

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 Peebles engages youth ages 14+, especially Black males most at-risk for dropping out of high school, with compelling messages about education and success strategies. "A" Gamers featured in the documentary included Ice Cube, Sean "Diddy" Combs, Cory Booker, Geoffrey Canada, Spike Lee, Gregory Black, Cornel West and Hill Harper. Following the showing of the documentary, a panel of local "A" Gamers spoke to the youth. Local panelists included Gregory Black, Jared Council, Brad Dotson, Reese Hamilton, Dr. Vincent Harper, Roy Harris, Esq., Dr. Ronald Rochon, Charles Sutton, Matt Taylor, and Andre Thomas. Also attending and speaking to the youth was Army Brig. Gen. Barrye Price.

Approximately 50 youth attended along with 35 adults. The event was held on April 21, 2012 at the Old National Bank Auditorium. The Commission awarded Gregory Black with 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 28th. Participating barber shops included Fila's Designs, Jerald's Barbershop, Shark's Den, Going Forward Barber and Beauty Shop, and Lynch's House of Coiffure.

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 held a speaker's 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, Ivan 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.

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.

2012 Mayor's Celebration of Diversity Award Recipients

Sadelle Berger Award

Phil Hoy

Willie Effie Thomas Development Award

Dr. Ira & Jacqueline Neal

Wally Paynter

Sue Woodson Community Relations Award

WEOA - Ed Lander

Leadership Award

Evansville Habitat for Humanity

Vectren

Workforce Diversity Award

Fifth Third Bank



2012 Probable Cause Findings

Wells 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. Econo 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.

Reuter v. Econo 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 and that he was hired temporarily to assist the maintenance crew get caught up with their work.

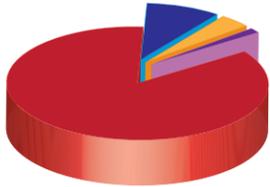
The Complainant's race allegation was substantiated during the investigation process. The investigation revealed there were two white employees hired after Complainant and were not laid off. The Respondent never called the Complainant to offer him the opportunity to return to work.

The Complainant was awarded lost wages in the amount of seven hundred and fifty dollars (\$750.00).

Commission Outputs/Statistics

Cases by Type

Employment: 149 (86%)
Public Accommodations: 7 (4%)
Housing: 16 (9%)
Education: 2 (1%)
174 Complaints



Cases by Protected Class

Race: 63 (37%)
Disability: 37 (21%)
Age: 30 (17%)
Sex: 17 (10%)
Retaliation: 12 (7%)
Sexual Harassment: 7 (4%)
Sexual Orientation: 4 (2%)
Gender Identity: 2 (1%)
National Origin: 1 (.5%)
Religion: 1 (.5%)
174 Complaints



Complainant Demographics

Black Females: 72 (41%)
Black Males: 29 (17%)
White Females: 44 (25%)
White Males: 28 (16%)
Asian Females: 1 (1%)
174 Complaints



Statistics

EVHRC Processed - 174
Transferred to U.S. Equal Employment Commission - 93
Transferred to Indiana Civil Rights Commission - 3
Monetary Settlements - \$39,211.25
Probable Cause - 4

Closures

Settlements 31
No Cause..... 121
Administrative Closure..... 32
Right to Sue 9
Total Closures for 2012 193

**EVANSVILLE-VANDERBURGH COUNTY
HUMAN RELATIONS COMMISSION**

2012

LLOYD WINNECKE, MAYOR
CONNIE ROBINSON-BLAIR, PRESIDENT, CITY COUNCIL
MARSHA ABELL, PRESIDENT, COUNTY COMMISSIONERS
TOM SHETLER, JR, PRESIDENT, COUNTY COUNCIL

B. DIANE CLEMENTS-BOYD, EXECUTIVE DIRECTOR

STAFF

BONNIE FOX
SECRETARY/OFFICE MANAGER

JAMILA SMITH
INVESTIGATOR

ANITRA MURPHY
INVESTIGATOR

VICTORIA RITZERT
INVESTIGATOR

DAVID KENT
LEGAL COUNSEL

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Real Estate Broker

ESTELLA MOSS
Former County Recorder
Retired Cemetery Superintendent

DR. ROBERT DION
Professor, University of Evansville
Board Chairperson

BRENDA MURRY-PITTMAN
Job Developer/Employment Specialist
AARP Work Research Foundation

GREGG GERLING
President
Evansville Green Tree Plastics, Inc.

DR. IRA T. NEAL
Retired Educator & EVSC Administrator

BRENT GRAFTON
President
Evansville Green Tree Plastics, Inc.

ERIKA N. TAYLOR
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Board 2nd Vice Chairperson

ELEXICA MCALISTER
HR Recruiting Administrator
Energy Systems Group

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**



**2012 Annual Report
Evansville, Indiana**



Promoting Fair Housing in our Community



LLOYD WINNECKE
MAYOR

City of Evansville – Vanderburgh County
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DIANE CLEMENTS-BOYD
EXECUTIVE DIRECTOR

September 6, 2013

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 Evansville 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.”

I would like to thank Mayor Lloyd Winnecke, the City Council, County Commissioners and County Council for helping our agency grow and better serve the community. Thank you to the staff and Commissioners of the Human Relations Commission for your hard 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 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.

Respectfully,

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

Promoting Equal Employment Opportunities



LLOYD WINNECKE
MAYOR

City of Evansville – Vanderburgh County
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September 6, 2013

To the residents of Evansville and Vanderburgh County:

This year, millions of Americans commemorated the 50th anniversary of the historic March on Washington for Jobs and Freedom by celebrating the remarkable progress that has been made in this country with respect to civil rights. Many people also used the opportunity to reflect on the challenging work that remains to be done in securing equal rights for all people in this country. In keeping with this idea, the theme for this year’s annual dinner is “The Civil and Human Rights Agenda: Where Do We Go From Here?”

The questions of where the civil rights movement is going and where it needs to be going are complicated ones that elicit different answers from different people. These competing ideas are worthy of our attention, and they can lead to useful (and sometimes difficult) 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 I were asked to respond to the question of where we are headed from here, I would say simply that we are going forward. However bewildering 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 of people who are committed to advancing the cause of freedom and dignity for all of our brothers and sisters, whatever their background. 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
Evansville-Vanderburgh County 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.