Commission's role as the voice of reason in matters of equality and equity. Unfortunately, we still grapple with many of the issues that brought about the creation of the Human Relations Commission. Without a doubt, the work of the Human Relations Commission must continue.

I would like to thank Mayor Lloyd Winnecke, the City Council, County Commissioners and County Council for their support and for recognizing that the work of the Human Relations Commission is needed and must go on. Dr. Martin Luther King Jr. reminded us that, "none of us are free until all of us are free." The struggle continues.

Respectfully,
Diane Clements-Boyd
Executive Director
Evansville-Vanderburgh County Human Relations Commission

Promoting Equal Employment Opportunities


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DIANE CLEMENTS-BOYD
EXECUTIVE DIRECTOR

September 3, 2015

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.

In spite of the many strides we are making, we still have much to do to secure equal rights for all. In the same year that "Selma" inspired millions and showed the incredible bravery of civil rights activists, we see that the protections in the Voting Rights Act are in real danger of being undermined. In the same year that the Supreme Court issued its historic decision ushering in marriage equality all across America, the state of Indiana was the subject of national scorn for its efforts to pass a religious objections bill.

One of the pleasures of my work as chairperson is getting to work with my fellow commissioners and learning from the diverse perspectives we bring to the tasks at hand. I deeply appreciate all of their hard work and the seriousness they attach to the work of this commission. I would also like to salute the Executive Director and her capable staff for their ongoing commitment to enforcing existing civil rights protections and to promoting greater social justice in this area.

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,

Robert L. Dion, Ph.D.
Chairperson, 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.



Education and Outreach

Fair Housing Month - To commemorate the passing of Title VIII of the 1968 Civil Rights Act, the Fair Housing Act, cities throughout the country celebrate Fair Housing Month in April. The Fair Housing Act was passed on April 7, 1968 in large part to pay homage to Dr. Martin Luther King Jr., just days after his assassination. Evansville celebrated Fair Housing Month by inviting fair housing expert Stella Adams to speak. Ms. Adams is the founder and CEO of SJ Adams Consulting, which performs research and policy development in the areas of fair housing and fair lending. She also serves as Senior Policy Advisor to HUD's Patricia Roberts-Harris National Fair Housing Training Academy. Ms. Adams is a nationally recognized expert on the Fair Housing Act and its implementing regulations in addition to a nationally respected authority on predatory lending and mortgage fraud investigative techniques. Ms. Adams is a highly sought after speaker and has appeared on MSNBC's Melissa Harris-Perry Show. There were two free presentations offered at Old National Bank Auditorium and the Kissel Center.

50th Anniversary of the Civil Rights Act of 1964 - On Wednesday, July 2, 2014 the Evansville-Vanderburgh County Human Relations Commission hosted a news conference at the Winfield K. Denton Federal Building to commemorate the 50th anniversary of the passage of the Civil Rights Act of 1964. The landmark piece of legislation enforced the constitutional right to vote, provided injunctive relief against discrimination in public accommodations, authorized the Attorney General to institute suits to protect constitutional rights in public facilities and public education, extended the Commission on Civil Rights, prevented discrimination in federally assisted programs and established the Equal Employment Opportunity Commission (EEOC). Mayor Lloyd Winnecke spoke at the news conference along with other community groups, including the Evansville-Vanderburgh School Corporation, Evansville Chapter of the NAACP, YWCA of Southwest Indiana, Evansville Alumnae Chapter of Delta Sigma Theta Sorority, Inc., and Central Labor Council of Southern Indiana. Participants were invited to sign a joint statement in commemoration and to reaffirm the community's commitment to civil rights.

Activities of the Social Status of African-American Males - The Evansville Commission on the Social Status of African Males was established in 1999 and implements special programs and initiatives to address problems experienced by African-American Males in the areas of criminal justice, education, employment, health, social factors and youth. Conditions affecting African-American males in schools and society remain multifaceted and shockingly challenging. The work of the advisory board is to identify issues that require further study and interventions with the ultimate goal to improve the status of African-American males in Evansville.

The Evansville Commission on the Social Status of African-American Males coordinated the Indiana Black Barbershop Health Outreach Program for the fourth year on Saturday, April 5, 2014.

Statewide, the initiative is coordinated by the Indiana Commission on the Social Status of Black Males to provide free health screenings and education at more than 50 barbershops throughout Indiana. The health initiative is coordinated statewide by the Indiana Commission on the Social Status of Black Males. In Evansville, there were 122 Black males screened for hypertension and diabetes as well as given information on prostate cancer. Participating barbershops included Fila's Designs, Jerald's Barbershop, Shark's Den, Going Forward Barber and Beauty Shop, Lynch's House of Coiffure and One World Barbering Salon. Local partners included the City of Evansville and the Evansville Commission on the Social Status of African-American Males, Community Action Program of Evansville (Minority Health Initiative), Southwest Indiana Area Health Education Center (SWI-AHEC), hosted by the University of Southern Indiana, Evansville Alumnae Chapter of Delta Sigma Theta Sorority, Inc., YMCA of Southwestern Indiana and American Medical Response (AMR).

On August 11, 2014, Evansville Commission on the Social Status of African-American Males joined with the Black Star Project and with more than 700 cities across the country to participate in the Million Father March 2014, a project to encourage fathers to take their children to school on the first day of classes. Commissioners were assigned to three local schools, McGary, Glenwood and Lincoln to welcome parents, distribute pledge cards and speak with fathers and mothers about the mission of the Commission. The Commission also coordinated a limousine ride to transport a family to school on the first day. The initiative was well received by parents and school officials.

On February 22, 2014, the Evansville Commission on the Social Status of African-American Males sponsored a Criminal Conviction Expungement Information Forum. The second year to hold the forum, approximately 75-80 people attended the workshop at CK Newsome Community Center. Prosecutor Nick Hermann, Judge Leslie Shively, Attorneys Shaunda Lynch and Katherine Ryback, retired paralegal, Marvaline Prince and Jody Gomez with the Hire Program were on hand to answer questions regarding filing expungements. Tim Brown with the Indiana Department of Corrections also reported on the legislative status of the Second Chance Law.

On October 28, 2014, the Evansville Commission on the Social Status of African-Males sponsored a Re-entry Forum to discuss issues of importance to ex-offenders. "So, we're home, what's next?" was held at the Potter's Wheel. A panel discussion included representatives from the Indiana Department of Corrections; Senator Jim Tomes;

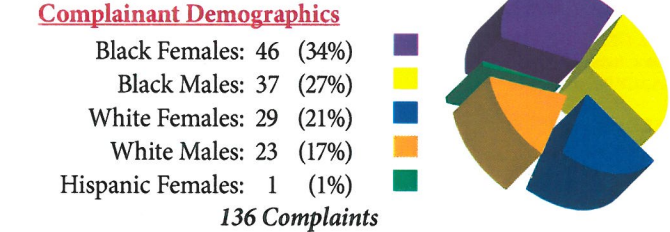
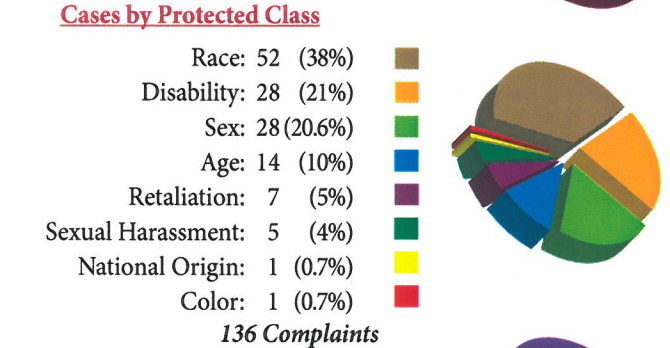
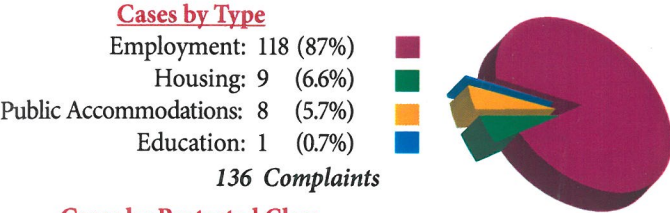
Vanderburgh County Prosecutor, Nick Hermann; Vanderburgh County Sheriff's Department and Vanderburgh County Public Defender Agency and an ex-offender. Tabnie Dozier, anchor/reporter for Eyewitness News WEHT/WTVW moderated the session. Additional collaborators included Goosetown Neighborhood Association and Carver Community Organization.

Activities of the Evansville-Vanderburgh County Advisory Board on Disability Services - The Advisory Board on Disability Services is charged to act as a liaison between local government and people with disabilities to improve the quality of life for people with disabilities. The advisory board works with government officials to ensure ADA compliance, promotes public awareness of the achievements of people with disabilities and the value they bring to society and promotes public awareness of the need for accessible buildings, services, programs and employment opportunities for people with disabilities.

Annually in March, the Advisory Board on Disability Services plans activities to promote Disability Awareness Month in Evansville. Disability Awareness Month is celebrated throughout Indiana. Led by the Governor's Council for People with Disabilities, the goal of Disability Awareness Month is to increase awareness and promote independence, integration and inclusion of all people with disabilities. The 2014 campaign theme was "Dare to Dream". The theme encourages communities to change attitudes about people with disabilities and focus on communities that are sustainable, accessible, and economically viable and encourage civic and social engagement for all. The Advisory Board also sponsored an art/essay contest for grades K-8.

On August 9, 2014, The Evansville-Vanderburgh County Human Relations Commission and the Advisory Board on Disability Services through a grant from ADA Indiana hosted a field-based ADA Accessibility Training at Central Library. The workshop was an opportunity to learn about Title III of the ADA and readily achievable barriers. The training day is composed of two parts. The field-based training reviewed a facility where accessibility for people with disabilities could be improved - for example, a town hall, library, a school building, central pedestrian area, senior center, park, playground, health department, police station, playing field, recreation area, or other municipal facility. The selected facility was Central Library and was used as a 'case study' for the training day. The participants identified and addressed real problems at the facility and arrived at realistic, actionable solutions to these problems.

Commission Outputs/Statistics



Statistics - Total 136

EVHRC Processed - 68
Transferred to U.S. Equal Employment Commission - 66
Transferred to Indiana Civil Rights Commission - 1
Monetary Settlements - \$31,885.50
Probable Cause - 1

Closures

Settlements	25	Right to Sue	1
No Cause.....	48	Total Closures for 2014	93
Administrative Closure.....	19		

2014 Mayor's Celebration of Diversity Award Recipients

<i>Sadelle Berger Award</i> Judge Wayne Trockman	<i>Willie Effie Thomas Development Award</i> Erika Taylor
<i>Sue Woodson Community Relations Award</i> Lana Burton Nancy Tarsitano Drake	<i>Leadership Award</i> Karen and Tammy Vaughn-Kajmowicz

