



2012 Annual Report

January 1, 2012 – December 31, 2012
Indiana Commission on the Social Status of Black Males



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Introduction

The Indiana Commission on the Social Status of Black Males (ICSSBM) has been committed to helping improve the quality of life for Black males throughout the state since its inception in 1993. The role of the Commission is to convene partnerships and serve as a collaborator in assisting Black males in Indiana.

Through a bipartisan effort, ICSSBM was formally established by Public Law 143-1993 to study and recommend legislative remedies to address the critical social problems facing the Black male population in Indiana.

This report highlights the disparities and challenges facing Indiana's Black males. The report examines the five focus areas and state statistical data surrounding **social factors, education, employment, health, and criminal justice**. ICSSBM, local commissions, and community partners seek to help provide recommendations for community and legislative decisions while serving as a catalyst in facilitating a common foundation upon which a viable course of action can be initiated. It is important to note that these five focus areas are interrelated, often impacting issues affecting Black males in Indiana. The report also seeks to identify recommendations for Commission action in an effort to engage and stimulate local initiatives that serve Black males.

Black males experience disparities compared to the majority population and other ethnic groups. In order to positively change these disparate statistics, government, faith based community, grassroots organizations, parents, and concerned citizens will need to work collectively as well as independently to enhance and improve the status of Black males in Indiana.

Mission Statement

The mission of the Indiana Commission on the Social Status of Black Males is to study the social conditions and status of the state's black male population. The Commission is to develop strategies to remedy or assist in remedying serious adversities and make appropriate recommendations to improve the educational, social, economic, employment, health and other material conditions and circumstances for Indiana Black males. The Commission may receive suggestions or comments pertinent to the issues that the Commission studies from members of the general assembly, governmental agencies, public and private organizations and private citizens.

The Commission shall make systematic studies and propose measures to alleviate the underlying causes and conditions described in Indiana Code 4-23-31-1.

Executive Summary

The Commission partners with the local commissions and community grassroots organizations to improve the lives of Black males. The Commission seeks to be more engaging while stimulating local initiatives that serve Black males. Through such partnerships, the ICSSBM has identified pressing issues and attempts to help provide recommendations for community and legislative decisions. The ICSSBM ultimately desires Black males to be accountable for themselves in order to improve their quality of life and excel as students, fathers, husbands, and leaders within their family and community.

Social Factors (principally the family structure)

Many social factors affect the social status of Black males in Indiana. Those factors principally impact the family structure and social poverty. For instance, marriage as identified in the American Community Survey Census Report, leads to better overall health outcomes and fewer instances of children living in poverty. The importance of the family structure cannot be discounted, as shifts towards cohabitation relationships have affected the social outcomes of Black males in a negative way. The American Community Survey Census Report denotes that Black males are more likely to stay unmarried and have higher rates of divorce. These negative factors for Black males in Indiana impact their success on many levels and social factors. In order to address the negative impact on the family the Commission co-sponsors the annual Dad's Expo to strengthen the family and celebrate the importance of dads. The ICSSBM is closely involved with the Dad's Expo which increases public awareness on the importance of fathers within the family, helps fathers be more effective and better parents, and identifies and catalogs resources locally and statewide to assist dads.

Education

In Indiana, Black males continue to face issues that affect their educational achievement and success. The lack of quality education affects many other facets of one's life: employment, health, criminal justice, and other communal and cultural factors like family structure. Black males in Indiana continue to have low secondary and post secondary retention and graduation rates and disproportional suspension and expulsion rates compared to their White male counterparts.[IDOE 2012]. Black males consistently graduate from secondary and post secondary education institutions at lower rates than the majority population in Indiana. In an effort to address these issues the Commission plans to sponsor and facilitate youth empowerment summits, regional conferences and coordinate with other organizations hosting conferences, symposiums and workshops.

Employment

Throughout the country, Black males continue to have very high rates of unemployment and underemployment compared to the population at large. For the purposes of this report, underemployment occurs when a worker is employed, but not in the capacity they desire or that is commensurate with their training or experience. [IDWD 2012]. In an effort to assist Black males, the Commission will work with employers to create programs specifically targeted to increase the employment rates of Black males in Indiana. ICSSBM also plans to coordinate and partner with Work One offices and organizations hosting job fairs and employment forums.

Health

Many Black males in Indiana fail to participate in any form of preventable health maintenance. In fact, Black males have the highest death rate, and die of preventable diseases like heart disease and HIV/AIDS at a greater rate than any other ethnic group. [ISDH 2012]. ICSSBM believes that Black males' health is within their control, which is why the Indiana Black Barbershop Health Initiative (IBBHI) was created. The Commission, through collaborations with barbershops and local health providers, conducts the IBBHI each year in April during Minority Health Month. The one-day initiative, which spanned nine cities this year, provides Black Males with blood pressure screenings, blood glucose screenings, Prostate health information along with additional health information and locations of local health resources.

Criminal Justice

Black males in Indiana are admitted into the criminal justice systems at disproportionate rates and are sentenced and imprisoned longer compared to their White male counterparts and any other ethnic group. In fact, White males comprise fifty-seven percent (57%) of the inmate population, Black males, while representing less than five percent (5%) of the total state population, represent thirty-seven percent (37%) of the incarcerated offenders in Indiana. [IDOC, 2012].

The high rates of recidivism and incarceration among Black males in Indiana is due in part to the lack of education and employment opportunities. In an effort to assist Black males the Commission seeks to support and identify best practices in reentry and helping Black males with records concealment or expungement. The Commission also seeks to identify programs and training initiatives to help rehabilitate Black males for reintegration into society, community and their family.

2012 Strategic Plan

ICSSBM continues to address the challenges confronting Black males while trying to aid in decreasing the disparities they confront in the areas of **Social Factors, Education, Employment, Health, and Criminal Justice.**

Vision

The Commission has been in partnership with elected officials, community leaders, policy makers and the faith-based community to serve Black males and resolve issues in the five focus areas.

The Commission has been instrumental in helping address crucial issues that perniciously affect black males in Indiana. Specifically, the Commission has sponsored state and/or national conferences and symposiums on these vital concerns and recently coordinated two successful, Black Barbershop Health Initiatives (BBHI) and statewide Dad's Expos.

ICSSBM seeks to share best practice information, offer suggestions or recommendations and if possible engage in initiatives to serve Black males throughout the state of Indiana. The overall goal is to improve the quality of life for Black males and to reduce the disparate statistics that are reported annually.

Strengths include a diverse Commission and dedicated volunteers who assist the Executive Director, along with collaborative partnerships. The Commission has also been actively involved in establishing local commissions to take action in Indiana's urban cities. Since its beginning, the Commission has helped activate ten local commissions in localities around the state, including Anderson, Bloomington, Evansville, Fort Wayne, Gary, Indianapolis, Jeffersonville, Michigan City, Muncie and South Bend.

Social Factors

Challenge #1: The negative impact of broken families, children living in poverty and divorce.

Objective #1: Strengthening the Black family and highlighting the importance of dads.

Initiative #1: Statewide Dad's Expo

The Indiana Dads Expo Coalition is a group of local and statewide organizations that seek to connect dads, grandfathers, uncles and mentors as family leaders and engage them in the educational lives of their children. The goal of The Coalition is to work to increase the productive role of fathers in the lives of their family and children. Objectives of the Dad's Expo include:

- To increase the public awareness of the importance of fathers in the positive development of their children;
- To increase the ability of fathers to be effective parents through education and bonding opportunities; and
- To facilitate cooperation between the many local and statewide organizations working to assist fathers

Nearly 200 fathers, children and other guests gathered on June 16, 2012 for the 2012 Dads Expo. The attendees were a diverse group, including white, African American and Latino men. Those in attendance chose from a wide variety of workshops on issues that included: being involved in your child's school, social media "sexting", gang prevention, mentoring, custodial parenting and child support.

Ivy Tech State College in Indianapolis will be a principal sponsor and the permanent home for the annual Dads Expo beginning in 2013.

Education

Challenge #2: The disparities that exist in education.

Objective #2: Engaging Black males to embrace education and develop leadership skills.

Initiative #2: Youth Empowerment Summits and Regional Conferences

The Youth Empowerment Summits and Regional Conferences strongly emphasize the importance of education. The summits and conferences are jointly sponsored with a local commission, an institution of higher learning and an area school corporation. Each is designed to address a pressing issue(s) or concern(s) that negatively impacts Black males.

The Commission wants to ensure collaboration with the local commissions, institutions of higher learning and area school corporations to customize and incorporate identified focus points from the community and schools. These focus points are:

- To more effectively engage youth-serving organizations, youth serving individuals and community-based organizations;
- Create greater awareness of valuable youth resources; and
- To utilize resources to improve the quality of life and learning for our youth. Focus on community outreach, collaboration building and youth engagement

A key component of these summits and conferences is the Educational Pledge Partnership. The pledge, which has been widely published and used by many schools and community groups throughout the country, encourages children and teens to take responsibility for their education. Along with the pledge, the ICSSBM offers a promise to help these young men by providing information, resources and contacts for college and higher learning access, financial aid, and positive personal, social and professional self-development tools.

Challenge #3: Very little understanding of civic responsibilities and the workings of government.

Objective #3: To provide education on government operations to encourage civic involvement at the local, state and federal level.

Initiative #3: Statewide Black Male Youth Day at the Indiana Statehouse

The Statewide Black Male Youth Day at the Indiana Statehouse is designed to engage middle and high school students on the importance of civic education and to help them better understand the workings of the three branches of government. The event provides students a firsthand look at the roles played by lawmakers and agency personnel. The students leave the Statehouse with a better understanding and appreciation for the work done by public officials. It also encourages them to get involved in government at the local, state and federal level.

Employment

Challenge #4: Black males are disproportionately unemployed and underemployed.

Objective #4: Increase employment opportunities and job preparedness.

Initiative #4: Job fairs, skill and resume building workshops, coordination of Work One assistance.

In order to address the disproportionate number of Black males that are unemployed and underemployed, the ICSSBM will first seek to identify programs that mentor, encourage and focus on job opportunities currently available. ICSSBM also plans to organize job fairs with local commissions and organizations looking to hire within their community. Additionally, the Commission will work with grassroots organizations, faith-based groups and Work One offices statewide to inform Black males of these job fairs and other resources to assist them in becoming gainfully employed. ICSSBM will also use video and social media to connect with individuals online in addition to taking advantage of traditional media opportunities.

Health

Challenge #5: Black males suffer higher mortality rates than any other ethnic group in the state.

Objective #5: Empower Black males to better understand health prevention measures.

Initiative #5: Indiana Black Barbershop Health Initiative (IBBHI)

The Indiana Black Barbershop Health Initiative empowers African American men to better understand diabetes and hypertension and how to prevent its development and complications. The initiative takes place in black barbershops in Indiana communities statewide. During the Indiana Black Barbershop Health Initiative, volunteers measure blood pressure and blood glucose. Black males with abnormal or elevated levels are referred to participating partners and community health centers for follow-up treatment. The Commission also offers information on Prostate Cancer and provides a local resource guide for each participating local community in the state of Indiana.

Since the one-day event started in Indiana in 2011, the number of health screenings has steadily increased not only in participants screened but cities participating, volunteers and most of all barbershops offering their locations as screening venues. Initially, six cities participated and by 2012 that total had grown to nine cities and forty-five barbershops. James Garrett Jr., Executive Director for the Indiana Commission on the Social Status of Black Males, credits this increase to the help received from the volunteers from various community organizations and the support of the community partners. The Indiana Black Barbershop Health Initiative has been successful due to the collaborative spirit across the state and local barbers wanting to be involved and engaged in making a positive difference in their community.

2012 Indiana Black Barbershop Health Initiative (IBBHI) Re-Cap Fact Sheet

City	# of Shops	# of Barbers	Volunteers		# Screened
			Medical	Non-Medical	
Bloomington	1	3	7	6	53
Elkhart	4	17	15	20	55
Evansville	5	17	5	10	111
Ft. Wayne	9	38	12	20	110
Gary	4	16	9	12	45
Indianapolis	13	72	23	17*	166
Jeffersonville	2	9	5	9	31
Michigan City	1	5	3	4	50
South Bend	6	27	30	28	127
Totals:	45	204	109	121	748

*Five of the non-medical volunteers were also "captains".

Challenge #6: Black males contract HIV/AIDS at a higher rate than any other ethnic group in the state of Indiana.

Objective #6: Provide accurate and timely information on HIV/AIDS.

Initiative #6: Annual Statewide HIV/AIDS Awareness Program

The Annual HIV/AIDS Statewide Awareness Program is a one-day event which attempts to engage youth by dispelling myths and misinformation they may have heard regarding the virus. The focus is on educating young people and breaking down barriers to share information and convey the importance of personal responsibility. The Commission is a supporter for this event along with the Indiana State Department of Health and the Indiana Minority Health Coalition.

This annual event occurs at Crispus Attucks Medical Magnate High School with students attending from numerous high schools and various communities. As a supporter of the event, he ICSSBM disseminates information out electronically.

Criminal Justice

Challenge #7: Black males are incarcerated at a much higher percentage than White males and other ethnic groups.

Objective #7: Reduce the percentage of Black males incarcerated in Indiana.

Initiative #7: Records concealment, expungement and successful community reentry

Black males continue to enter Indiana prisons at an alarming rate. In order to address this, the Commission seeks to establish partnerships with re-entry specialty groups, community and faith-based organizations that target programs and services to help reintegration. ICSSBM also will partner with the Department of Correction to reduce recidivism. Additionally, ICSSBM plans to host Second Chance Law forums which focus on House Enrolled Act (HEA) 1482. HEA 1482 updates Indiana's criminal record law by allowing for the expungement of some records.

Commissioners

The ICSSBM consists of nineteen (19) members appointed as follows:

(1) Two (2) members of the senate, who are not members of the same political party, appointed by the president pro tempore of the senate with the advice of the minority leader of the senate.

(2) Two (2) members of the house of representatives who are not members of the same political party, appointed by the speaker of the house of representatives with the advice from the minority leader of the house of representatives.

(3) The director of the division of family resources or the director's designee.

(4) The director of the division of mental health and addiction or the director's designee.

(5) The commissioner of the state department of health or the commissioner's designee.

(6) The superintendent of public instruction or the superintendent's designee.

(7) The commissioner of the department of correction or the commissioner's designee.

(8) The director of the civil rights commission or the director's designee.

(9) The commissioner of the Indiana department of administration or the commissioner's designee.

(10) The lieutenant governor or the lieutenant governor's designee.

(11) A minority business person, appointed by the governor.

(12) Three (3) persons appointed by the president pro tempore of the senate who are not members of the general assembly. Not more than two (2) persons appointed under this subdivision may be members of the same political party.

(13) Three (3) persons appointed by the speaker of the House of Representatives who are not members of the general assembly. Not more than two (2) persons appointed under this subdivision may be members of the same political party.

Kenneth Allen

Indianapolis, Indiana

Superintendent Glenda Ritz

Indiana Department of Education

Rep. Tim Brown, M.D. (District 041)

Indianapolis, Indiana

Lance Rhodes, Director

Warren Boyd, proxy

Division of Family Resources

Kevin Moore, Director*Lynn Smith, proxy*

Division of Mental Health

William C. VanNess, II, Commissioner*Laura Heinrich, proxy*

Indiana Department of Health

Bruce Lemmon, Commissioner*Tim Brown, proxy*

Indiana Department of Correction

Shanel Poole

Indianapolis, Indiana

J.P. Smith

Indianapolis, Indiana

Elijah Neal, Jr.

Indianapolis, Indiana

Sen. Scott Schneider (District 030)

Indianapolis, Indiana

Lt. Governor Sue Ellspermann*Virgil Madden, proxy*

Lt. Governor's Office

Jamal L. Smith, Director*Marco Deckard, proxy*

Indiana Civil Rights Commission

Rev. Joe Smith

Fort Wayne, Indiana

Rep. Vernon G. Smith (District 014)

Gary, Indiana

Sen. Greg Taylor (District 033)

Indianapolis, Indiana

Eddie Melton

Gary, Indiana

Jessica Robertson, Commissioner

Indiana Department of Administration

James E. Garrett, Jr., Executive Director

Indiana Commission on the Social Status of Black Males

Local Commissions

The ICSSBM has local Commissions addressing concerns of Black males across the state. There are now 10 Indiana cities with local Commissions:

Anderson

Human Relations Department
P.O. Box 2100
120 E. 8th Street
Anderson, IN 46018
765-648-6135 phone

Evansville

Human Relations Commission
1 Northwest MLK Blvd., Room 209
Evansville, IN 47708
812-436-4927 phone
812-436-4929 fax

Gary

Gary Commission on Black Males
839 Broadway, 2nd Floor SW
Gary, IN 46402
219-880-2284 phone

Jeffersonville

Community Action Center
1613 E. 8th Street
Jeffersonville, IN 47130
812-288-6451 phone
812-284-8314 fax

Muncie

City of Muncie
Third Floor, 300 N. High Street
Muncie, IN 47305
765-747-4845 phone

Bloomington

Commission on the Social Status of Black Males
P.O. Box 100
Bloomington, IN 47402
812-349-3471 phone
812-334-2344 fax

Fort Wayne

Commission on African American Male
IPFW Office of Diversity & Multicultural Affairs
2101 E. Coliseum Blvd. Wald S. U. Room 118 A
Fort Wayne, IN 46805-1499
260-481-0134

Indianapolis

Office of the Mayor
200 E. Washington Street, Room 2501
Indianapolis, IN 46204
317-327-4346 phone
317 327-3980 fax

Michigan City

M C Commission on Social Status of Black Males
100 E. Michigan Blvd.
Michigan City, IN 46360
219-874-9165 phone
219-873-1451 fax

South Bend

City of South Bend
County City Building Room 441
227 W. Jefferson Blvd.
South Bend, IN 46601-1830
574-235-9321 phone
574-235-9173 fax

Glossary

Social Factors

Temporary Assistance to Needy Families or TANF: is a welfare program that provides limited income support and access to Medicaid for low income adults with children.

Medicaid: is a program that offers health insurance to certain low-income families, individuals with disabilities, and elderly individuals with limited financial resources. Medicaid is jointly funded by the federal and state government. Medicaid programs vary from state to state though there are some services that are required by the federal government. Optional services can be offered by each state.

Supplemental Nutrition Assistance Program or SNAP: is a federal-assistance program that provides assistance to low- and no-income people and families. Food-stamp benefits are distributed using cards, to be used to purchase any prepackaged edible foods.

Education

Retention: A retained pupil is one who is assigned to the same grade as the prior year. This does not include students who were promoted but who are repeating particular subjects.

Graduation: A high school graduate is a student who received a Regular Diploma, a Core 40 Diploma, or an Academic Honors Diploma. This does not include students who receive Certificates of Achievement or Course Completion. To earn a diploma, students must pass a Graduation Qualifying Exam, or GQE. A student who does not pass the GQE can still receive a diploma through the GQE appeals process, or with a Core 40 Waiver.

Types of Diploma

Regular diploma: meets the minimum standards required for graduation.

Core 40: diploma reflects 40 credits of basic college prep courses. Most colleges expect incoming students to have completed the Core 40.

Academic Honors: requires additional credits and a higher grade point average. This is the most prestigious diploma.

Core 40 Waiver: A student who does not pass the GQE may be eligible for a diploma with a Core 40 Waiver. The waiver requires a grade of at least "C" in all required and directed elective courses. [IDOE, 2010]

What constitutes an in-school suspension?

An in-school suspension occurs when a student is removed from an assigned class or activity to another setting for any length of time, in order to maintain an orderly and effective educational system. During this removal to another setting, activities that occur during the suspension must meet the definition of "instructional time," pursuant to IC 20-30-2-1. Instructional time is time in which students are participating in an approved course, curriculum, or educationally related activity under the direction of a teacher. The suspension should be counted as an in-school suspension and the student should be counted in attendance.

What constitutes an out-of-school suspension?

An out-of-school suspension occurs when instruction is not provided to a student or when instruction in the general education curriculum does NOT meet the definition of "instructional time," pursuant to IC-20-30-2-1, during a student's removal to another setting (even if that setting is located within the school building or corporation). Even if the student is still located in a school corporation building, but the school or corporation determines that the suspension did not meet the definition of instructional time, the suspension is an out-of-school suspension and the student should not be counted in attendance.

What is the difference between a detention and suspension?

A detention is when a student experiences a disciplinary action at a time other than during instructional time (e.g., before school, after school, and weekends) in order to maintain an orderly and effective educational system whereas a suspension (either in-school or out-of-school) occurs during the regular school day. Because detentions do not occur during instructional time, they are not counted in reports to the state.

Expulsion IC 20-33-8-3: A disciplinary or other action whereby a student:

(1) is separated from school attendance for a period exceeding ten (10) school days; (2) is separated from school attendance for the balance of the current semester or current year unless a student is permitted to complete required examinations in order to receive credit for courses taken in the current semester or current year; or (3) is separated from school attendance for the period prescribed; which may include an assignment to attend an alternative school, an alternative educational program, or a homebound educational program.

Underachievement: To perform worse or achieve less success than expected.

Employment

Civilian Non-institutional Population: excludes persons residing in institutions like prisons, jails, juvenile correction facilities, nursing homes, and mental hospitals.

Underemployment: occurs when a worker is employed, but not in the capacity they desire whether in terms of compensation, skill level, hours and experience.

Health

Acquired Immune Deficiency Syndrome (AIDS): is an infectious disease caused by HIV.

According to the CDC, AIDS is stage 3 HIV infection (AIDS), based on the 2008 CDC case definition.

Human Immunodeficiency Virus (HIV): is a laboratory confirmed case of virus infection, regardless of the stage of disease at diagnosis (e.g., if they have progressed to AIDS)

<http://www.cdc.gov/hiv/topics/surveillance/basic.htm#def>

Death or Mortality Rate: is a measure of the frequency of occurrence of death among a defined population during a specified time interval. The mortality rate is calculated by dividing the number of deaths per year by the population. It is usually expressed as the number of deaths per 100,000 populations. The rate may refer to deaths in a specific group or to deaths from a specific cause, or to all deaths in the entire population. The rate may be adjusted for the age composition of the group (see "Age-adjusted Rate," below) or it may be the observed (or "crude") rate.

Age-adjusted Death Rate: is a good way to compare death rates between counties, states and the U.S. The Indiana State Department of Health uses the direct method to age-adjust. In this method, the age-specific rates are first calculated for the various age groups (e.g. <1, 1-4, 5-14, 15-24, etc.). The age-specific rates are then weighted according to the U.S. standard million. The standard million is the proportion of the total U.S. population for the same age groups used to determine the age-specific death rates. The year 2000 standard million is used for calculating rates in the Indiana State Department of Health's mortality reports for 1999 forward.

Behavioral Risk Factor Surveillance Survey (BRFSS): is an annual random digit-dial telephone survey of adults aged 18 years and older. The survey is conducted through a cooperative agreement with the Centers for Disease Control and Prevention (CDC). All 50 states and the District of Columbia participate. The BRFSS relies on self-reported data. This type of survey has certain limitations that should be understood when interpreting the data. Many times, respondents have the tendency to underreport behaviors that may be considered socially unacceptable (e.g., smoking, heavy alcohol use). Conversely, respondents may over report behaviors that are desirable (e.g., physical activity, nutrition).

Incidence Rate: is the number of new cases of disease in a given (exposed) population in a given time.

Rate: is a measure of the frequency of an event per population unit.

Statistically Insignificant or Unstable Rate: The Epidemiology Resource Center (ERC) at the Indiana State Department of Health follows the "Rule of Twenty" when producing and examining rates. There should be at least twenty events in the numerator in order to produce a stable rate. While the ERC uses the rule for vital statistics events, it is also recommended for calculating rates for other areas of interest, such as traffic accidents or playground injuries. In order to protect personal privacy, and to prevent revealing information that may identify specific individuals, small data values are not available in some circumstances. Incidence counts and corresponding rates and other measures are not revealed when the count falls below a ratio of the representative demographic population.

When the numerator is less than 20, the rate is unstable, meaning that a small change in the numerator can lead to a large change in the rate from one year to the next. Unstable rates do not lend themselves to being used to make decisions.

Criminal Justice

Recidivism: Definition by the Indiana Department of Correction is based off of a three year release. Those individuals who have returned to the IDOC from a violation or new criminal felony within three years counts against the recidivism rate, while those who never return or return to state incarceration after three years are not counted against IDOC's recidivism rate.



Indiana Commission on the Social Status of Black Males

100 North Senate Avenue, Room N103
Indianapolis, IN 46204

Office: (317) 232-7485

Toll Free: (800) 628-2909

Hearing Impaired: (800) 743-3333

Fax: (317) 232-6580

E-mail the ICRC at:

info@icssbm.in.gov

Learn more about the ICRC on-line:

<http://www.in.gov/icssbm>

