

Case Processing Procedure

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

Drafted Complaints	Cases Investigated	Monetary Settlement
354	326	\$122,750

Employment

Metro has a contract with the United States Equal Employment Opportunity Commission ("EEOC") to enforce certain federal employment civil rights statutes on behalf of the federal government. The contract 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"). Below is a summary of the cases filed and investigated under our contract with the EEOC.

252 No Probable Cause

5 Cause

6 Withdrawal

8 Administrative

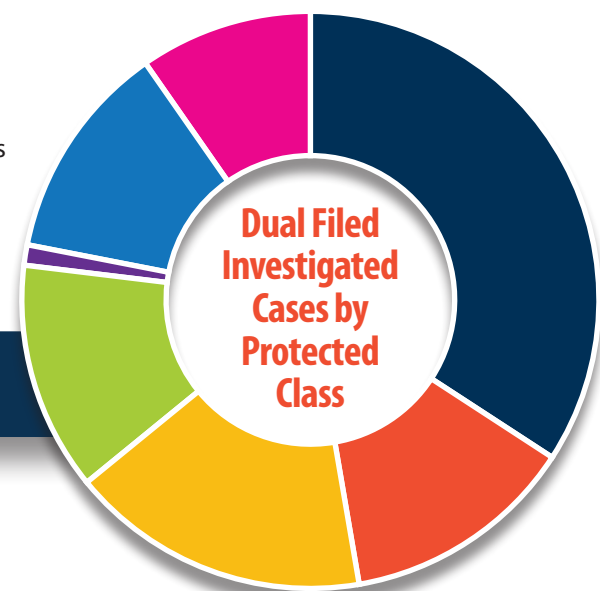
23 Settlement

1 Right to Sue

Types of Closures for Dual Filed Investigated Cases

Race	120	41%
Sex	46	16%
Retaliation	59	20%
Disability	45	15%
Religion	4	1%
National Origin	43	15%
Age	34	12%
Color	0	0%

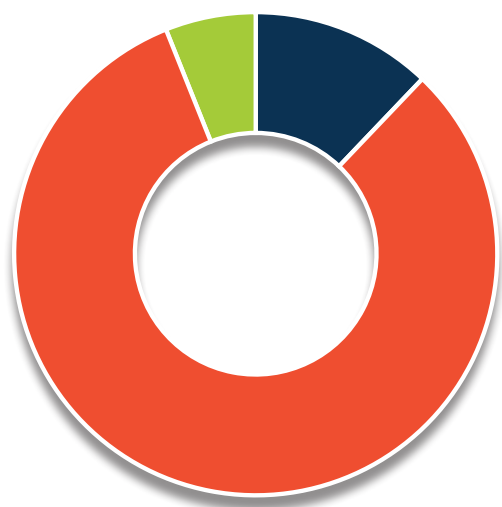
*Reflects number of cases that contained the protected class.
*Some cases include multiple basis.



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.

Education	4	12%
Public Accommodation	27	82%
Employment	2	6%

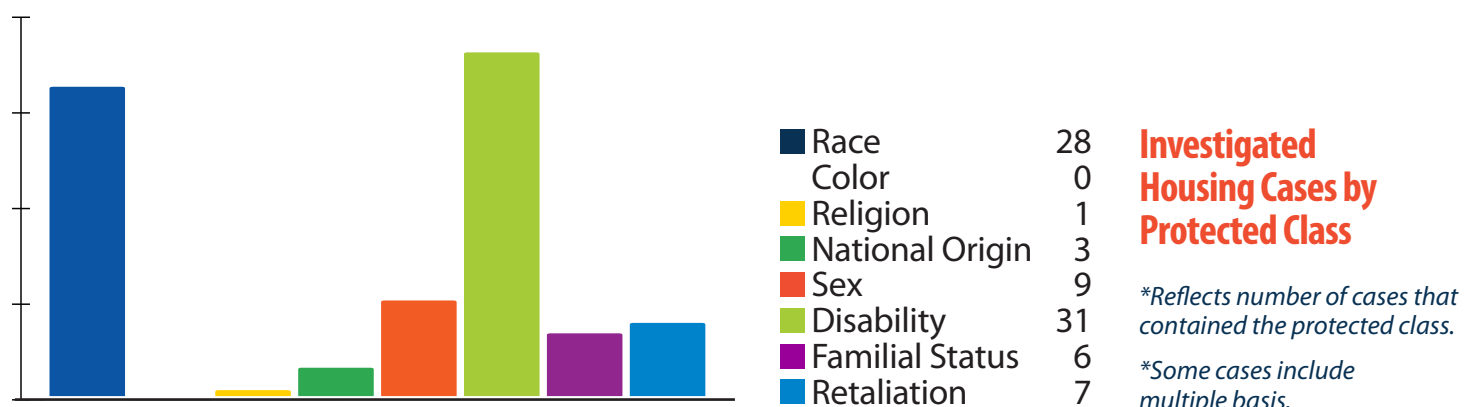


Housing

Metro has a cooperative agreement with the United States Department of Housing and Urban Development ("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
63	67	\$4,459.55



Investigated Housing Cases by Protected Class

*Reflects number of cases that contained the protected class.
*Some cases include multiple basis.

Types of Closures

No Probable Cause	Cause	Withdrawal	Administrative	Settlement
48	7	3	2	7



2310 Parnell Avenue, Fort Wayne, IN 46805 | p 260-427-1146 | f 260-427-1126

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Annual Report 2019

Educate.
Empower.
Enforce.





Our Mission

To enforce civil rights laws and empower the citizens of Fort Wayne through education on diversity and discrimination issues.

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 **Kody Tinnel**, City Council Appointee

Commission Vice Chair **Lana Keesling**, City Council Appointee

Commissioner **Larry Wardlaw**, Mayoral Appointee

Commissioner **Rick Trevino**, City Council Appointee

Commissioner **Dorian Maples**, Mayoral Appointee

Commissioner **Michelle Chambers**, Mayoral Appointee

Commissioner **Aisha Arrington**, Mayoral Appointee

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Dear friends and neighbors,

It was an honor serving alongside my fellow commissioners and the Fort Wayne Metropolitan Human Relations Commission staff during what can only be described as a successful year for the agency. Metro remained focused on its critical civil rights enforcement role, while also growing its relationships within the community.

Throughout 2019, Metro continued to expand its outreach and education efforts, including launching its first ever social media campaign. The "Faces of Fairness" campaign featured a diverse array of area residents whose stories help communicate the importance of making Fort Wayne a welcoming city for all. The campaign was a major success, reaching over 90,000 people.

Metro's outreach efforts also included the Fair Housing Summit, a partnership with the City of Fort Wayne's Office of Housing and Neighborhood Services. This annual event has expanded in recent years from a two hour training to a half day summit with growing attendance each year. Thanks to the sponsors who helped Metro keep this event free to attendees.

Additionally, Metro continued to set a high bar for the quality and volume of its investigative work. Thanks to Executive Director Nikki Quintana and the entire Metro team for their hard work and dedication to Metro's mission.

Sincerely,

Kody Tinnel, Commission Chair



Dear friends and neighbors,

As the Executive Director of the Fort Wayne Metropolitan Human Relations Commission (Metro), I am pleased to acknowledge this report and the work of Metro staff and Commissioners. Metro has continued to be committed to efficiently and effectively enforcing civil rights laws in the City of Fort Wayne. In 2019, Metro investigated 295 dual filed employment cases, 67 housing cases, and 33 local ordinance cases for a total of 395 investigated cases. Metro successfully

completed our contract with the United States Equal Employment Opportunity Commission and satisfied federal requirements under our cooperative agreement with the United States Department of Housing and Urban Development.

Additionally, Metro's outreach and education efforts have continued to be a source of success for the Commission. In 2019, Metro provided free training to 36 organizations or businesses within our community. These trainings covered various topics including diversity, anti-harassment, workplace civility, employment discrimination, and fair housing. Metro also partnered with the City of Fort Wayne's Office of Housing and Neighborhood Services to host a Fair Housing Summit that focused on the importance of fair housing in the City and provided training for over 175 attendees. Metro has continued to nurture and create partnerships within the community which include collaborations with the Northeast Indiana Human Resources Association, Upstar- Upstate Alliance of Realtors, YMCA of Greater Fort Wayne, Welcoming Fort Wayne, Fort Wayne Housing Authority, and other City of Fort Wayne Departments.

Metro has also grown our social media presence by using our Facebook page to reach and educate the citizens of Fort Wayne. Over the past year we have increased our page likes by over 100%. Our "Faces of Fairness" social media campaign reached over 90,000 people and educated residents on fair housing and equal opportunity and why they are important in building a strong and vibrant community.

I am proud of all that Metro has accomplished in 2019 and I look forward to building on these achievements. Metro will continue to carry out its mission with enthusiasm and bring value to the community in the upcoming year.

Sincerely,

Nikki Quintana, Executive Director

Outreach and Education

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



Photo 1) Director Quintana speaking on best practices in enforcement for civil rights agencies at the annual International Association of Human Rights Agencies national conference in Orlando, Florida

Photo 2) Senior Investigator Sorg, working an information booth during Welcoming Week

Photo 3) Award winners for the 2019 Diversity Awards given during Welcoming Week

Photo 4) Metro partnered with the Equal Employment Opportunity Commission and Northeast Indiana Human Resources Association to host a workplace civility training for local HR professionals

2019 Fair Housing Summit

This year the Commission partnered with the City of Fort Wayne Office of Housing and Neighborhood Services to expand our fair housing event to a fair housing summit that included nationally recognized speaker and author, Kevin Boyle, and also provided six breakout sessions with top professionals in the area of fair housing. Over 175 attendees were present which included landlords, property managers, and housing providers.



Photo 5) Director Quintana, Mayor Tom Henry, and Kelly Lundberg, Deputy Director OHNS, together at the 2019 Fair Housing Summit

Photo 6) Director Quintana, moderating a panel discussing chronic eviction in Fort Wayne

Photo 7) Kevin Boyle, author of Arc of Justice: A Saga of Race, Civil Rights and Murder in the Jazz Age, keynote speaker at 2019 Fair Housing Summit



Social Media

In September Metro launched "Faces of Fairness," an educational campaign designed to communicate the importance of making Fort Wayne a welcoming city for all.

The campaign featured eight local residents explaining their reasons for supporting fair housing, equal employment opportunity, and diversity and inclusivity on the organization's Facebook page.

The residents included:

- **Michael Galbraith**, Director of the Road to One Million for the Northeast Indiana Regional Partnership;
- **John Guingrich**, CEO of The League;
- **George Guy**, CEO of the Fort Wayne Housing Authority;
- **Leslee Hill**, Director of the Women's Entrepreneurial Opportunity Center at the NIIC;
- **Irene Paxia**, Executive Director of Amani Family Services;
- **Pone Vongphachanh**, Public Affairs Officer for the Upstate Alliance of Realtors;
- **Larry Wardlaw**, Metropolitan Human Relations Commissioner; and
- **Fernando Zapari**, Owner and Publisher of El Mexicano.

The campaign exceeded expectations bringing a total of 6,765 engagements and 383 new likes to the Fort Wayne Metro Facebook page. Metro is cultivating a new group of participants for another future endeavor.



Financial Summary

As part of the cooperative agreement between HUD, EEOC and the City of Fort Wayne, the Commission operates by utilizing funding from all three sources. Below is a breakdown on the budgets utilized for the 2019 calendar year.

City of Fort Wayne	\$750,425
EEOC	\$167,408
HUD	\$145,638

