

Annual Report 2018

*Educate.
Empower.
Enforce.*



2310 Parnell Avenue | Fort Wayne, IN 46805
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www.fwmetro.org





Our Mission

To enforce civil rights laws and empower the citizens of Fort Wayne through education on diversity and discrimination issues. Metro seeks to partner with people and organizations who promote Metro's vision.

Our Vision

To make Fort Wayne a more diverse and inclusive City where every member of the community has equal opportunity to thrive and flourish and is empowered to assist in the eradication of discrimination.

Board of Commissioners

Commission Chair Rick Trevino,
City Council Appointee

Commission Vice Chair Kody Tinnel,
City Council Appointee

Commissioner Aisha Arrington,
Mayoral Appointee

Commissioner Michelle Chambers,
Mayoral Appointee

Commissioner Lana Keesling,
City Council Appointee

Commissioner Dorian Maples,
Mayoral Appointee

Commissioner Larry Wardlaw,
Mayoral Appointee



Dear friends,

For the past two years, I have had the pleasure of serving as the Commission Chair for the Fort Wayne Metropolitan Human Relations Commission ("Metro"). During this time, the Commission has continued to effectively and efficiently enforce civil rights laws in the City. Metro has also continued to be a resource to the community by almost doubling the amount of trainings given to citizens and businesses. This year Metro provided over eighty five (85) trainings covering various topics including diversity, fair housing, anti-harassment, disability and the Metro process.

Under the leadership of Executive Director, Nikki Quintana, the agency has proven to be an asset in working toward making Fort Wayne a more diverse and inclusive City. Metro has been a part of various outreach events that have impacted diverse groups of people within the community including those from different racial, ethnic, religious, and immigrant backgrounds. Metro has also used new channels and social media outlets to reach and empower citizens of Fort Wayne.

Metro has seen a year of growth and collaborations. As we move forward in 2019, we look forward to building on these accomplishments.

Sincerely,
Rick Trevino, *Chair*



Dear friends,

This year the Metro staff has worked diligently to educate the citizens of Fort Wayne on civil rights laws and the importance of diversity and inclusivity. Through partnerships and collaborations with local organizations, businesses, and professionals, Metro has expanded its reach in the community. This includes participation in the YWCA Equal Pay Day Series, Fort Wayne Housing Authority Ready to Rent Program, Immigrant Resource Fair, Fiesta Fort Wayne, Martin Luther King Club MLK Celebration, and several more programs. Metro's presence as a resource in the City has grown and fostered positive working relationships.

Metro has also made a splash into the digital arena by updating our website, creating a Facebook page, and posting on Instagram. Through these new platforms, we were able to reach over 47,000 people. Our posts have been able to inform citizens of their civil rights and update them on local events and resources that are available.

While education is an important part of our mission, enforcement remains the backbone of our work. This year Metro investigated and closed over 298 complaints and assisted over 1,000 citizens who contacted our office concerning potential discrimination. Some of the cases investigated resulted in settlements that created improved policies and training for employers and housing providers. These types of public interest initiatives not only address the complaints, but help the City make strides in eradicating future discrimination.

As Fort Wayne continues its efforts to develop and attract talent, Metro will have an important role to play to ensure the City is a welcoming place to live and work. I am proud of the work we have done thus far and I am excited to see the impact Metro will have in the future.

Warm regards,
Nikki Quintana, *Executive Director*



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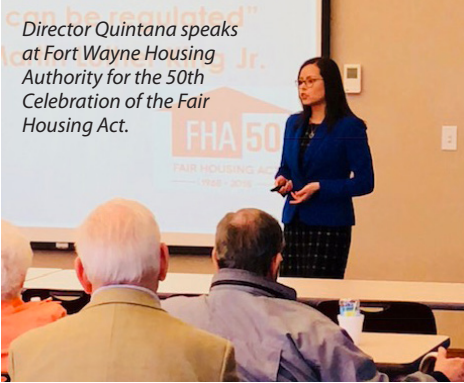
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Outreach and Education

The Commission provides education for the citizens of Fort Wayne by doing trainings in the areas of diversity, anti-harassment, fair housing, and employment discrimination. The Commission also partners with organizations in the community to be a part of various outreach events.



This year the Commission's annual fair housing event celebrated the 50th anniversary of the Fair Housing Act and covered emerging issues in fair housing. Over 90 landlords, property managers, and housing providers were given updates on disability law and resources available through The League.

2018 Statistics

- 1,391** People reached through trainings and events
- 95** Events or trainings
- 61** Diversity, harassment, and metro process trainings
- 24** Fair housing trainings
- 10** Booths and events
- 30** Community organizations, businesses and fair housing providers given FREE training services

1,115 Inquiries (Phone, Walk-in, Email): total number of citizens who contacted our office

47,167 People reached through social media campaign (Facebook and Instagram)



Investigator Sorg and Director Quintana address the Indiana Consortium of State and Local Human Rights Agencies in South Bend, Indiana.

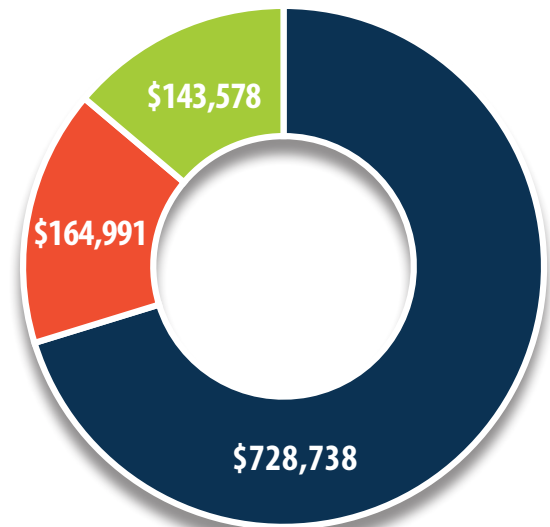


Metro's Annual Fair Housing Event

Financial Summary

As part of agreements between U.S. Department of Housing and Urban Development (HUD), U.S. Equal Employment Opportunity Commission (EEOC) and the City of Fort Wayne, the Commission operates by utilizing funding from all three sources. Here is a breakdown of the budgets utilized for the 2018 calendar year.

■ City of Fort Wayne	\$728,738
■ EEOC	\$164,991
■ HUD	\$143,578



Case Processing Procedure

COMPLAINT

RESPONSE
(RESPONDENT)

REBUTTAL
(COMPLAINANT)

383 Total Drafted Complaints

260 Total Cases Investigated

\$112,183.80 Monetary Settlement

*Both dual filed employment and city ordinance cases
Does not include housing cases

INVESTIGATION

FACT-FINDING
CONFERENCE

ON-SITE

NO PROBABLE
CAUSE

FINDING

PROBABLE CAUSE

APPEAL

CONCILIATION

RESOLVE

PUBLIC HEARING

FINDING

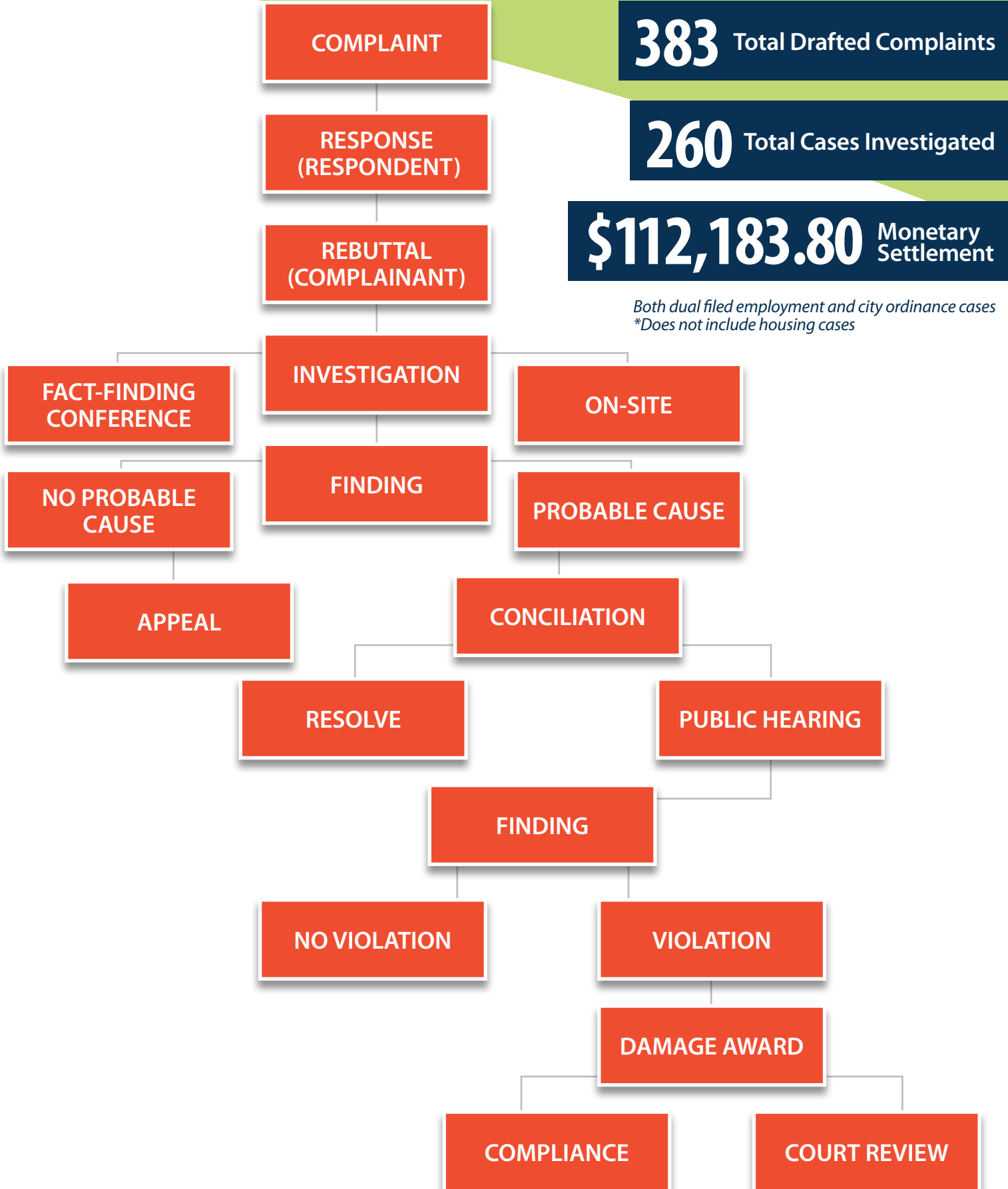
NO VIOLATION

VIOLATION

DAMAGE AWARD

COMPLIANCE

COURT REVIEW



Employment

Metro has a work sharing agreement with the EEOC to enforce certain federal employment civil rights statutes on behalf of the federal government. The agreement has two major performance requirements: 1) Intake of cases that fall outside of Metro's jurisdiction and 2) Case closures investigated by Metro ("dual filed cases"). Here is a summary of the cases filed and investigated under our agreement with the EEOC.

166 No Probable Cause

9 Cause

4 Withdrawal

7 Administrative

41 Settlement

3 Right to Sue

Types of Closures for Dual Filed Investigated Cases

Dual Filed Investigated Cases by Protected Class



Race	134	58.3%
Sex	47	20.4%
Retaliation	64	27.8%
Disability	43	18.7%
Religion	4	1.7%
National Origin	14	6.1%
Age	23	10.0%
Color	0	0%

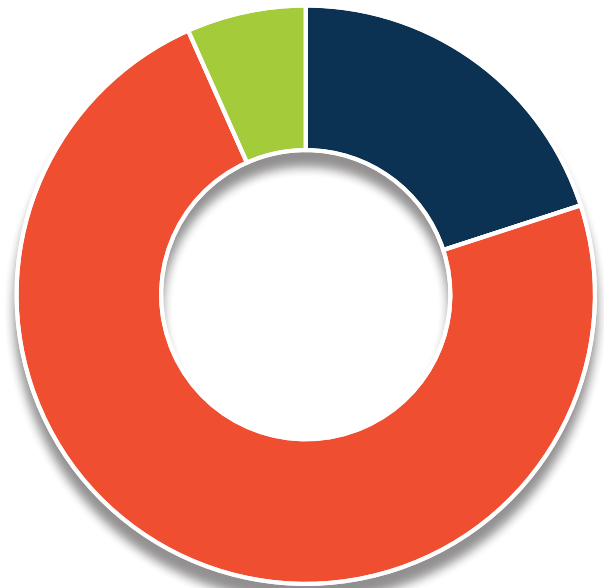
**Reflects number of cases that contained the protected class*

City Ordinance

Metro also enforces the City of Fort Wayne Ordinance. Below is a summary of the cases filed and investigated under the City Ordinance.

Types of Closures

Education	6	20%
Public Accommodation	22	73%
Employment	2	7%



Housing

Metro has a cooperative agreement with HUD to enforce the federal Fair Housing Act on behalf of the federal government. One of the requirements for this agreement is that the City of Fort Wayne's fair housing laws be substantially equivalent to the federal fair housing laws. A second requirement includes a yearly assessment performed by HUD's field offices. During this assessment, HUD rigorously audits Metro's investigative process, investigations, and fiscal spending. Below is a summary of the cases filed and investigated under our agreement with HUD.

**housing cases only*

Drafted Complaints	Cases Investigated	Total Monetary Settlement
48	38	\$6,500



■ Race	11	29%
■ Color	0	0%
■ Religion	0	0%
■ National Origin	0	0%
■ Sex	5	13%
■ Disability	21	55%
■ Familial Status	4	11%
■ Retaliation	4	11%

Investigated Housing Cases by Protected Class

**Reflects number of cases that contained the protected class*

Types of Closures

No Probable Cause	Cause	Withdrawal	Administrative	Settlement
22	4	2	4	6



The staff of Metropolitan Human Relations Commission



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