

BLOOMINGTON HUMAN RIGHTS COMMISSION

Minutes of February 24, 2020 Meeting

The Bloomington Human Rights Commission met on Monday, February 24, 2020, beginning at 5:32 p.m., in the McCloskey conference room of Showers City Hall. Present for this meeting were commissioners Ryne Shadday, Pam Jackson, Byron Bangert, Carolyn Calloway-Thomas, Valeri Haughton Motley, Latosha Williams and Jacob Simpson. A quorum was present. Also present were Nicole DeCriscio Bowe, new BHRC/Legal assistant, and Barbara E. McKinney, BHRC director/attorney.

Approval of minutes of January 27, 2020 BHRC meeting: Minutes were approved by consensus.

Unfinished business

Welcome to new people: The commissioners rearranged the agenda to welcome both the newest BHRC commissioner, Latosha Williams, who replaces Irena Micajkova-Otten, and Nicole DeCriscio Bowe, who replaces Jessica Oswald. Everyone present introduced themselves and welcomed their new colleagues.

Human Rights Award: After discussion, the BHRC unanimously approved Cindy Stone as the 2020 recipient of the Bloomington Human Rights Award. Calloway-Thomas praised Shadday's excellent nomination. Shadday, as chair, will present the award to Stone at an upcoming common council meeting.

Essay/arts contest: All entries have been submitted. Calloway-Thomas and Simpson will judge the essays; Simpson asked for the essays to be scanned to him; Calloway-Thomas will pick hers up when ready. Jackson and Haughton-Motley will judge the art work.

Annual report: McKinney distributed copies of the final 2019 BHRC annual report.

New business

Selection of vice chair: Since Micajkova-Otten, who was elected vice-chair at the January meeting, was not reappointed, the BHRC selected a new vice-chair. Shadday moved that Simpson be elected vice chair. Haughton-Motley seconded. Passed unanimously.

VITAL Quiz Bowl: Bangert reported that MCPL had decided not to continue the quiz bowl, as it did not raise sufficient funds given the staff time required.

Assignment of new cases: No new cases to assign.

Other business: The commissioners had a wide-ranging discussion. Simpson asked what the commissioners think the BHRC needs to accomplish to be at the forefront of its field. Calloway-Thomas said that she thinks the BHRC and the City are doing a good job and making gains. She said she hopes the BHRC works itself out of a job. Shadday said the BHRC is not catching all incidents of discrimination. Williams said the commission could do more to publicize itself, on social media and elsewhere. She said the quarterly report shows that a lot of people are aware that the BHRC exists because they call the BHRC. She wondered if we could do a better job of making referrals. She was saddened to read that one caller, when told that the BHRC could not help him and referred him to another agency, said, "So I don't have any human rights then." She asked if the BHRC could write letters to callers to make referrals. McKinney said that people want immediate referrals, and she does the best she can to make appropriate referrals. Some people are angry when they call, especially when they realize they called the wrong place.

There was discussion of sending out public service announcements, which the BHRC has done.

Williams said the BHRC needs to do more outreach. She said that we could better track what we do to help figure out how to be more visible.

Simpson said investigating complaints is a retroactive approach to justice and asked how the BHRC could be more proactive. He asked what policies we could advocate. He said he wished the BHRC could have done something to prevent the market controversy from ever happening.

Bangert said the three roles of the BHRC are to enforce/adjudicate, educate and advocate. He said the second two are harder to make visible. He said the FLI was a good example of advocating, but it was labor-intensive and the HT didn't buy in.

Shadday asked that Facebook be placed on the March agenda.

Calloway-Thomas said that she has attended the market for years and never had a problem. She said people who disagree with her have every right to be there.

Simpson said we need to do assessments, have better data. We need an intentional process. We need perhaps listening sessions to find out what the problems are in the community.

Calloway-Thomas suggested we do people on the street interviews, asking people what crucial problems they are aware of with human rights implications. We could get a sense of things, what the perceived problems are.

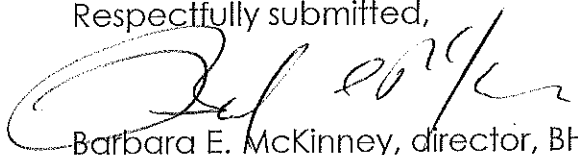
Jackson said one challenge is reaching students. She suggested live-streaming the people on the street interviews. We could also ask people what is working for them.

Simpson noted that the City has more diversity-related commissions than most cities, which have only a HRC, if that. He asked how we could network better with the other commissions. McKinney suggested asking representatives to come to a BHRC meeting.

Commissioners also discussed having a table at the market.

Adjournment: Meeting adjourned at 6:35 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Barbara E. McKinney', written over a horizontal line.

Barbara E. McKinney, director, BHRC

Were we born free and equal?

Were we born free and equal? Not really. The definitions of free and equal really depend on what society and the government says. The government might say segregated schools are equal, but are they truly? Society says everybody has freedom, but does everybody? It depends on where you were born, how others think of you, and the time you were born. Sometimes there's not a clear answer. Somebody might treat you as a free person and an equivalent to them. And then the next person you meet says you are a loser. What would you think? Everybody has a different answer. There's always somebody out there who is against you.

Your background also affects a lot on how others think of you. People might talk behind your back just because your family is poor. On the other hand, if your family is rich, you would most likely earn respect from everybody around you. Nobody's truly equal to everyone else. What does equal mean to you? The person you are with probably has different standards than you do. Does equal mean everybody has the same skills; everyone has the same amount of money; or everybody has the same resources? There's not one true answer. It's what you think.

People judge you on your appearance. Some people judge by color. Others judge whether you have disabilities or not. You can't help it! You can't change your skin color; or your height; or your weight; or what your heritage is. However, there's one thing that you can do. Stand up like Denmark Vesey did back in the 1800s. You want what you have to say to be heard. Make sure it is heard, then! If you don't want others to judge you, then don't judge others! It only makes sense. Don't judge others based on their appearance when you don't know the real them and their story. You don't want to be the antagonist in the story. Nobody does.

You shouldn't judge people because of their beliefs. You should give them the respect they deserve. No matter if they're Christian, Jewish, or Taoist. You may not believe what they believe, but don't look down at them either. Don't be the person who always is talking about people's ideas behind their back. Have empathy. How would you feel if you were that person? Would you like to be teased? Would you like to be bullied? I'm sure it's a "no". Your classmate might do something you don't do. You should still be nice to them and be kind. Don't disturb them. Even a little bit of respect will be appreciated. Really.

We weren't born free or equal. There's always somebody out there that will judge you, either because of your background, your appearance, or your beliefs. You need to stand up to them and know that they shouldn't judge you. You shouldn't judge your peers, either. There's just one simple rule you need to remember. Treat others the way you want to be treated.

Sources

Hall, Isabel. "We Need To Stop Judging People Based On Their Looks." The Odyssey Online, The Odyssey Online, 15 Oct. 2019, www.theodysseyonline.com/stop-judging-people-based-their-appearance.

History.com Editors. "Slavery in America." History.com, A&E Television Networks, 12 Nov. 2009, www.history.com/topics/black-history/slavery.

Gerlock, Jessica. "Judging A Person By Their Appearance Is Not OK." HuffPost Canada, HuffPost Canada, 24 Sept. 2018, www.huffingtonpost.ca/entry/judging-by-appearance_ca_5cd4dbcde4b07bc72972b10b.

Xixi Qiu
University Elementary School
5th Grade

Were we Born Free and Equal?

Were we born free and equal? No, the simple answer is no. Some people are born as twins, with a sibling, without a home, with an allergy, everybody is different when they are born. We come from different families, poor families, rich families. We also have different parents, kind ones, mean ones, all types of parents. Some of us may be guaranteed a good education at birth, others may not be guaranteed a good education at birth. Whatever we are at birth, we are not the same as another person. Even though Article One of the Universal Declaration of Human Rights states that we are, in fact, all born with equal rights and dignity. We are not, none of us are.

Everyone's families are different. Some examples of differences in families are: no family is in the same financial situation, most parents have different styles of parenting than others. Some families could be very wealthy, which usually leads to good education and no financial problems for their children. Other families could be a bit poor which would maybe lead to a few financial problems. Other families could be wealthy enough to not have financial problems but have a only decent education for their children. All of these families have their ups and downs/ advantages and disadvantages, the wealthy families might have good education, but their children might not like their fame if their family is really wealthy. Only some people will really pay attention to the lower class/poorer families which is great for introverts. For middle class/decent families they will have a nice mix but not always what side of the mix they want.

For the people who don't know what the Universal Declaration of Human Rights is, it's a document that was drafted by representatives with different backgrounds from all regions of the world, and it was proclaimed by the United Nations on Dec. 10 1948. It's first article states, "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood." The flaw in that statement, is that it is not true. Some people have been born in dumps, others in top quality hospitals. Some people have more dignity if they are born in a Royal or special family, some people lose dignity just for being born in a bad family or born in a dump.

Sources:

"Universal Declaration of Human Rights." United Nations, United Nations,
www.un.org/en/universal-declaration-human-rights/.

"Does One Have to Earn Dignity?" The Jerusalem Post | JPost.com, 1 Jan. 1AD,
www.jpost.com/Opinion/Op-Ed-Contributors/Does-one-have-to-earn-dignity-338689.

Kagan, Jerome. "The Role of Parents in Children's Psychological Development." The Role of
Parents in Children's Psychological Development, 1 July 1999,
pediatrics.aappublications.org/content/pediatrics/104/Supplement_1/164.full.pdf.

University Elementary school
5th grade
Annika Smith

Were we Born Free and Equal?

Were we really born free and equal? I don't think we were. We may have been born free but not equal. When I think of equality. I think of it as something where people get treated the same. For example, if people have the same job but one gets paid more than the other they are not being treated equally. Also, some people get fired for being LGBTQ+ which means they are not treated equally. Some people don't get treated the same because they aren't the same race.

One of the ways we are not treated equally is in pay. For example, Terri Moren ,the Indiana University women's basketball teams head coach, doesn't get paid as much as Archie Miller, the men's basketball teams head coach. In fact, Archie Miller got \$550,000 in 2019, while Terri Moren only got \$300,000 in 2019. Also, the women's basketball team is 18-5 and the men's team is only 15-7.

Another way people don't get treated equally, is if you qualify as a LGBTQ+ (lesbian, gay, bisexual, transgender, queer, plus). In fact, awhile ago some people got fired for being gay, transgender workers. People get fired all the time for being LGBTQ+. It isn't fair to those people that can't have a job because they are LGBTQ+. If a man can marry a woman and not get fired why can't two women or two men get married? There is no difference and people shouldn't get treated differently because of marrying the same gender.

Other people get treated differently because of their race. I know that a little bit ago, the farmers market got closed down for three weeks because people were judging each other by their skin color. This doesn't only affect those individuals, but it affects everyone else who goes to the farmers market. It affected those who sell things because they didn't get their money for three weeks. Also, some people's only resource to get food was the farmers market, and since it was closed they didn't have food for three weeks.

In the end, we all are people and know one should not be treated differently because of their choices in life, gender, or how they look. People say we are all born free and equal but were we really? Do we really get treated equally? I mean, shouldn't people that have the same job get paid the same? I don't think we were really born equal because of the discrimination around the world.

Sources

Indiana Hoosiers men's basketball

<https://www.google.com/search?safe=active&url=1&q=iu+basketball+ranking+2020&ie=UTF-8&oe=UTF-8&hl=en-us&client=safari#sie=t/m/02qkqcv:3::st:fp:1;:>

Hoosier Sports Report

<https://www.hoosiersportsreport.com/2018/07/indiana-university-coaching-salaries-for-2019-fiscal-year/>

Indiana Hoosiers women's basketball

<https://www.google.com/search?safe=active&url=1&q=iu+women%27s+basketball+ranking&ie=UTF-8&oe=UTF-8&hl=en-us&client=safari#sie=t/m/0h875y1:3;/g/11dxbvlspv;st:fp:1;:>

Halloway Page Wild Galvan
4th Grade
Harmony School
Lana Cruce/Todd Riggins
2/4/2020

Were we all born free and equal ?

by Halloway Page Wild Galvan

Freedom is the ability to run, play, climb, dance, vote, read, and go to school. Equality is when you get the same thing whether you need it or not. Equity is when you get what you need to get where you are going to. So are we as human beings born free and equal? NO!

For instance, women do not have the same freedoms as men when it comes to most things in many countries. One example, in some countries women have to wear a headscarf as part of their Islamic religion. Many women choose to practice this religion and uphold its rules for modesty, so they don't view this rule as a hindrance of their freedoms. If they take it off or say they do not want to be a part of that religion, however, in some countries, the law has the right to put you in jail, or even sometimes to allow the families to kill the woman out of "honor." In which case, the women actually do not have the freedom to choose their religion or how they adhere to it. In my opinion, all people, including women, should have the right to choose their religion without worrying about punishment.

Women do not get paid as much as men for the same job. That is not equality. In the U.S, women are not the only people who experience pay gap in the workplace. Minorities also have the pleasure of being paid less for the same work. White men are the only ones who have "equality" in the workplace in America.

Furthermore, in the United States, it was only in 1967 that people of color and white people were allowed to marry in all 50 states. Before that, many states still had bans on interracial marriages (some bans which included fines and exile if you broke the law).

More recently, it was not until 2015 that all 50 states in the United States of America allowed gay people to marry each other. I was shocked by this news! It is crazy that until 4 years ago gay marriage was illegal in many states. People should have the right to marry whomever they choose, regardless of gender or the gender they identify as. Forbidding someone to marry another person is an invasion of their freedom.

So freedom means having the ability to make choices like voting and to worship whatever you choose and love whomever you choose without laws telling you what to do. And equality means that all people have equal rights regardless of your religion, color, or mental and physical abilities. While we are working toward freedom and equality, we are not there yet.

Johanna Marie Savarese
4th Grade
Harmony School
Lana Cruce/Todd Riggins
2/4/2020

Were we all born free and equal?

Do I think we were all born free and equal? Personally, I'd say no. Many people don't have the same rights as others. For example, some people don't have as much money as some other people and if you don't have much money you can't get what you need. Also women and men aren't equal and don't get treated the same. In this essay I'll be talking about: women's rights today, the history of women and their rights, and then I'll say a bit about a woman I admire because she made women and men more equal.

In the past women weren't equal. Before 1920 women were not allowed to vote. Before 1840 women were not allowed to own their own property, only men could. Also only men could vote which meant women couldn't have their own opinion.

Today women and men often don't get treated the same. Sometimes women don't get paid the same amount as men. I think it's unfair. To me women and men are no different and they should have the same rights.

I admire Kathrine Switzer because she made women and men more equal. In 1967 she was the first woman to officially run the Boston Marathon. Back then women weren't allowed to run the race. She didn't want to prove anything, she just wanted to run a marathon. She also wanted to run because her coach Arnie Briggs had run it 15 times. When she was running the race, there was a truck of race directors. Jock Semple, who was one of the race directors stopped the truck and jumped out. Jock started running after Kathrine yelling: "Get out of my race!" Jock was trying to take the number off that officially meant she entered the race but Tom Miller threw him off and then she finished the race. Five years after that they officially allowed women to run in the Boston Marathon. She made a change in women's equality and I like that. It makes us all more equal. I personally enjoy running in races. I ran two 5k races in 2019. If it wasn't for Katherine Switzer I might have not been able to.

That's why I think we weren't all born free and equal. Women still aren't exactly equal but they're much more equal than they were before. Women now have the right to vote and run the Boston Marathon and they fought for it. In the future I think women will be even more equal because women will continue protesting for equal rights. Some of the things we can do to be a more free and equal world are: give everyone the same rights and give them the freedom to make their own choices.

:-)

AURORA DOLLENS
4th Grade
Harmony School
Lara Cruce / Todd Riggins
2 /4/2020

I believe that in a place where we are free and equal we would all have good food and clean water. Women would be equal to men and would make the same amount of money as them, no matter what kind of job they work at. We would all have jobs and money. Everyone would have the right to go to good schools and have a safe place to live. We would all have an equal chance to get the jobs to earn money to buy food.

The time period is relevant to the question prompt, "Were we born free and equal?" What time are we discussing? If we are discussing the 17th and 18th centuries, when slavery was legal for about 200 years. In that time period black and brown people were certainly not free and were not treated equally. Now of course, because of things like the Emancipation Proclamation, slavery has been outlawed, so they are born free. And the Civil Rights Movement granted them equal rights under the law. But some people still believe that slavery should be upheld and treat black and brown people badly. For example, people from other countries who immigrate here now, such as Mexicans, often can't find good paying jobs because they aren't treated equally. So in many ways, the struggle for racial equality is still continuing.

The Women's Rights Movement is also still going on today. It started in 1848, when women wanted the right to vote, but they didn't even get that until over 100 years later in -1920. Now days, even though women have the same rights as men, they still aren't treated equally in many ways. For example, equal pay. When a woman works the same job as a man, and has the same experience as he has, and does a good job- often she will still not make the same amount of money as the man.

In today's world, the most recent struggle for equality is the LGBTQA community. A community that my mom is part of and we support. Up until recently people were not allowed to marry someone of the same gender. In many states people can be fired from there job or get denied a job or sometimes lose there home because they are gay.

I went to the Women's March in Indianapolis 2017. I went to this protest because when I grow up went to be treated equally. Me and my mom made signs, my sign said **if you build a wall I will grow up to tear it down.**

BLOOMINGTON HUMAN RIGHTS COMMISSION

Director's Quarterly Report

January-March 2020

I. Discrimination complaints

A. Pending from previous quarters

1. Commissioner Haughton-Motley's case
 - a. Case alleging discrimination in public accommodations on basis of race filed in July, 2019
 - b. Investigation nearly complete
2. Commissioner Jackson's case
 - a. Case alleging discrimination in public accommodations on basis of race filed in December, 2020
 - b. Investigation nearly complete

B. New case -- unassigned

1. Case alleging discrimination in employment on basis of race filed in March, 2020
2. Investigation pending

C. Intakes/discussions that have not yet led to formal complaint being filed – none

D. Complaints files with another agency when BHRC did not have jurisdiction or had a conflict; none

II. Miscellaneous inquires

- A. Caller said his wife was being discriminated against on the basis of religion at work, and possibly being retaliated against as well. Caller is from Lafayette, Indiana; referred to Lafayette Human Relations Commission.

- B. Caller wanted to sue his former landlord. He said he signed a lease for a year. The next week, the landlord brought him a month-to-month lease to replace the year-long lease. He signed that as well, not knowing he didn't have to. He wanted to rescind the month-to-month lease. He had other problems with the landlord, including maintenance. Not a discrimination matter; advised he talk to his attorney at Indiana Legal Services and/or HAND.
- C. Caller said that two young children had been taken away from her because of her age, 87. She had letters from her doctor and nurse saying she was capable of taking care of them. Explained not within our jurisdiction and referred to Indiana Legal Services and/or District 10 Pro Bono Project.
- D. Caller wanted to know the difference between human rights and civil rights. Answered questions. Then she wanted to know what to do about her daughter's public defender. Her daughter is a minor, is in the juvenile justice system and has a public defender. She said the public defender won't talk to her (the mother) and is negotiating a deal with the prosecutor without talking to her. She said that was a violation of her daughter's Sixth Amendment rights. Explained that we have no expertise in the area and suggested she call the head of the public defender office to voice her concerns. She said this was age discrimination; again referred her to public defender's office, as not an issue we can help with.
- E. Email writer asked if Bloomington had a company that would review a site for ADA concerns; referred to Council for Community Accessibility, which did a survey.
- F. Email writer, a student at Jefferson High School in Bloomington, MN, asked BHRC to sponsor a cultural event concerning helping to set the record straight about stereotypes. Referred her to Bloomington, MN HRC.
- G. Caller said that landlord had evicted her daughter, who uses a wheelchair. Landlord gave her 45 days to move out, but so far they have not been able to find another accessible apartment.

Landlord not subject to BHRC jurisdiction. Referred to Indiana Legal Services and/or HUD or ICRC.

- H. Visitor to office had questions about ADA rules for ramps, sidewalks and handrails; answered questions.
- I. Letter writer sent long letter to BHRC, Department of Justice and FBI, complaining about treatment in a jail and hospital in Northern Indiana. Referred to Indiana Civil Rights Commission and ACLU of Indiana.
- J. Caller, from San Francisco, said her mother lives in Bloomington. Mother's landlord allows only dogs on the first floor and only cats on the second floor. Mother lives on second floor and wants a dog, but does not want to move. Caller said she manages property in California and there, if landlords allow one type of pet they can't discriminate against other pets. Left her a message saying that if mother has a disability and the animal is an emotional support or service animal, she may have a case, but otherwise, nothing we know in Indiana or Bloomington law prohibits landlords from discriminating on the basis of the species of the pet.
- K. Caller, who was preparing to give a talk on fair employment laws, had questions about current status of gender identity and sexual orientation discrimination protections. Answered questions, explaining evolution of law and cases pending before the US Supreme Court this term.
- L. Caller said she called a landlord who advertised as accepting Section 8. When she asked if they accepted Section 8, he said no. She said she thought this might be race discrimination, but she agreed the landlord did not likely know her race. Agreed to have a white friend call and ask the same question. Also described in detail racism she had encountered 15 years ago in a different city.
- M. Caller said he was late with rent. His landlord changed his locks and told him he didn't want the caller living there anymore; he was not formally evicted. He didn't think his treatment was

based on a protected classification, so referred him to Indiana Legal Services.

- N. Caller asked if private landlord could prohibit him from posting a political sign in his yard. Told him we know of no law that would prohibit the landlord from doing this.
- O. Caller said that he had been mistreated by police, not in Bloomington or Monroe County. He said that the three officers were all wearing body cams, but the police department had lost all three videos of his arrest. He wanted to file a complaint with the BHRC. Explained BHRC did not have jurisdiction and referred to American Civil Liberties Union of Indiana.
- P. Caller left message asking how she could file an age discrimination complaint. Left her a message in turn offering to help her file a complaint with the EEOC.
- Q. Email writer asked the City to support President Trump in his efforts to build a wall the southern border.
- R. Email writer asked the City to stop adding fluoride to its water system.
- S. Caller said landlord was making him tear down his fence, which would be a hardship for him because he has a disability and service animals. He can't walk the animals and so needs a fenced enclosure. Not in city limits; referred to MCHRC.
- T. Caller said that landlord was citing him for playing music too loudly, but he does not think it's that loud. He said the neighbors complain just because they are old and cranky. Explained not an issue under the BHRC's jurisdiction and referred to Student Legal Services.
- U. Caller left an anonymous complaint on voicemail. Her landlord won't allow her to keep a bicycle on the property, despite her "federally protected right to own a bicycle." She did not leave her name or number, but did leave contact information for her

landlord, and asked the City to advocate for her rights. Referred to Bicycle and Pedestrian Commission.

- V. Visitor to office said she needed housing shelter, but objected to being required to do yoga at a shelter that will put her up. She sees that as false religious teachings since yoga is based on Eastern religious teachings. She asked if she could sue the shelter; told her that courts have not found yoga, by itself, to be teaching religion. Made referrals.
- W. Caller asked if the City was planning to prohibit evictions and mortgage foreclosures given the COVID-19 crisis. Left message letting her know that these issues were not under the City's control, but that all non-emergency court proceedings had been suspended. (Governor & HUD later took similar measures.)

III. Publicity

- A. Emailed monthly newsletter, Rights Stuff, to 100+ individuals, organizations and businesses and distributed copies at library and coffee houses, along with fair housing brochure

IV. Networking/education

- A. Participated in webinar with Human Rights Campaign's Municipal Equality Index requirements
- B. Participated in four webinars on dealing with COVID-19 in the workplace
- C. Attended Bloomington United meeting
- D. Attended meetings to organize Women's History Month Lunch (event postponed)
- E. McKinney met with IU journalism student working on a diversity-related project
- F. McKinney spoke at Broadening Inclusion meeting

G. McKinney spoke at City intern networking event

H. McKinney had telephone meeting with Kathy Riester and Cedric Harris about responding to bias incidents.

V. Affirmative action/common wage/drug testing policies/living wage

A. McKinney reviewed and approved 38 affirmative action plans

B. McKinney updated living wage files

C. DeCriscio Bowe and McKinney worked on Davis Bacon training

D. McKinney reviewed one contractor's drug testing policy

E. McKinney reviewed request for waiver from living wage ordinance; employer withdrew request

VI. ADA issues

A. McKinney attended CCA meetings

B. McKinney worked with Michael Shermis, CCA liaison, on letters to local businesses with accessibility issues

Call upon Indiana University to rectify for its past ban on Japanese American students

The following letter will be sent to Indiana University Board of Trustees, Indiana University President Michael McRobbie, and Bloomington Campus Provost Lauren Robel before the 2020 Day of Remembrance (February 19, 2020).

* Required



Body of the Letter

Dear Indiana University Board of Trustees, Indiana University President Michael McRobbie, and Bloomington Campus Provost Lauren Robel:

We, the undersigned faculty, staff, students, and alumni of Indiana University (IU), along with concerned community members, urge IU to take appropriate and substantive action to rectify a troubling injustice in our institution's history. During World War II, IU's Board of Trustees and key members of IU's administration repeatedly denied admission to Japanese American applicants. Between 1942 and 1945, approximately twelve prospective students of Japanese American ancestry sought to enroll in both undergraduate and professional programs. These young people had been barred from their schools on the Pacific coast after the US government falsely accused them of threatening national security. They had looked to IU in hopes of continuing their education amidst this duress.

Historical evidence reveals that racial profiling motivated IU's denials. On May 9, 1942, the IU Board of Trustees ruled that "no Jap. be admitted to Indiana University." At that meeting, Trustees President Ora L. Wildermuth explicitly laid out the rationale behind the decision. "As I see it, there is a difference in Japanese and Germans or Italians—they are Aryans and can be assimilated but the Japanese can't—they are different racially. I can't believe that any Japanese, no matter where he was born, is anything but a Japanese." Over the course of the war, this logic guided the decision-making of President Herman B. Wells and other university officials. They repeatedly denied individual cases of prospective Japanese American students. Moreover, IU's ban remained in place for well over a year after federal authorities lifted the orders for the mandatory expulsion and detention of Pacific coast Japanese Americans.

IU has yet to do anything significant to acknowledge and correct this mistake.

Fortunately, there are useful examples of how to move forward. With the Civil Liberties Act of 1988, the United States government itself officially apologized for its wartime treatment of Japanese Americans. A blue-ribbon investigative panel concluded that there was no "military necessity" to justify the World War II incarceration. Rather, this egregious wrong had resulted from "race prejudice, war hysteria, and a failure of political leadership." The same can be said for Indiana University's participation in that moment. Now we ask IU to acknowledge this misstep and its motivations.

At that time, Congress also established a public education fund to support research, creative activities, teaching, and public-facing programming related to this important moment in US history. By 1998, \$8.3 million had been allocated for these efforts. We request that IU provide funding to students, staff, faculty, and community partners interested in research, creative activities, teaching, and public-facing programming related to the themes and questions—broadly construed—of World War II Japanese American incarceration. Certainly these themes and questions remain urgent today.

Since 2008, universities and colleges in the western United States and Canada have awarded retroactive diplomas to the Japanese Americans they had evicted during World War II. We hope that IU will follow suit and issue apologies and retroactive diplomas to the denied applicants and their families.

In sum, we respectfully ask Indiana University to rectify its World War II-era ban on admitting Japanese American students by:

- stating that its decision to ban Japanese American students was wrong;
- providing funding for research, creative activities, teaching, and public-facing programming related to Japanese American incarceration;
- issuing retroactive diplomas to Japanese Americans denied admission to IU during World War II.

We share our request and suggestions in the spirit of IU's core values, including "discovery and search for truth," "diversity of community and ideas," and "respect for the dignity of others." Taking appropriate and substantive action to correct this mistake would be a most fitting way to mark Indiana University's Bicentennial.

Add Your Name Below

Name, Title (if applicable, including IU affiliations) *

Your answer

Contact information (optional, if you would like updates)

Your answer

For More Information:

See current signatories here: <https://docs.google.com/document/d/1-bhg6A00Fb9DUEVhIDfBJbNf9KVf3iH-jofL3hBGCKw/edit?usp=sharing>

A full history of this chapter of IU history was recently published in the INDIANA MAGAZINE OF HISTORY

Eric Langowski, "Education Denied: Indiana University's Japanese American Ban, 1942 to 1945," INDIANA MAGAZINE OF HISTORY 115, no. 2 (June 2019): 65-115. Link: <https://www.jstor.org/stable/10.2979/indimagahist.115.2.01>

See also Ellen Glover's blog on Voices from the IU Bicentennial: <http://blogs.iu.edu/bicentennialblogs/2017/01/17/bicentennial-podcast-outcasts-the-effects-of-pearl%0D-harbor/>

For more information on the Civil Liberties Act see https://encyclopedia.densho.org/Civil_Liberties_Act_of_1988/

On retroactive diplomas, see Karen M. Inouye, *The Long Afterlife of Nikkei Wartime Incarceration* (Stanford, Calif., 2016).

See also the webpage of the Nisei College Redress Project, <https://jacchicago.org/programs/nisei-college-redress-project/>

For any questions (or to receive a copy of the article), please contact ncrp@jacchicago.org.

Submit

Never submit passwords through Google Forms.

This form was created outside of your domain. [Report Abuse](#) - [Terms of Service](#) - [Privacy Policy](#).



TO: Bloomington Human Rights Commission

FROM: Nicole DeCriscio Bowe, BHRC assistant

SUBJECT: BHRC Social Media and Marketing

DATE: April 17, 2020

First and foremost, it is important to note that good Public Relations and Marketing neither starts nor stops with Social Media.

Social Media Content ideas:

- Rights Stuff when published each month, and how to subscribe.
- Graphics on How to Report a Hate Crime, how to make a report to the BHRC.
- Share content from other Human Rights pages.
- Set up Google Alerts to common Human Rights issue keywords to share news article.
- Flyers created for other purposes.
- Photos from events we're at.
- Content from other local entities such as Bloomington Pride and Bloomington United. Other examples include MCPL events regarding disability and accessibility, the Council for Community Accessibility, etc.
- Census information for this year.
- Questions and poll gathering posts.
- National months/ days related to mission and purpose.
- Office closures.
- Black History Month content. Native American History Month.
- This day in History.
- Speaker Spotlights for our events.
- Meet the commissioners posts.
- Meeting announcements.
- "Knowing your rights." (Brief educational content on a specific subject(s) such as protesting, law enforcement encounters, ICE, Sexual Harassment, Hate Crimes, ADA, etc.
- Facebook Live dialogues

I have included some posts from other Human Rights Commissions at the end of this memo.

Social Media guidelines

The goal is to post once a day. Longer posts where a user has to click "See More" and posts with photos or videos are noticed more. Posts should not be too long as to still engage readers. Remember that Facebook rewards popularity. The more likes (or reactions), shares, comments and people clicking to see more or follow a link, the more it will naturally show up on someone's feed. Granted each person can always change the settings to see BHRC posts first.

This is, of course, in addition to whatever guidelines the City of Bloomington has for related social media accounts.

Beyond Social Media

The use of social media is simply a tool to a greater goal and is by no means the end all be all.

One of the most important things in creating a comprehensive public relations plan is to take a step back and establish tangible goals and determine how marketing and PR can get you there.

It helps to set yearly goals as well as goals for each thing that is done from a PR standpoint. What are the goals for the newsletter? What is the quarterly goal for the BHRC?

The other important thing is to consider how to make BHRC the industry standard or expert. During the February meeting, it seemed like this board was intent on being/ continuing to be a pioneer in human rights issues.

One way that this goal can be accomplished is to actively seek bylines in the press regarding BHRC's work and human rights issues. Typically in a larger PR department, this would include several copy writers producing original related content that would have senior leadership's name on it to establish BHRC as an industry/ thought leader. This can also be accompanied with local speeches regarding human rights, BHRC work, etc.

Some other ideas include: events at IU, a Meet the BHRC event at MCPL, tables at other community events, etc.

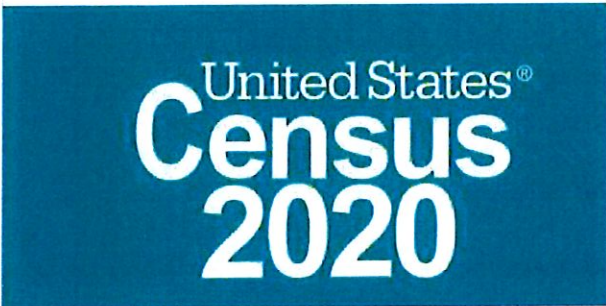


Sioux City Human Rights Commission
April 8 at 11:42 AM · 🌐



If you haven't taken the Census, do it now. Its simple and you can do it on your computer. #Census2020 #ShapeYourFuture

Shape your future START HERE ▾



Sioux City, Iowa Government
April 1 at 10:03 AM · 🌐



Complete the 2020 Census today - online, by phone, by mail!

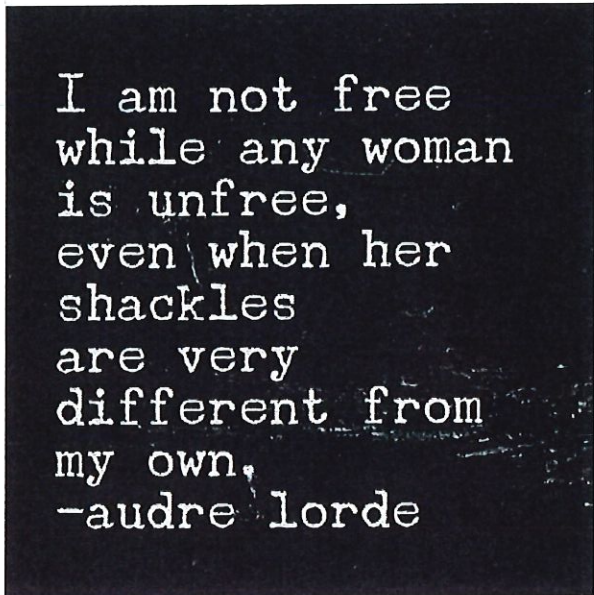
Like Comment Share



Arlington Human Rights Commission
March 8 · 🌐



Happy International Women's Day!



Shine the Light
March 8 · 🌐



Happy International Women's Day 🌐 🇺🇸

16 1 Share

Like Comment Share



NYC Commission On Human Rights
1 hr · 🌐



The news surrounding COVID-19 in New York City is changing quickly. Know your rights under the NYC Human Rights Law. Visit nyc.gov/stopcovidhate to learn more.



Fear about COVID-19 is not an excuse for harassment or discrimination.



Like Comment Share



Des Moines Civil and Human Rights Commission
April 11 at 1:51 PM · 🌐



ZINNEDPROJECT.ORG

April 11, 1968: Fair Housing Act Signed Into Law - Zinn Education Project

4 1 Share

Like Comment Share



Write a comment...



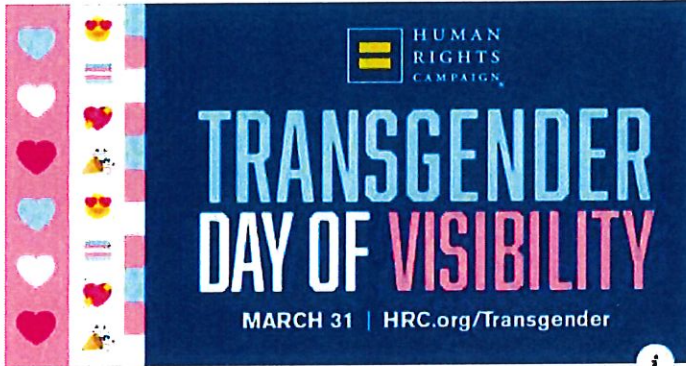


Arlington Human Rights Commission

March 31 at 9:41 AM · 🌐

"Transgender people come from all walks of life. We are your coworkers, family, and neighbors. We are 7-year-old children and we are 70-year-old grandparents. We are a diverse community representing all racial and ethnic backgrounds, as well as faith backgrounds.

International Transgender Day of Visibility is honored every year on March 31 and is a time to celebrate transgender people around the globe and the courage it takes to live openly and authentically, while also raising awareness around the discrimination trans people still face."



HRC.ORG

International Transgender Day of Visibility | Human Rights Campaign

👍❤️ 13

👍 Like 💬 Comment ➦ Share 🌐



Des Moines Civil and Human Rights Commission

April 6 at 3:28 PM · 🌐

The ACLU of Iowa is seeking a law student or recent law school graduate to sponsor as an Equal Justice Works, Skadden, law-school funded, or other privately-funded public service fellowship candidate for the fall 2020 application process. This person will be an integral part of the core ACLU of Iowa Legal Department team.

Details here:
<https://www.aclu-ia.org/fellows>



ACLU of Iowa

👤 Follow



Sioux City Human Rights Commission

March 17 at 4:22 PM · 🌐

The Sioux City Human Rights Commission office is CLOSED to the public until further notice. Any face-to-face engagement with the public will be by appointment only and is strongly discouraged at this time.

Services to the public are still available either online, via phone or e-mail.

HOW TO CONTACT US:... See More

SIoux-CITY.ORG

Human Rights | City of Sioux City website

The Sioux City Human Rights Commission is a neutral fact-finding agency that investigates complaints of discrimination (See "What Exactly is Discrimination"). We only investigate cases of alleged discrimination...

👍 1

👍 Like 💬 Comment ➦ Share 🌐

2020 Symposium Speaker Spotlight



Dr. Marvin DeJear, Jr. brings a wide-range of expertise to his role at Evelyn K. Davis Center; a role in which he combines his blend of experience to manage the non-profit organization's multi-faceted programming designed to create a more sustainable community through financial education, workforce training, income/work support, and more.

Marvin will be giving a kick-off speech on the topic of Economic Inclusion & Prosperity.

Marvin DeJear
Director, Evelyn K. Davis Center for Working Families

#strategizeDSM #DSMSymposium



Des Moines Civil and Human Rights Commission
February 25

Marvin DeJear will be one of our kick-off speakers for this year's symposium speaking on "The Harvest Matters: Economic Inclusion and Prosperity". Marvin is the Executive Director at the Evelyn K. Davis Center where his efforts go to creating a more sustainable community for all. To register, visit www.dhs.gov/strategizeDSM #DSMSymposium #strategizeDSM

👍❤️ 1

👍 Like 💬 Comment ➦ Share 🌐

👤 Get a contact



Des Moines Civil and Human Rights Commission

@DSMCivilHumanRights

Home

About

Events

Photos

Videos

Reviews

Posts

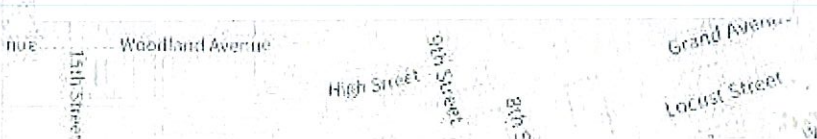
Community

Create a Page

Follow Share Save ...

m.me/USMCIVILHumanRights

Call (515) 283-4284



HOURS

Open Now 8:00 AM - 5:00 PM

BUSINESS INFO

Founded in 1954

Mission To advance justice and equality of all citizens and visitors of Des Moines.

ADDITIONAL CONTACT INFO

humanrights@dmgov.org

http://www.dmgov.org/departments/HumanRights

@yourrightsdsm

MORE INFO

- About The commentary found on this page is not the official position of the Des Moines Human Rights Commission or the City of Des Moines or it's officials..
We attempt to foster justice and equality for all people who live or visit Des Moines by creating an atmosphere of opportunity regardless of: age, race, color, creed, religion, gender, sexual orientation, ancestry, national origin, physical and mental disability or family status.
Government Organization · Social Service