

FILED

MAR 07 2019

Terre Haute Human Relations Commission – Snap Shot of 2018 Activities CITY CLERK

Number of Consultations	Bias Element
16	Race
1	Color
1	Religion
1	National Origin
2	Age
1	Gender
4	Sexual Orientation (HIV Status)
1	Family Status (Pregnant Woman)
23	Physical/Mental Disabilities

***Consultations given by the Human Relations Commission 2018**

66 total consultations given – 50 (76%) had sufficient evidence to support that a violation of Indiana Civil Rights Laws MAY have occurred.

Of those complaints:

Number of Complaints	Area
5	Education
11	Employment
18	Housing (or shelter)
10	Public Accommodations
6	Tenant/Landlord Issues

Community Partners:

Vigo County School Corporation
Indiana State University
United Way of the Wabash Valley
Terre Haute Parks and Recreation
Terre Haute Housing Authority
Ivy Tech
NAACP
Indiana Civil Rights Commission
Homeless Council of the Wabash Valley
Vigo Co. Systems of Care
Hamilton Center, Inc.
Chamber of Commerce – Downtown Terre Haute
W.I.L.L Center
Gibault
Jr. Achievement
Next Step
14th and Chestnut Community Center
Indiana Disability Rights
Vigo County Criminal Justice Coordinating Committee
Moon-Light Drive in Movie Theater

Theater 7
Mental Health America
Area 7 on Aging and Disability
Covering Kids and Families
Indiana Youth Institute
Chances and Services for Youth
Vigo Co. Y
Interfaith Council of Wabash Valley
Purdue Extension Vigo Co.
Boys and Girls Club
Team of Mercy
Lost and Found Suicide Prevention
Mt. Pleasant Church
Brownstone Manor
Reach Services
Catholic Charities
Vigo Co. Public Library
United Hebrew Congregation
Community Foundation

Example of activities of the Director (Resource Fairs/Presentations/Clubs/Committees/ect):

Clubs at Terre Haute North High School and Sarah Scott Middle School
Jr. Achievement – 2nd Grade – Lost Creek Elementary School
Diversity Walk Planning Committee
VCSC Superintendent Cabinet
Homeless Council of the Wabash Valley
First Friday events
Community Connect Service Fair – 172 individuals served that day – 61 vendors participated
Human Rights Day – ISU
VCSC 2nd Grade Diversity Writing Contest
Presented to Terre Haute Bar Association
Day of Engagement Dinner – ISU pre-doctoral fellowship program- to provide insight to candidates about the city
Presentation to the W.I.L.L Center
VCSC High School Mental Health First Aid Program – in conjunction with Hamilton Center (43 teachers/staff – 72 students trained at THS, THN, West)
Mental Health America Housing Advisory Committee
Presented to (2) Human Services classes at THN
Ivy Ignite Activities – LGBTQ+ Organization at Ivy Tech
Youth Leadership Summit on MLK Day
Annual "A Level Above" Banquet
Closing the Gap Disability Awareness Resource Fair
Mental Health America Carnival Block Party
Summer Camp presentations at: Boys and Girls Club, Camp Rave, Summer Camp at Vigo Co Y
Diversity Walk
ISU Aging and Retirement Project with Area 7
Interfaith Council Meetings
Presentation to VCSC Counselors and Behavioral Interventionist (60+ people)
Mt. Pleasant Special Needs Ministries – discuss gaps for individuals with disabilities
Presentation to Ivy Tech's Honors in Action group
Senior Expo at Brownstone Manor
Appointed to Ivy Tech Campus Board of Directors
Purdue Extension Leadership Vigo Co. Cohort
Ben Franklin Elementary school – Family Event
Presentation given to Area 7 case workers
DCS Providers Fair

Save the Dates:

Monthly meetings – 3rd Wednesday – 5:30p – Board of Works Conference Room – City Hall

Protecting Houses of Worship Training – April 12, 2019 – noon-4:00pm – St. George's Social Center

Indiana Black Barbershop Health Initiative – April 27, 2019

Diversity Walk – June 8, 2019

Annual "A Level Above" Banquet – September 19, 2019 – Ohio Building



2018 MEI Scorecard - Terre Haute, Indiana

	Max Pts. (SO/GI)	County	Municipal	Earned Pts.
A. Employment	10 (5/5)	0	5	10
B. Housing	10 (5/5)	0	5	10
C. Public Accommodations	10 (5/5)	0	5	10
Bonus: All Gender Single Occupancy Facilities		0	0	0
Bonus: Protects Youth From Conversion Therapy		0	0	0
30 (15/15) Part I. Standard Points				30

A. Non-Discrimination in City Employment	14 (7/7)	0	0	0
B. Trans-Inclusive Healthcare Benefits	6	0	0	0
C. City Contractor Non-Discrimination Ordinance	6 (3/3)	3	3	6
D. Inclusive Workplace	2	0	0	0
BONUS: City Employee Domestic Partner Benefits		0	0	0
28 Part II. Standard Points				6

A. Human Rights Commission	5	0	5	5
B. Enforcement Mechanism in Human Rights Commission	2	0	0	0
C. LGBTQ Liaison in City Executive's Office	5	0	0	0
Bonus: Youth Bullying Prevention Policy for City Services	1 (1/0)	0	0	0
BONUS: City provides services to LGBT youth	1	0	0	0
BONUS: City provides services to LGBT homeless	1	0	0	0
BONUS: City provides services to LGBT elders	1	0	0	0
BONUS: City provides services to people living with HIV/AIDS	1	0	0	0
BONUS: City provides services to the transgender community	1	0	0	0
12 Part III. Standard Points				5

A. LGBTQ Police Liaison or Task Force	10	0	10	10
B. Reported 2016 Hate Crimes Statistics to the FBI	12	0	0	0
22 Part IV. Standard Points				10

A. Leadership's Public Position on LGBTQ Equality	0-5	0	1	1
B. Leadership's Pro-Equality Legislative or Policy Efforts	0-3	0	0	0
BONUS: Openly LGBTQ Elected or Appointed Municipal Leaders	1	0	0	0
BONUS: City Tests Limits of Restrictive State Laws	1	0	0	0
8 Part V. Standard Points				1

SO = Sexual Orientation
GI = Gender Identity

Standard Points Total	52
Bonus Points Total	11
Total Raw Score	63
Final Score	52

I. Non-Discrimination Laws

STATE COUNTY CITY AVAILABLE

Category	State	County	City	Available
Employment	0	0	5	5
Housing	0	0	5	5
Public Accommodations	0	0	5	5
SCORE				30

The category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county or state in areas of employment, housing, and public accommodations.

II. Municipality as Employer

STATE COUNTY CITY AVAILABLE

Category	State	County	City	Available
Non-Discrimination in City Employment	0	0	6	6
Transgender-Inclusive Healthcare Benefits	0	0	6	6
City Contractor Non-Discrimination Ordinance	3	3	3	3
SCORE				15
BONUS Inclusive Workplace	+0	+0	+2	+2

By offering equivalent benefits and protections to LGBTO employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTO employees equally.

III. Municipal Services

STATE COUNTY CITY AVAILABLE

Category	State	County	City	Available
Human Rights Commission	0	0	5	5
Enumerated Anti-Bullying School Policies	0	0	0	3
SCORE				5
BONUS Enforcement Mechanism in Human Rights Commission	+0	+0	+2	+2
BONUS City Provides Services to LGBTO Youth	+0	+0	+2	+2
BONUS City Provides Services to LGBTO Homeless	+0	+0	+2	+2
BONUS City Provides Services to LGBTO Elders	+0	+0	+2	+2
BONUS City Provides Services to people Living with HIV/AIDS	+0	+0	+2	+2
BONUS City Provides Services to the Transgender Community	+0	+0	+2	+2

This section assesses the efforts of the city to ensure LGBTO constituents are included in city services and programs.

IV. Law Enforcement

CITY AVAILABLE

Category	City	Available
LGBTO Police Liaison or Task Force	0	10
Reported 2015 Hate Crimes Statistics to the FBI	0	12
SCORE		

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTO community in a thoughtful and respectful way.

V. Relationship with the LGBTQ Community

CITY AVAILABLE

Category	City	Available
Leadership's Public Position on LGBTO Equality	0	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
SCORE		
BONUS Openly LGBTO Elected or Appointed Municipal Leaders	+0	+2
BONUS City Tests Limits of Restrictive State Law	+0	+4

This category measures the city leadership's commitment to fully include the LGBTO community and to advocate for full equality.

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY BONUS PTS for criteria not accessible to all cities at this time.
FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE BIC SCORING SYSTEM, PLEASE VISIT HRC.ORG/MCI.
All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email info@hrc.org.



TERRE HAUTE, INDIANA 1/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD

I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	CITY	AVAILABLE
Employment	00	00	55	55
Housing	00	00	55	55
Public Accommodations	00	00	55	55
SCORE	30 out of 30			

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, and by awarding contracts to fair-minded businesses, municipalities commit themselves to treating LGBTQ employees equally.

	STATE	COUNTY	CITY	AVAILABLE
Non-Discrimination in City Employment	00	00	66	66
Transgender-Inclusive Healthcare Benefits	00	00	66	66
City Contractor Non-Discrimination Ordinance	00	00	33	33
SCORE	12 out of 24			
BONUS	Municipality is a Welcoming Place to Work			+2

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

	STATE	COUNTY	CITY	AVAILABLE
Human Rights Commission	00	00	55	55
LGBTQ Liaison in the Mayor's Office	00	00	00	55
Enumerated Anti-Bullying School Policies	00	00	00	33
SCORE	5 out of 20			
BONUS	Enforcement mechanism in Human Rights Commission			+2
BONUS	City provides services to LGBTQ youth			+2
BONUS	City provides services to LGBTQ homeless			+2
BONUS	City provides services to LGBTQ elderly			+2
BONUS	City provides services to people living with HIV/AIDS			+2
BONUS	City provides services to the transgender community			+2

TERRE HAUTE, INDIANA 2/2

2016 MUNICIPAL EQUALITY INDEX SCORECARD



IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

	CITY	AVAILABLE
LGBTQ Police Liaison or Task Force	00	10
Reported 2014 Hate Crimes: Statistics to the FBI	00	12
SCORE	0 out of 22	

V. Relationship with the LGBTQ Community

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

	CITY	AVAILABLE	
Leadership's Public Position on LGBTQ Equality	00	5	
Leadership's Pro-Equality Legislative or Policy Efforts	00	3	
SCORE	0 out of 8		
BONUS	Openly LGBTQ elected or appointed municipal leaders		+2
BONUS	Cities are pro-equality despite restrictive state law		+4

TOTAL SCORE: 30 out of 100

Final Score: 35

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION — PTS FOR GENDER IDENTITY — BONUS PTS for criteria not accessible to all cities at this time.

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VIGO COUNTY PUBLIC
Library

GENERATING CHANGE. TRANSFORMING LIVES.

February 22, 2019

Dear Mayor Bennett and Council Members,

Melissa Reed, Director of the Human Relations Commission, has been a pleasure to work with. Shortly before the *A Level Above* awards Banquet, Ms. Reed reached out to the library to initiate a partnership opportunity. Alan P. Hill, keynote speaker for the evening's event, asked to donate his honorarium back to the community to be used in a project that would promote tolerance, acceptance, and inclusiveness among young people.

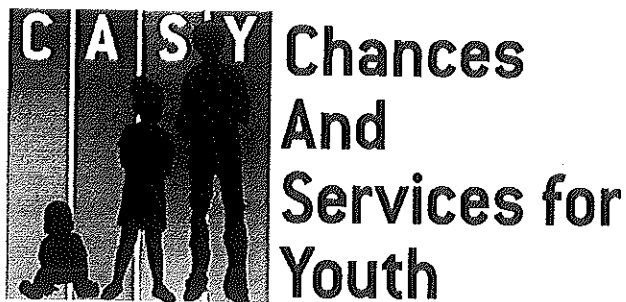
Ms. Reed suggested partnering with VCPL, and has met with staff several times to discuss details for inclusive program for teens in the coming months.

If you have any questions or would like additional information about this joint process, please feel free to contact me.

Best Regards,

A handwritten signature in cursive script, appearing to read 'Margo Wilson'.

Margo Wilson
Director of Public Services



February 28, 2019

Human Relations Commission
17 Harding Ave
Terre Haute, In 47807

Dear Mayor Bennett and Human Relations Commission Board Members,

I want to take this time to acknowledge Melissa Reed, Human Relations Commission Director, and the programming she has brought to our school age youth. I feel our school age youth grew in knowledge; understanding and empathy through the Human Relation Commission programs brought to us by Melissa.

This past summer Melissa brought programming to Camp Rave, our summer school age camp program. Each time she came in with a smile on her face and had true affection for each of the children. She was always prepared with hands on developmentally appropriate materials and conducted her program in a very engaging manner. The children enjoyed her and the various projects they completed with her guidance.

This past Martin Luther King Day our agency was one of the community supporting partners for the Human Relations Commission annual MLK Day Youth Summit. The energy and insight Melissa had in planning this youth summit was admirable and as always she does all this with a smile on her face. Melissa along with her planning committee brought together a day that was filled with speakers and experiences that engaged and enriched the 90+ middle and high school youth as well as the adult volunteers in attendance. It was a proud day for CASY to play a small part in such a positive experience for 90+ youth/future leaders of our community.

We look forward to future programs and projects with the Human Relations Commission and Melissa. We know Melissa will bring energy, insight and compassion to all that she does with our youth. Also that our youth will only become stronger and more compassionate individuals and leaders through Human Relations Commission programs. Thank you for the opportunity to work with Melissa and the Human Relations Commission.

Sincerely,
Terri Hemminghouse
CACFP & School Age Director



2-27-2019

To whom it may concern:

I have worked with Melissa Reed on several occasions in 2018. She has been a great addition to our Vigo County Suicide Prevention Coalition. When she is present in our monthly meeting, she has great ideas and delivers action. We are working on a Rock Painting Project in our community that involves many different organizations. Melissa has been a big contributor to this project with materials, volunteer hours and collaboration with community agencies. She remains to be a person of value in my professional circle.

In God's Love,

Christina Crist
Executive Director
Team of Mercy, Inc.



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

February 27, 2019

To whom it may concern,

The Vigo County YMCA enjoyed working with Melissa Reed in the summer of 2018. The curriculum she put together for our camp was useful, fun, and geared towards the age and needs of each of our camps. At the Y, we work on character building with all of our youth programs through our Core Values and our partnerships with other community organizations. Melissa brought a great curriculum and taught it with energy and excitement, our kids enjoyed learning with her about diversity and inclusion!

Our counselors also benefitted from the curriculum taught by Melissa. There are many ways to teach character building, the Core Values, and acceptance of others in general. Our counselors were able to learn new ways to teach the kids about diversity and inclusion through books, activities, and games.

This is a great community program! Thank you!

Sincerely,

A handwritten signature in cursive script that reads "Ali Weber".

Ali Weber
Assistant Director | Youth and Family Services
Vigo County YMCA
951 Dresser Dr, Terre Haute, IN 47807
Ph: 812-232-8446

YMCAS OF THE WABASH VALLEY
225 E Kruzan, Brazil IN 47834
P 812 442 6761

Terre Haute
parks & recreation

Turner Center 500 S. Fruitridge Ave. Terre Haute, IN 47803

To Whom It May Concern:

In the year of 2018 I had the opportunity to work with Melissa Reed on a community event as well as on matters concerning community patrons participating in our parks.

I worked with Melissa on a Hamilton Center Event called "We Live" that we were both on the committee for and are a part of again this year. This annual event is held in one of our city parks so I myself do a lot of work with them not just during committee meetings but a lot during the actual event. Melissa is great to work with and always has ideas, and suggestions to offer before, during and after the event. Melissa is very open to helping out in any area needed and she always does it with a smile and positive attitude. I enjoy being able to work with Melissa whether it be during partnerships with other community businesses, during matters that happen within my own department or during events that I put on for the parks and recreation department.

This year Melissa will be coming out to help with some of the nights for a new program I am offering this year called "Parks after Dark". We are both excited to see how many kids/families will be out to enjoy the activities offered. These nights are being held in our lower income neighborhood parks so our hopes are to reach out and be able to get those kids/families involved in activities we have to offer and give them any information or resources they may need or want.

Melissa works very well with the people of the community, not only is she able to give great feedback but, she is great at listening to community patrons concerns and needs. Helping them in any way she can, and then communicating those concerns and needs to the person or department needing to be informed of the matter. I hope to continue having the opportunity of working with Melissa in all areas where we can work together for the community.

Best Regards,

Ashley Tyler

Director of Recreation.

Brownstone Manor Senior Apartments
Karen Burkeybyle, Resident Service Coordinator
66 South 12th Street
Terre Haute, IN 47807
812-244-0701 (phone) ~ 812-232-8810 (fax)

February 22, 2019

To whom it may concern,

We are grateful that Melissa represented the Terre Haute Human Relations Commission at our annual Ideas for Life Senior Expo on Sept 13, 2018.

Our residents enjoyed talking with her and learning about the advocacy the commission offers. She had valuable printed information that our residents took to become more familiar with the goals of the commission.

Melissa left us a number of vouchers for the Goodwill. We were able to take a needs survey from all of our residents and fill those needs. Some of the items our residents asked for were winter coats, sweaters, gloves, dishes, sheets and more.

Already this year, Melissa provided Valentines for each of our residents and is coming back in March for a joint project and presentation on Kindness and Compassion.

We thoroughly appreciate our new partnership with the Terre Haute Human Relations Commission and look forward to future endeavors.

Sincerely,

Karen Burkeybyle
Resident Service Coordinator



A Community Service of Volunteers of America Ohio & Indiana



March 1, 2019

To Whom It May Concern:

It is with enthusiasm that I write about my successful collaborations with Melissa Reed and the Terre Haute Human Relations Commission under her extraordinary leadership. As President of the Interfaith Council of the Wabash Valley (IFC), I have partnered with Melissa and the Commission on a number of critically important matters, including bias crimes in our city and state; protecting places of worship; and encouraging faith as one of many ways to combat hopelessness among our youth. I have been so pleased with her leadership and conscientiousness that I encouraged her to put herself forward as Vice President of the IFC, which she did, and was unanimously approved by our group, which now numbers about forty members from a wide range of faiths and belief systems. The unanimous consent speaks to the wide recognition of her articulateness, her deep sense of responsibility and her ability to act directly and forcefully on matters of utmost importance for the welfare of our citizens.

Melissa is dynamic, responsible, as well as a true leader and advocate in the area of human relations and she has my full support as the Commission moves forward to help make Terre Haute a safer, happier, and more peaceful place to live and work.

I would be happy to elaborate on these glowing words of praise for the work she has done with the Commission. Feel free to call me on my cellphone: (812) 240-3258 or email me at: arthur.feinsod@indstate.edu

Respectfully submitted,

Dr. Arthur Feinsod, PhD and President, Interfaith Council of the Wabash Valley