Education and Outreach

Evansville Commission on the Social Status of African-American Males

The Evansville Commission on the Social Status of African-American 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. In 2012, the Commission sponsored a showing of Bring Your ‘A’ Game. This documentary moderated by Mario Peeples educates youth ages 14 +, especially Black males most at risk for dropping out of high school, with compelling messages about education and success strategies. “A Games” featured in the documentary included Ice Cube, Sean “Diddy” Combs, Cory Booker, Geoffrey Canada, Spike Lee, Gregory Black, Cornwell and Will Harper. Following the showing of the documentary, a panel of local “A” Games speakers talked to the youth. Local panelists included Advisory Board Member, Greg Black, Jerald Council, Brad Dotson, Reesie Hamilton, Dr. Vincent Harper, Roy Harris, Esq., Dr. Ronald Roche, Charles Satter, Matt Taylor and Andre Thomas. Also attending and speaking to the youth was Army Brig. Gen. Barry Price. Approximately 90 youth attended along with 55 adults. The event was held on April 21, 2012 at the Old National Bank Auditorium. The Commission awarded Gregory Black a special award for his contribution to Bring Your ‘A’ Game at the 2012 Annual Dinner. The Commission also coordinated the Indiana Black Barbershop Health Outreach Program on April 28, 2012. The health initiative is coordinated statewide by the Indiana Commission on the Social Status of Black Males. The Evansville Commission was instrumental in bringing the health initiative to Indiana with the assistance of the National Black Barbershop Health Outreach in 2011. There were 96 Black males screened for hypertension and diabetes as well as given information on prostate cancer. The event was held on April 28. Participating barber shops included Fila’s Designs, Jerry’s Barbershop, Shark’s Den, Going Forward Barber and Beauty Shop, and Lynch’s House of Coifure.

Advisory Board on Disability Services

Established in 2009, the advisory board is charged with providing guidance in matters concerning individuals 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. In March of 2012, advisory board held a press conference to promote Disability Awareness Month. The event highlighted a resolution read by Mayor Winnecke declaring March Disability Awareness Month in Evansville. On September 18, 2012, the advisory board held a public forum featuring Tony Kirkland, Director of Metropolitan Evansville Transportation System (METS). The forum was an opportunity for people with disabilities to have a dialogue on public transportation while offering suggestions on how services could be improved to better serve individuals with disabilities. The advisory board also compiled a 2012 Resource Guide for people with disabilities. Copies of the resource guide were distributed in the community and at special events.

Also in 2012, the advisory board awarded the Employer of Distinction Award to McDonald’s owners Juan Carvajal and Janet Rodriguez. The award is given to employers in the public and private sectors for outstanding achievements in enhancing employment opportunities for people with disabilities.

2012 Probable Cause Findings

Well v. Professional Transportation Inc., Charging Party alleged that she was retaliated against after filing a previous charge of discrimination and discriminated against on the basis of her race, black. Charging Party’s complaint alleged that she was disciplined and terminated as a result of filing a previous charge and that similarly situated white employees were not terminated based on reaching the same, and in some instances surpassing the disciplinary level that warranted termination. A public hearing in the matter is scheduled for a later date.

Robertson v. Ecomo Lodge Inn and Suites

The Complainant alleged she was discriminated against based on her sex, female. Complainant reported she was given a room for her and her family to live in exchange for working for the Respondent and that, in the process of working for the Respondent, was sexually harassed by a member of the Respondent’s family. Complainant alleged she reported her concerns and was terminated from her position with the Respondent. She claimed she also lost her housing the Respondent was providing. The Respondent denied any harassment and/or discrimination had taken place. The Respondent claimed the Complainant’s termination was justified. It was determined there was enough evidence to support the Complainant’s claim that she was discriminated against in both employment and housing based on her sex. Both parties reached a private settlement.

Renter v. Ecomo Lodge Inn and Suites

The Complainant alleged she was terminated from her job and lost her housing provided by the Respondent when she refused sexual advances put forth by one of the Respondents. Complainant reported she had been propositioned by this Respondent on multiple occasions. Complainant filed a charge of sex discrimination in housing and employment. The Respondent denied any discrimination took place in their establishment. Respondent reported the Complainant was terminated for poor performance and could not afford the room she was renting when she lost her job. It was determined there was enough evidence to support the Complainant’s charges of discrimination. Both parties reached a private settlement.

Boyd v. Magna Properties dba Grand Oak Community

The Complainant alleged that he was discriminated against based upon his race. Complainant contends he was the only black employee, had the most seniority and was the only employee laid off from his position. The Respondent argued that the Complainant was not laid off because of his race. Complainant contends he was the only black employee, had the most seniority and was the only employee laid off from his position. The Complainant was awarded lost wages in the amount of seven hundred and fifty dollars ($750.00).

2012 Mayor’s Celebration of Diversity Award Recipients

Sadelle Berger Award
Sudie Alley
Waltersville Development Award
Shelby Foster
Evansville Habitat for Humanity
Ronald G. Wilcox
Workforce Diversity Award
Mary McTighe
Fifth Third Bank

Commission Outputs/Statistics

<table>
<thead>
<tr>
<th>Cases by Type</th>
<th>Employment: 149 (86%)</th>
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<tbody>
<tr>
<td>Public Accommodations: 7 (4%)</td>
<td></td>
</tr>
<tr>
<td>Housing: 16 (9%)</td>
<td></td>
</tr>
<tr>
<td>Education: 2 (1%)</td>
<td></td>
</tr>
<tr>
<td>Total Closures for 2012: 193</td>
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</tbody>
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Statistics
EHVRC Processed – 174
Transferred to U.S. Equal Employment Commission – 93
Transferred to Indiana Civil Rights Commission – 3
Monetary Settlements – $39,211.25
Provable Cause – 4

Closures
Settlements: 31
No Cause: 121
Administrative Closure: 32
Right to Sue: 9
The work of the Evansville Commission on the Social Status of African-American Males went on. The history of the Human Relations Commission as an enforcement agency is filled with difficult (and sometimes painful) discussions with those around us. It has become abundantly clear from recent events that all of us can and should do a better job of understanding one another. If we were asked to respond to the question of where we are headed from here, I would say simply that we are going forward. However, pondering the present circumstances may be and however daunting the forces arrayed against us may seem, I remain convinced that the cause of civil and human rights is moving forward. The labor leader and civil rights activist Cesar Chavez famously said, "Once social change begins, it cannot be reversed. You cannot uneducate the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore. We have seen the future, and the future is ours."

This social change does not happen easily or automatically. It requires the dedicated work and dedication to equal opportunity and inclusion. Your support went a long way. Thank you to our federal partners, the U.S. Equal Employment Opportunity Commission (EEOC) and the U.S. Department of Housing and Urban Development (HUD) for helping us expand rights to local residents. Lastly, to all of the "Chaplains of the common good" that support human and civil rights on a daily basis: Keep fighting the good fight.

There is much work to do. Good news is that support human and civil rights on a daily basis: Keep fighting the good fight.

Thank you to all of our friends on the Human Relations Commission for your hard work and dedication to equal opportunity and inclusion. Your support went a long way. Thank you to the staff and Commissioners of the Human Relations Commission for your hard work and dedication to equal opportunity and inclusion. Thank you to the Mayor Lloyd Winnecke, the City Council, County Commissioners and County Council for helping our agency grow and better serve the community.

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To the residents of Evansville and Vanderburgh County:

It is my pleasure to submit the 2012 annual report of the Evansville-Vanderburgh County Human Relations Commission. The year was challenging. Although the Commission was challenged to clarify its mission and improve its operations, the work went on. The history of the Human Relations Commission as an enforcement agency of local government dates back to 1965 when the agency became an official arm of city government. While its enforcement authority has evolved with the civil and human rights agenda, the mission continues to promote equal opportunity for all.

The Commission had the pleasure of helping to address some of the "unfinished business" of the civil and human rights agenda under its education and prevention thrust. The work of the Human Relations Commission on the Social Status of African-American Males and the Advisory Board on Disability Services is crucial. The volunteer boards work tirelessly to address issues and advance opportunities for African-American males and people with disabilities. The Commission would like to thank them for their service to the community.

Dr. Martin Luther King once said: "Everybody can be great...because anybody can serve."

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 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.
- Promote Fair Housing in our Community
- Promoting Equal Employment Opportunities
- Promoting Equal Housing Opportunities
- Investigating complaints of discrimination.

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