

## Education and Outreach

### Evansville Commission on the Social Status of African-American Males

Conditions affecting African-American males in schools and society remain multifaceted and shockingly challenging. Current data indicates African-American males as a group, are at the bottom of most indicators. Although there have been some sparse gains in recent years, the Evansville Commission on the Social Status of African American males continues its mission to improve outcomes for local African-American males.

The Evansville Commission on the Social Status of African-American Males coordinated the **Indiana Black Barbershop Health Outreach Program** for the third year on April 13, 2013. The health initiative is coordinated statewide by the Indiana Commission on the Social Status of Black Males. In Evansville, there were (152) Black males screened for hypertension and diabetes as well as given information on prostate cancer. 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.

On Saturday, April 20, 2013 at the C.K. Newsome Community Center the Evansville Commission on the Social Status of African American Males sponsored, **"All the Way Turnt Up - Summer Resources for African-American Males."** The initiative was designed to be a catalyst for developing partnerships to create activities and opportunities that will nurture African-American males. Over 20 organizations and programs offering opportunities for students ages 5-17 were invited. Students and parents had an opportunity to learn about programs and sign-up for summer programs offering recreation, employment and educational opportunities. A resource guide of summer programs and resources was also made available.

On August 14, 2013, Evansville Commission on the Social Status of African-American Males joined with the Black Star Project and with more than 800 cities across the country to participate in the **Million Father March 2013**, a project to encourage fathers to take their children to school on the first day of classes. The project involved an estimated 1.1 million men. Organizers of the Million Father March believe that by fathers taking their children to school, they will provide an escort of safety, support, and encouragement to their child that will translate into better grades, higher scores, and a greater appreciation for education. Local businesses are being asked to give fathers two hours off with pay, to take their children to school.

On October 17, 2013, the Evansville Commission on the Social Status of African-American Males sponsored a **Criminal Conviction Expungement Information Forum** regarding House Bill 1482. The bill, which is more commonly known as Indiana's "Second Chance Law", allows individuals who qualify to petition the court to have their criminal records expunged. The Second Chance Law allows persons who were arrested and convicted of certain crimes to conceal or expunge their criminal records in an effort to complete their reentry back into their community. Two workshops were held at Greater St. James Community Recreation and Education Center and C.K. Newsome Community Center.

### 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 holds a press conference to promote Disability Awareness Month.

In 2013, the Advisory Board began hosting a limited number of public events to

encourage people with disabilities to get out and enjoy what the community has to offer. The Advisory Board on Disability Services collaborated with the **IceMen** for an exciting night of hockey on February 28, 2013. The goal of the initiative was to introduce the disabled community to the many exciting events the accessible Ford Center has to offer. Other groups supporting this effort include Evansville ARC, Indiana Professional Management Group, Sycamore Services and Integrative Music Therapy, LLC.

On August 13, 2013, the Advisory Board on Disability Services held a **Town Hall Meeting** with Metropolitan Evansville Transportation (METS). The forum was held at Central Library and focused on barriers to public transportation experienced by people with disabilities. Mayor Lloyd Winnecke along with Tony Kirkland Executive Director of METS attended the meeting to listen to concerns.

On August 21, 2013, the Advisory Board on Disability Services hosted, **"Disability Night with the Otters."** Donations were solicited to make the event affordable for people with disabilities and their families. Each attendee received a ticket to the game and a picnic style meal. The goal of the event was to encourage people with disabilities to enjoy public events available in the community.

Also in 2013, the Advisory Board on Disability Services awarded the **Employer of Distinction Award** to John Hassebrock, Loft Manager of Sodexo. The award is given to employers in the public and private sectors for outstanding achievements in enhancing employment opportunities for people with disabilities.

## 2013 Probable Cause Findings

### Charge #1

The Complainant alleged discrimination on the basis of his race, African-American and also alleged sex harassment. The Complainant alleged that he was required to pay for his meals and denied breaks when his similarly situated Caucasian co-workers were not subject to the same terms and conditions of employment. The Complainant also alleged that he was sexually harassed by Caucasian female co-workers. The Complainant maintained that when he reported the harassment and meal situation he was terminated. Because the Respondent did not provide substantial documentation to justify the termination, a public hearing was necessary to determine if discrimination occurred. The case was settled and the Complainant was awarded \$20,000 in lost wages.

### Charge #2

The Complainant alleged discrimination on the basis of her sex. The Complainant reported that she was terminated by the Respondent after the Respondent learned she had gone to jail. The Complainant maintains that she went to jail on her day off and as a result, did not miss work. The Complainant further alleges that the Respondent's male employees had criminal histories but remained employed. The Respondent refused to answer inquiries regarding the allegations leveled by the Complainant. As a result of failing to adequately respond to the complaint, a probable cause was issued by default. A public hearing is necessary to determine whether a violation of the Evansville-Vanderburgh County Human Relations Ordinance occurred as alleged. The case is scheduled for a public hearing in November of 2014.

## 2013 Mayor's Celebration of Diversity Award Recipients

<i>Sadelle Berger Award</i> Marvaline Prince	<i>Willie Effie Thomas Development Award</i> Evansville Celebration of Diversity Distinguished Lecture Series
<i>Sue Woodson Community Relations Award</i> Harold Calloway Lu Porter	USI Safe Zone Project
	Workforce Diversity Award Ameriquil

### Charge #3

The Complainant alleged discrimination on the basis of retaliation by association. The Complainant alleged after his wife filed a complaint with the Evansville-Vanderburgh County Human Relations Commission and at the request of the Respondent, the Complainant's business relationship at the Respondent's facility was substantially altered by limiting his access to the building following his wife's termination. The Complainant's wife was employed by the Respondent and the Complainant was employed by a contracted vendor at the Respondent's facility. The Commission questioned if there was a nexus between the Complainant's wife filing a charge of discrimination and the action taken against the Complainant. The Commission issued a probable cause finding in this matter. The case is pending.

### Charge #4

The Complainant filed a complaint alleging sex discrimination as a result of her pregnancy. The Complainant worked for the Respondent for approximately five years and did not receive disciplinary write-ups until she reported that she was pregnant. The Complainant requested an accommodation. The Complainant admits that she was vague in her response, but ultimately told the supervisor of her pregnancy after the supervisor continued to ask questions. The Complainant also reported being denied an accommodation due to the pregnancy. The Complainant received multiple warnings and ultimately terminated for break overages. The investigation revealed that the Complainant was employed for nearly five years with little to no disciplinary action until the Respondent became aware of her pregnancy. The investigation revealed a possible nexus between the Complainant's pregnancy and the adverse employment action. The case was settled and the Complainant was awarded \$10,000 in lost wages.

### Charge #5

The Complainant filed a complaint alleging discrimination on the basis of her sex. The Complainant maintains that she was terminated for allegations of violating the company's banking policy. The Complainant maintains that a similarly situated male co-worker violated the same banking policy, but remained employed. The Respondent maintains that the Complainant was ultimately discharged because she violated the banking policy. The Complainant provided a written affidavit from an employee stating that they had first-hand knowledge that the Complainant's male co-worker also violated the same banking policy. Because the Respondent did not provide documentation requested by the Commission, in addition to evidence that suggests that the Complainant may have been subject to disparate treatment as a result of her sex, a determination of probable cause was issued. The parties reached a private settlement.

### Charge #6

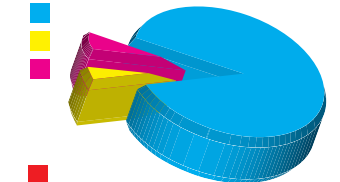
The Complainant alleged discrimination on the basis of his race, African-American. The Complainant maintains that he was terminated when he was absent from work as a result of being falsely arrested. The Complainant also alleged that a Caucasian female employee went to jail and the Respondent's supervisor loaned the employee bail money and was allowed to keep her job. Furthermore, the Respondent's supervisor denied knowing that the Caucasian female had been in jail and had also signed off on the missed punch form allowing the Caucasian female to be paid while she was in jail. Therefore, based upon the aforementioned, there is reason to believe that Respondent's stated reason for terminating the Complainant may be pretext for unlawful discrimination and has treated similarly-situated Caucasian employees more favorably than African-American employees. The parties reached a private settlement.



## Commission Outputs/Statistics

### Cases by Type

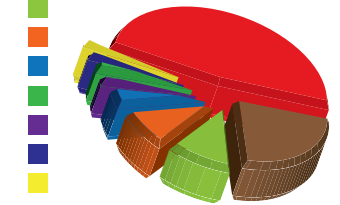
Employment: 169 (90%)  
Housing: 10 (5%)  
Public Accommodations: 9 (5%)



188 Complaints

### Cases by Protected Class

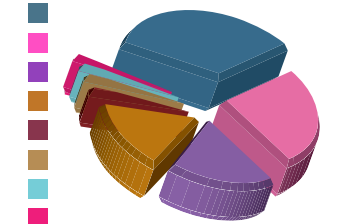
Race: 89 (47%)  
Disability: 45 (24%)  
Age: 20 (11%)  
Sex: 16 (9%)  
Retaliation: 8 (4%)  
National Origin: 4 (2%)  
Sexual Harassment: 3 (1.5%)  
Religion: 2 (1%)  
Gender Identity: 1 (.5%)



188 Complaints

### Complainant Demographics

Black Females: 65 (35%)  
Black Males: 49 (26%)  
White Females: 36 (19%)  
White Males: 30 (16%)  
Hispanic Females: 3 (1.5%)  
Hispanic Males: 2 (1%)  
Bi-racial Females: 2 (1%)  
Bi-racial Males: 1 (.5%)



188 Complaints

## Statistics - Total 188

EVHRC Processed - 87  
Transferred to U.S. Equal Employment Commission - 99  
Transferred to Indiana Civil Rights Commission - 2  
Monetary Settlements - \$32,858.12  
Probable Cause - 6

## Closures

Settlements .....	19	Administrative Closure.....	10
Withdrawal.....	1	Right to Sue .....	7
No Cause.....	20	<u>Total Closures for 2013</u> .....	57

**EVANSVILLE-VANDERBURGH COUNTY  
HUMAN RELATIONS COMMISSION**

**2013**

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

**BOARD OF COMMISSIONERS**

**KEVIN AXSOM**  
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 and  
EVSC Administrator

**BRENT GRAFTON**  
President  
Evansville Green Tree Plastics, Inc.

**ERIKA N. TAYLOR**  
Executive Director YWCA,  
Board 2<sup>nd</sup> Vice Chairperson

**ELEXICA MCALISTER**  
HR Recruiting Administrator  
Energy Systems Group

**LOUISE WILLIAMS**  
Retired Office Manager and  
Business Owner

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

**Evansville-Vanderburgh County  
Human Relations Commission**



**2013 Annual Report  
Evansville, Indiana**



**Promoting Fair Housing in our Community**



LLOYD WINNECKE  
MAYOR

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

**Promoting Equal Employment Opportunities**



LLOYD WINNECKE  
MAYOR

City of Evansville – Vanderburgh County  
**HUMAN RELATIONS COMMISSION**

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DIANE CLEMENTS-BOYD  
EXECUTIVE DIRECTOR

September 30, 2014

To the residents of Evansville and Vanderburgh County:

Once again, it is my pleasure and my privilege to present the 2013 Annual Report of the Evansville-Vanderburgh County Human Relations Commission (EVHRC). The first Human Relations Commission came into existence over 90 years ago. Commissions continued to form throughout the country with the common mission, to eradicate discrimination and promote equality of opportunity. The EVHRC was established as an official arm of local government in 1965, one year after the passage of the 1964 Civil Rights Act. With a mission to advance civil/human rights in the community, the Human Relations Commission continues to be a resource to those seeking equality of opportunity.

The primary function of the EVHRC is to administer and enforce anti-discrimination laws in the jurisdiction of Evansville and Vanderburgh County. The Commission provides a neutral forum to resolve complaints of discrimination as defined by the Human Relations Commission Ordinance. The EVHRC receives complaints and investigate allegations of employment, housing, public accommodations and education discrimination in our community and also works with advisory boards and local organizations to seek solutions to systemic issues that have an impact on affected groups. The Advisory Board on Disability Services and the Evansville Commission on the Social Status of African American Males have worked tirelessly on solutions to systemic issues.

I would like to thank Mayor Lloyd Winnecke for his continued leadership and support along with the City Council, County Commissioners and County Council for recognizing that the work of the Human Relations Commission is needed and must go on. The Commission is fortunate to have as resources the U.S. Equal Employment Opportunity Commission, U.S. Department of Housing and Urban Development, Indiana Consortium of State and Local Human Rights Agencies and the Indiana Civil Rights Commission. Again, on behalf of the Human Relations Commission, we thank you all.

Although it has been fifty years since the passage of the 1964 Civil Rights Act, we are still on the "Road to Equality". While we have seen tremendous human and civil rights gains, unfortunately, equality for all is still a goal. The Human Relations Commission encourages you all to continue the fight for equality and inclusion because there is still much work to do.

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

September 30, 2014

To the residents of Evansville and Vanderburgh County:

This has been a year of promising changes for the Human Relations Commission. We have welcomed some new investigators, and several new commissioners were appointed last January. This infusion of new ideas and new energy will help us to build upon our past successes and lead us to even greater contributions to this community in the future.

This annual report is an excellent example of the kinds of achievements your Human Relations Commission provides. I am proud to be associated with this agency, and I am honored to have been able to serve this community for another year. It has been a pleasure to work with my fellow commissioners, the Executive Director, and her capable staff, and I salute them all for their ongoing commitment to enforcing existing civil rights protections and to promoting greater social justice in our community.

Many years ago, Thurgood Marshall said, "A goal that is the basis of true democracy above the law: A child born to a black mother in a state like Mississippi – born to the dumbest, poorest sharecropper – by merely drawing its first breath in the democracy has exactly the same rights as a white baby born to the wealthiest person in the United States. It's not true, but I challenge anyone to say it is not a goal worth working for."

The sad events that we all witnessed this summer in Ferguson, Missouri, serve to remind us that Thurgood Marshall's dream of true democracy and equal justice under law remain unrealized in many parts of our nation – but they underscore in a poignant fashion that these are still goals that are worth working for, now more than ever.

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  
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.