



EMPLOYMENT, HOUSING, AND PUBLIC ACCOMMODATION DISCRIMINATION SURVEY REPORT

September 1, 2022

[Abstract](#)

Analysis of mixed methodology survey of 800 Fort Wayne residents ages 18 to 64 about their experiences with, perceptions of, and beliefs about unfair practices in employment, housing, and public accommodations.

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Executive Summary

The Purdue University Fort Wayne Community Research Institute presents the following key findings from the 2022 Metropolitan Human Relations Employment, Housing, and Public Accommodations Discrimination Survey:

- Members of minority or historically disadvantaged populations including women, people with disabilities, those who speak a language other than English at home, and people identifying as lesbian, gay, bisexual, or transgender were more likely to report experiences of unfair treatment or discrimination than the population at large. Majority populations were less likely to report these experiences.
- 48% of respondents who experienced unfair treatment in stores or restaurants believed it was a result of their race or ethnicity.
- 45% of those who had been unfairly stopped, searched, questioned, or threatened by police believed it was a result of their race or ethnicity.
- 36% of Black workers believed they had to work twice as hard as others at least once a week compared to 20% of the total respondents.
- 28% of employees who speak a language other than English at home reported getting criticized at work for their accent or how they spoke at least multiple times a month compared to 8% of the general population of workers.
- Almost 1/3 of workers with a disability experienced situations where someone did not think they were as smart as others multiple times a month or more compare to 16% of the general population of workers.
- 22% of LGBTQ+ workers reported others think they are dishonest multiple times a month or more compared to 7% of the general population of workers.
- Minority or historically disadvantaged groups within a protected class were most likely to report that status as the cause of their discriminatory experience at work:
 - Race/ethnicity: 80% of Black respondents and 45% of Hispanic respondents and those who speak a language other than English at home compared to 7% of white respondents and 20% of non-Hispanic workers
 - Gender: 53% of women compared to 13% of men
 - Sexual orientation: 31% of LGBTQ+ respondents compared to 4% of non-LGBTQ+ respondents
 - Disability status: 41% of respondents with a self-reported disability compared to 2% not reporting a disability
- 43% of respondents believed Fort Wayne landlords use an applicant's race or ethnicity most or some of the time in making a decision on whether to rent to the applicant, while 44% said the same on the presence of children under 18.
- 68% of respondents who are currently employed either currently work or did work in a location where slang, jokes, or other offensive language about race is or was used.
- 63% of respondents who are currently employed either currently work or did work in a location where negative comments, jokes, or other offensive language against people who identify as lesbian, gay, bisexual, or transgender (LBTQ+).

- About half of currently employed respondents do or did work in a location where negative comments have been made about people with disabilities, immigrants, or people who do not speak English.
- About a third of respondents are currently working in workplaces where lewd jokes, offensive language, and sexual comments are made often or sometimes.
- More than ¾ of respondents currently employed have never worked somewhere that includes sexually suggestive images or videos or never hear about sexually suggestive messages from co-workers.
- 75% of respondents said they would talk to their boss or their boss's supervisor and 73% said they would file a complaint with human resources or their union if they experienced unfair treatment at work. For those who indicated they experienced unfair treatment at work, only 27% said they actually filed a complaint or report with their employer.
- Name recognition of Metro was low with 56% of total respondents indicating they had never heard of the agency and 9% were not sure.
- More than 80% of respondents recognized that a landlord asking for sexual favors in place of rent, a maintenance worker at an apartment complex leaving sexually suggestive messages on tenants' cars, and not hiring an Asian applicant out of concern about the coronavirus at the start of the pandemic was not legal.
- Less than half of respondents recognized the following acts as illegal: 1) flirty after-hours messages from a supervisor to an employee, 2) placing all Spanish-speaking employees on the same crew for workers' convenience, and 3) a landlord not moving the due date for rent for a resident with a disability to accommodate when they received their disability payment.
- 51% of respondents believed landlords and apartment complexes are faster to file evictions most or some of the time based on the tenants' race or ethnicity.
- 52% of respondents believe landlords or apartment complexes consider the applicants' ability to speak English when deciding to whom to rent.
- Respondents were more likely to report their neighbors as compared to themselves and their families on hearing negative comments about protected-class status like race or ethnicity or sexual harassment but most listed never for both.
 - Less than 4% of respondents reported often hearing negative comments about race, ethnicity, sexual orientation, or sexual harassment where they currently live, compared to between 8% to 12% for not now but in the past.

Introduction

The Fort Wayne Metropolitan Human Relations Commission (Metro) enforces civil rights laws and empowers 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 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.

Metro hired the Purdue University Fort Wayne Community Research Institute (CRI) and Mike Downs Center for Indiana Politics (Mike Downs Center) to conduct a survey of Fort Wayne residents to better understand their experiences with employment, housing, and public accommodations that may be a

violation of civil rights laws. This report will help Metro carry out its educational mission, using information gathered from working-age adults currently living in Fort Wayne.

For sub-population analysis, CRI only included numbers reported for shares of the population sufficient to provide reliable information, thus most questions do not have analysis for other gender, plus those who identified as Asian, other, or not sure for race.

When applicable, CRI provided the responses for “reference populations” within the document, listed with the “For comparison” language to provide requested context. For example, if those who do not speak English at home had a response outside of the credibility interval, CRI provided the comparable response of those who speak English at home. For race, white respondents were the reference population.

Percentage totals may not equal 100% because of rounding. The survey percentages in this report are as provided by the survey vendor unless otherwise stated.

Survey methodology

In cooperation with Metro staff, CRI and the Mike Downs Center wrote the survey questions and used SurveyUSA to administer the actual survey. The universe of potential respondents was adults ages 18 to 64 in Fort Wayne. All questions used a closed-ended answer pattern so that respondents selected from a list of answer choices rather than providing their own answer.

SurveyUSA interviewed a representative sample of 800 adults between March 2, 2022, and March 16, 2022. It included an intentional 1.2x oversample of Fort Wayne zip codes 46802, 46803, 46806, and 46816, which comprise 24% of Fort Wayne’s population but constituted 29% of the survey’s completed interviews to provide greater fidelity to their responses. The weighted data here down-weights the oversampled respondents to their proportional percentages of the total population.

This research was conducted using blended-sample, mixed mode with both phone calls and online surveys. In total, 45% of respondents were interviewed on a mobile phone, 23% on a landline, and 32% online. 68% of respondents were interviewed by telephone, using sample of registered voters provided by Aristotle of Washington, D.C., by live, trained interviewers, who asked the questions and noted the answers. 32% of respondents were interviewed online using sample provided by Lucid Holdings, LLC of New Orleans. These administered the questionnaire to themselves, on the display of their smartphone, tablet or other electronic device, and did not interact with an interviewer. The pool of adult survey respondents was weighted to U.S. Census Bureau’s targets for gender, age, ethnicity, and home ownership.

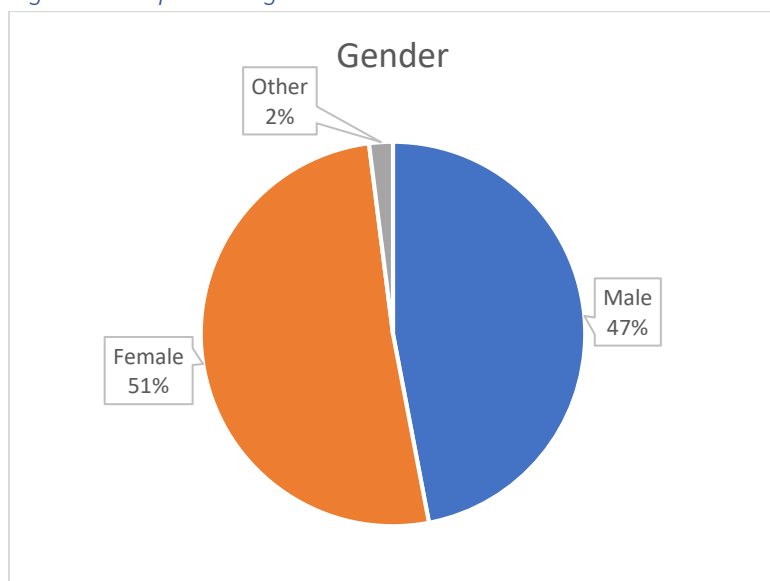
Respondent demographics

The following information as shown in figures 1-11 visualize the demographics of the 800-person weighted respondent pool in the following areas as measured by percentage:

- Gender
- Age
- Hispanic origin
- Race

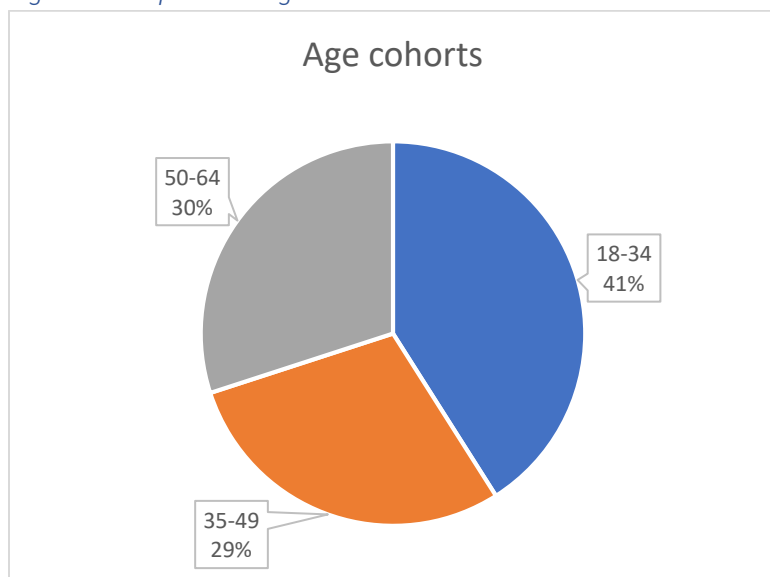
- Language spoken at home
- Employment status
- Education level
- Housing tenure
- Disability status
- LGBTQ+ identity

Figure 1: Respondent gender



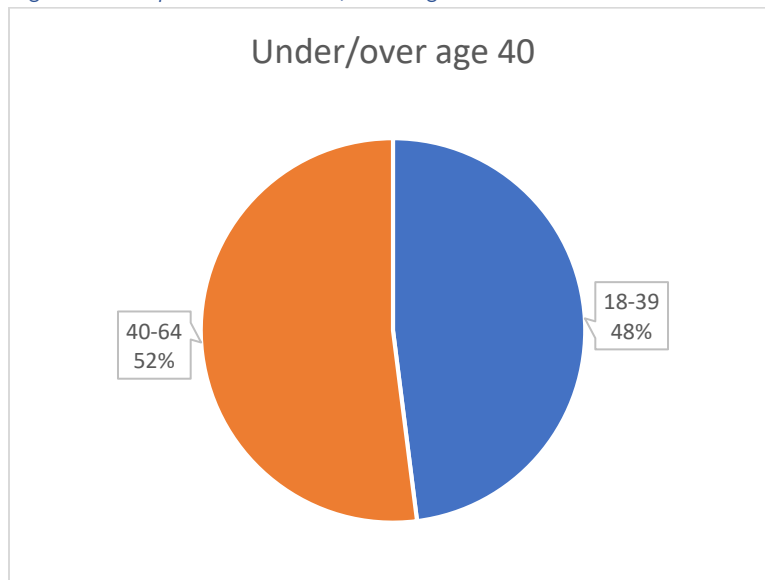
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 2: Respondent age cohorts



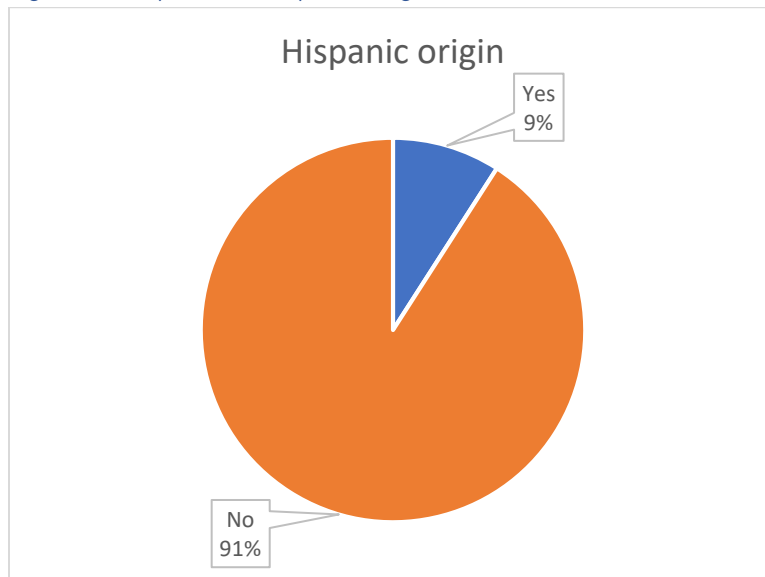
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 3: Respondents under/over age 40



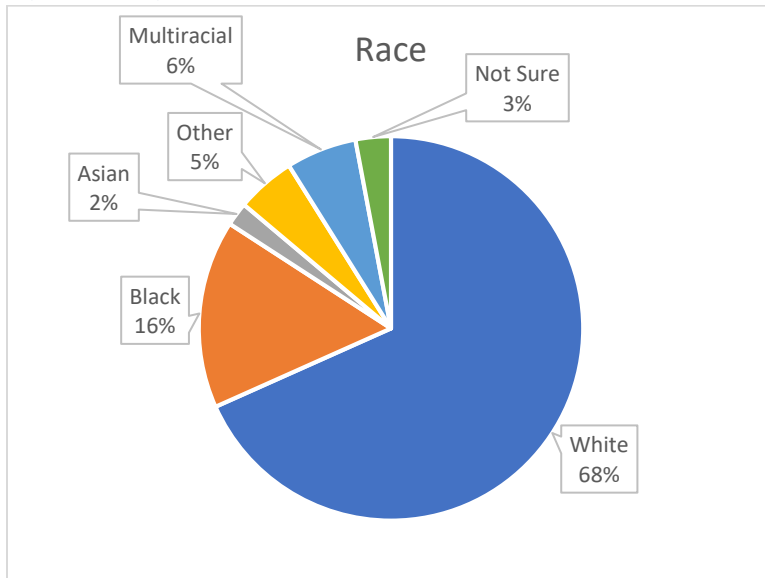
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 4: Respondent Hispanic origin



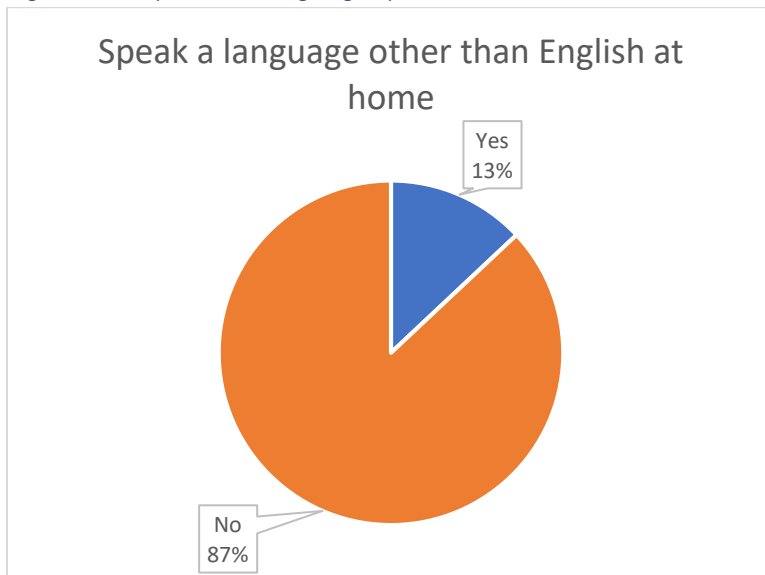
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 5: Respondent race



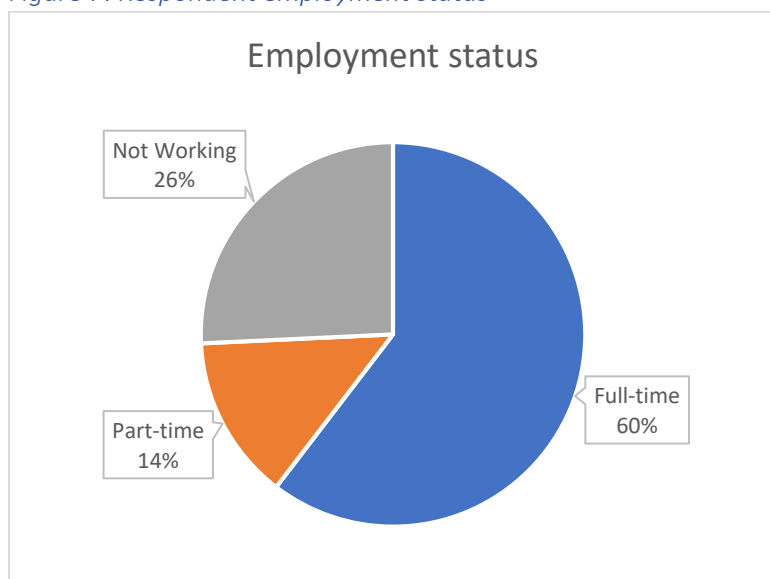
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 6: Respondent language spoken at home



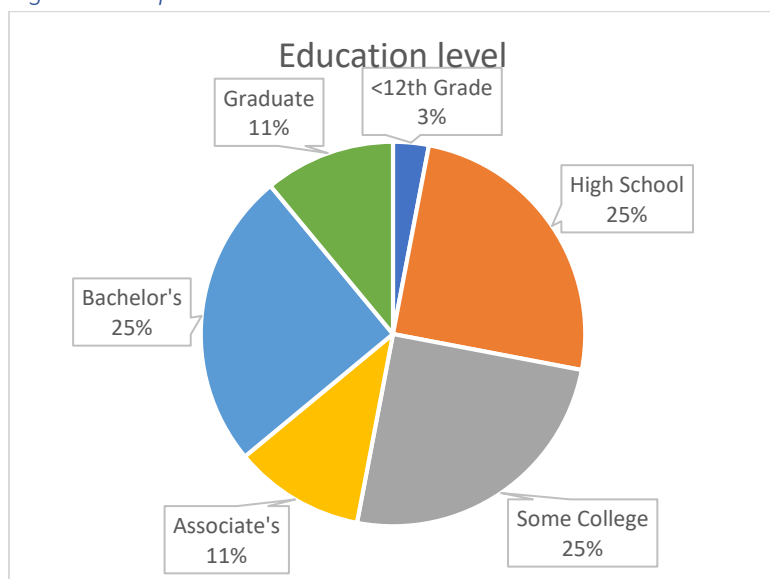
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 7: Respondent employment status



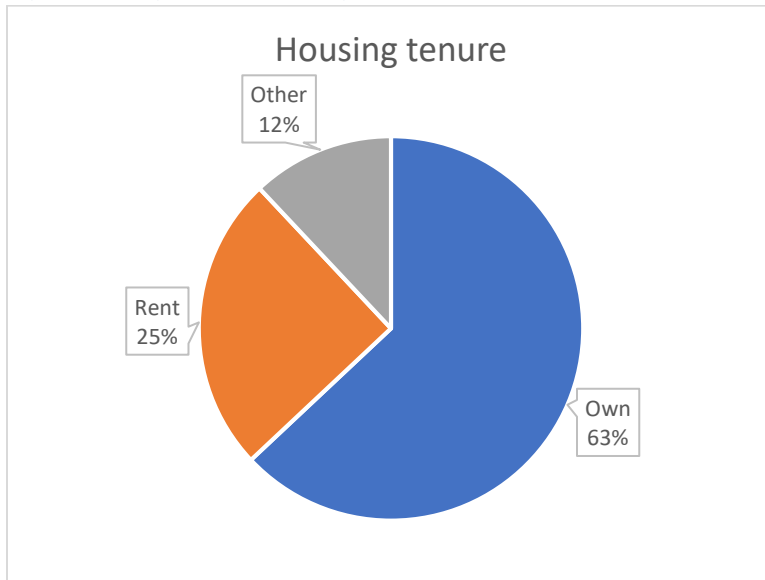
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 8: Respondent education level



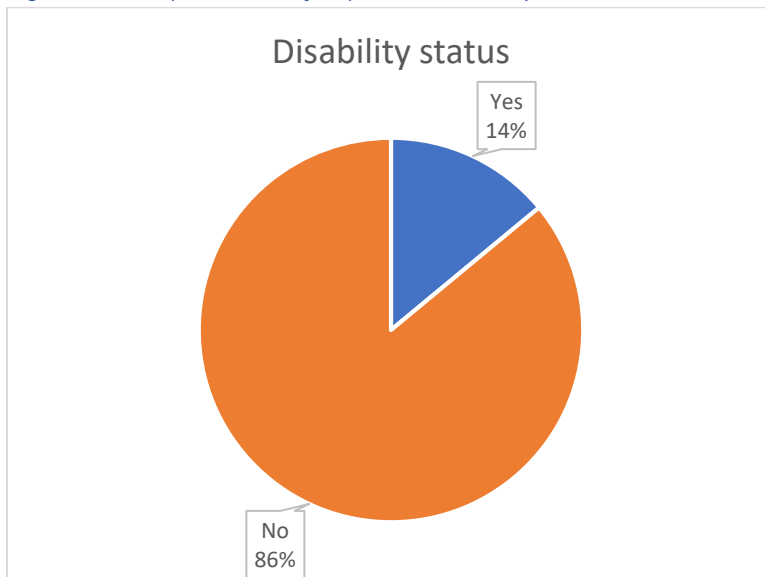
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 9: Respondent housing tenure



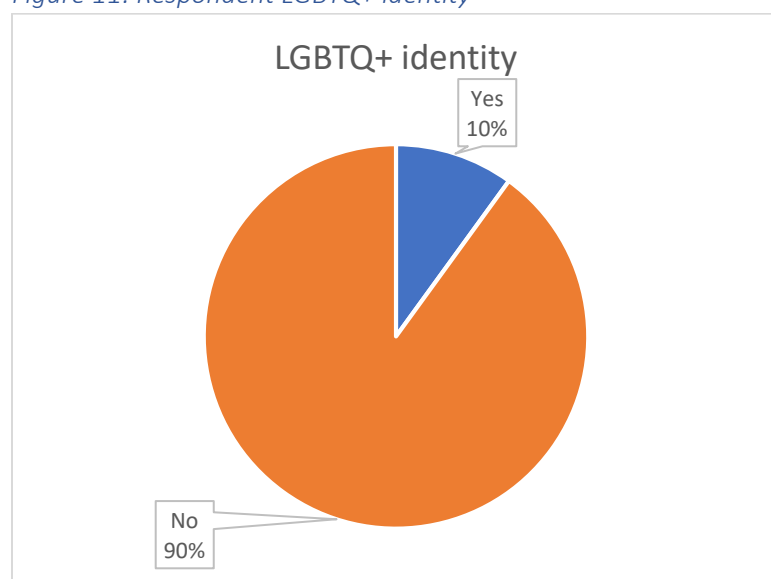
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 10: Respondent self-reported disability status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Figure 11: Respondent LGBTQ+ identity



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Employment

Employment status

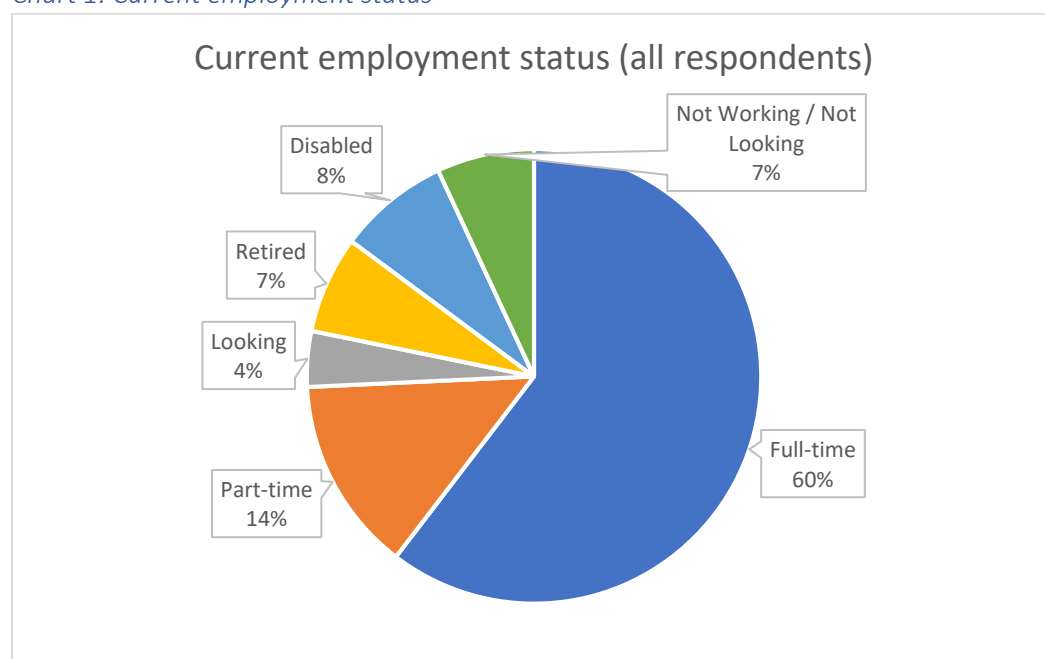
With the survey's focus on experiences at work, the initial question asked respondents about their current employment status in the following areas:

- Full-time
- Part-time
- Looking
- Retired
- Disabled
- Not working/not looking

As shown in Chart 1, 74% of respondents were working full (60%) or part (14%) time when the survey was administered. 4% were looking for a job, which is slightly higher but consistent with the 2.7% unemployment rate as reported by the Indiana Department of Workforce Development for March 2022.¹ Another 15% of respondents were either retired (7%) or disabled (8%) while 7% were not working and not looking.

¹ https://www.hoosierdata.in.gov/dpage.asp?id=32&view_number=1&menu_level=&panel_number=2. The unemployment rate is reported for people ages 16 and older, while this universe was adults ages 18 to 64 so the slight variation is not unexpected due to the different age samples.

Chart 1: Current employment status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question:

When looking at Chart 1 by race and ethnicity, 67% of multiracial respondents, 56% of those who speak a language other than English at home, and 51% of Black respondents were working full time. For part-time work, 7% of Hispanic workers were as did 6% of multiracial respondents. 9% of multiracial respondents and 7% of Black respondents were looking for work. For comparison, 61% of those who speak English at home worked full time as did 63% of white respondents, while 14% of both white and non-Hispanic respondents worked part time and 3% of white respondents were looking for work.

Women were more than twice as likely as men to report working part time at 19% compared to 9%. For full-time employment, 65% of men indicated such while 56% of women did.

There was a racial and ethnic split for those who identified as disabled for the work-status question, with 15% of Black respondents indicating disabled while the other racial and ethnic groups were within the credibility interval. For comparison, 6% of white respondents identified as disabled.

For people identifying as disabled,² 31% reported working full time with another 19% working part-time, while 11% were retired. For comparison, those without a disability had 65% working full time, 13% at part time, and 6% as retired. 24% of those identifying as having a disability cited disability as their employment status. For comparison, 5% of those not identifying as disabled chose disability as their employment status.

² Disability status was self-reported within the demographics section and tallied separately from the question about disability as a reason for not holding paid employment.

Everyday experiences at work

Charts 2 through 4 explore responses from the 595 respondents who reported being currently employed as it relates to experiences at work. Chart 5 followed up with those who indicated they may have been treated unfairly at work to identify why they believed such had occurred.

The questions and answer patterns were modeled from the Everyday Discrimination Scale from Harvard University's David R. Williams et al³ to focus on potentially routine experiences at work. The first set of questions, as shown in Charts 2-4, asked about the frequency of the events. The second set of questions followed up with those who indicated one or more of the 15 events occurring in Charts 2-4 to identify the presumed cause as shown in Chart 5.

The 15 questions asked the following about their own experiences at work:

- Treated with less respect than others?
- Criticized for your accent or the way you speak?
- Others think you are not smart?
- Others act uncomfortable around you?
- Others think you are dishonest?
- Others act like they're better than you are?
- Been threatened or harassed?
- Call you names or insulted you?
- Assigned tasks no one else wants to do at work?
- More closely watched by supervisors than others at work?
- Have to work twice as hard as others work?
- Feel ignored or not taken seriously by your boss?
- Co-workers with less experience or fewer qualifications get promoted ahead of you?
- No one asks for your opinion at work when different opinions would be helpful?
- Unfairly humiliated in front of others at work?

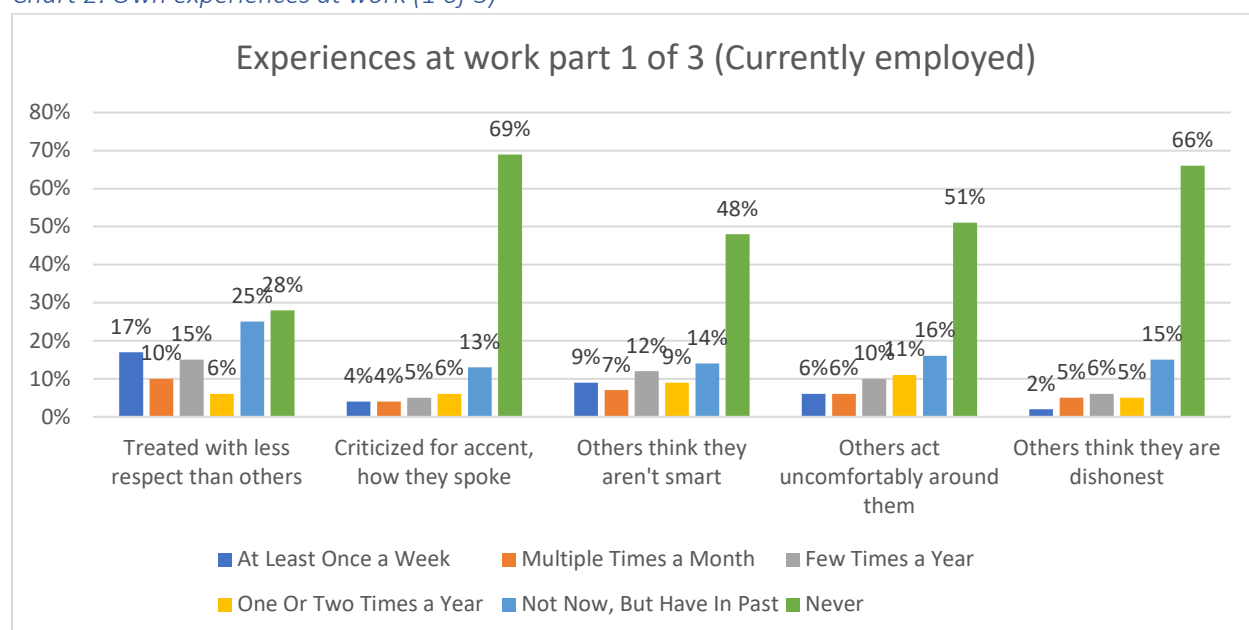
The answer pattern for each of the above questions was to select one of the following:

- At Least Once a Week
- Multiple Times a Month
- Few Times a Year
- One Or Two Times a Year
- Not Now, But Have In Past
- Never

To make the full set of questions fit on the page, CRI created three separate charts using the order from the original survey to present the information (See Charts 2-4).

³ <https://scholar.harvard.edu/davidrwilliams/node/32397>

Chart 2: Own experiences at work (1 of 3)



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Treated with less respect

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Black respondents were almost twice as likely as the total population to report disrespect at least weekly at 31%, while 18% of Black respondents reported multiple times a month. 1% reported experiencing this once or twice a year; 20% listed not now but in the past and another 17% with never. For comparison, white respondents listed 15% at least weekly, 9% for multiple times a month, 8% for one or two times a year, 26% for not now but in the past, and 27% with never.
- 30% of those who identified as disabled or LGBTQ+ indicated this happened at least once a week while 17% of people with a disability listed multiple times a month. 4% and 1% of people identifying as LGBTQ+ respectively said they experienced this multiple times a month and one or two times a year. 32% of LGBTQ+ respondents and 15% of people with a disability listed not now but in the past, with 19% of the LGBTQ+ group and 15% of the group with disabilities said never. For comparison, non-disabled respondents listed 16% at least weekly, 9% for multiple times a month, 26% for not now but in the past, and 28% with never. For comparison, respondents not identifying as LGBTQ+ listed 15% at least weekly, 10% for multiple times a month, 7% for one or two times a year, 24% for not now but in the past, and 29% with never.
- 22% of Hispanic respondents reported at least once a week. They were more likely to report never at 39% while underrepresented in not now but in the past at 18%. For comparison, non-Hispanic respondents listed 17% at least weekly, 25% for not now but in the past, and 26% with never.
- Multiracial respondents were more likely than the total to report at least weekly at 24% and never at 36%, plus 7% for a few times a year and 1% for one or two times a year. For

comparison, white respondents listed 15% at least weekly, 16% for a few times a year, 8% for one or two times a year, and 27% for never.

Accent, criticized for how they spoke

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Hispanic and multiracial respondents reported 14% and 16% respectively of comments about their accent or how they spoke multiple times a week. More than twice the share of Hispanic respondents – 9% – indicated at least once a week compared to the total population. Consistent with the high once a month and multiple times a month occurrences, Hispanic and multiracial respondents were underrepresented for never at 49% and 51% respectively. For comparison, non-Hispanic respondents listed 3% both for at least weekly and multiple times a month, and 71% with never. For comparison, white respondents listed 3% for multiple times a month, and 5% for one or two times a year.
- Black respondents were more likely to indicate not now but in the past at 25%, which also drove down never to 49%. 74% of white respondents listed never. For comparison, white respondents listed 11% for not now but in the past.
- 38% of people who spoke a language other than English at home indicated at least a few times a year: 13% of at least once a week, 15% for multiple times a month, and 10% for a few times a year. 49% indicated this never happened. For comparison, those who speak English at home listed 2% at least once a week, 3% for multiple times a month, 4% for a few times a year, and 71% with never.
- 10% of people with disabilities listed a few times a year, while 18% said not now but in the past with another 60% saying never. For comparison, 4% of people without a disability reported a few times a year, 13% saying not now but in the past, and 70% with never.
- 18% of LGBTQ+ respondents said not now but in the past while 56% listed never. For comparison, 13% of non-LGBTQ+ respondents said not now but in the past and 70% for never.

Think they aren't as smart

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Although the other individual categories aren't outside the total credibility interval, women were less likely to report never at 43% compared to 57% of men.
- The responses for people with disabilities were outside the credibility interval for all categories with 19% saying at least once a week, 14% for multiple times a month, 25% with a few times a year, 4% for one or two times a year, 3% for not now but in the past, and 35% with never. For comparison, 8% of people not reporting disability status listed at least once a week, 7% for multiple times a month, 10% with a few times a year, 10% for one to two times a year, 15% of not now but in the past, and 50% for never.
- Non-white and Hispanic respondents were more likely to report a higher frequency of being considered not as smart and fewer nevers. 42% and 36% of Hispanic and Black respondents respectively answered never. 15% of Hispanic respondents reported experiencing this at least

weekly while 12% listed multiple times a month, and 4% at one or two times a year. For Black respondents, 21% said not now but in the past while 4% said one or two times a year and 18% said a few times a year. For comparison, white respondents had 10% with a few times a year, 11% for one to two times a year, 13% of not now but in the past, and 50% for never. For comparison, non-Hispanic respondents listed at least once a week with 9%, 7% for multiple times a month, 10% for one to two times a year, and 49% for never.

- Multiracial respondents were overrepresented on both ends of the spectrum on this question with 16% listing at least once a week – the highest of any racial, ethnic, or gender group – while 53% indicated never. 7% listed a few times a year with 2% listing one or two times a year. For comparison, white respondents listed at least once a week with 9%, 10% with a few times a year, 11% for one to two times a year, and 50% for never.
- 14% of those who spoke a language other than English at home indicated one or two times a year with another 38% listing never. For comparison, those who speak English at home reported one to two times a year at 9% and 50% for never.
- LGBTQ+ respondents were outside the credibility interval for at least once a week at 18%, multiple times a week at 15%, 3% for a few times a year, and 39% for never. For comparison, non-LGBTQ+ respondents listed at least once a week with 8%, 6% for multiple times a month, 13% with a few times a year, and 49% for never.

Others act uncomfortably around them

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

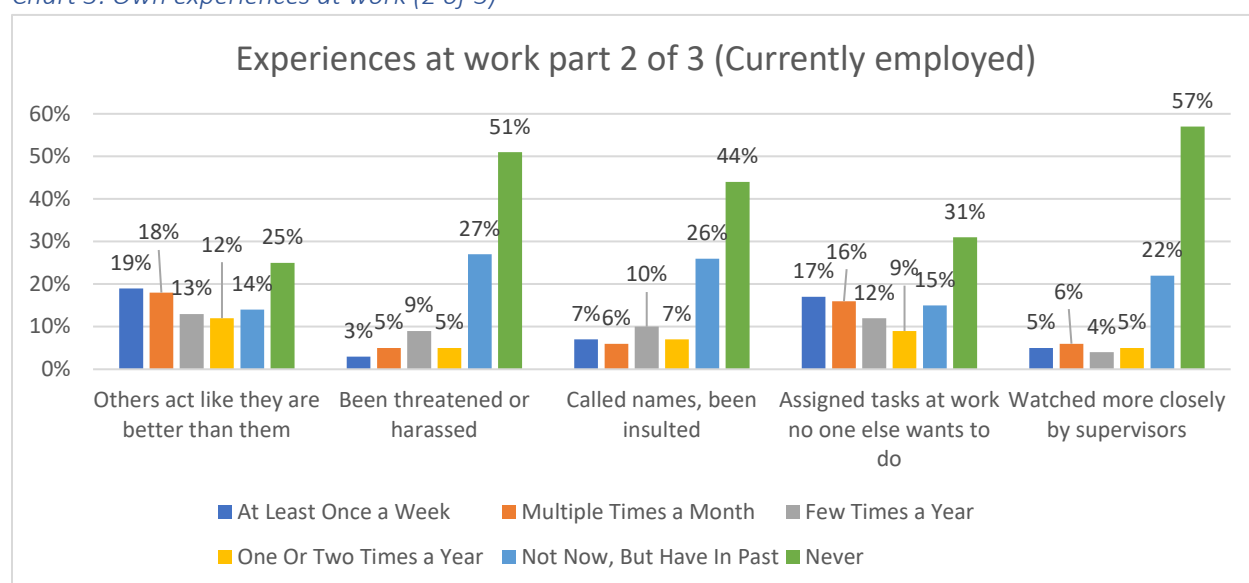
- Black and Hispanic respondents were most likely to report at least once a week at 15% and 14% respectively. 6% of Hispanic respondents listed one to two times a year, while 22% of Black respondents listed not now but in the past. Another 39% of Black respondents indicated they had never experienced this. For comparison, white respondents reported 5% for at least once a week, 16% with not now but in the past, and 52% for never. For comparison, non-Hispanic respondents listed at least once a week at 6% and 12% for one or two times a month.
- Multiracial respondents were most likely to list never at 63% while 3% listed not now but in the past. For comparison, white respondents reported 16% for not now but in the past, and 52% for never.
- For people with disabilities, 17% and 14% respectively listed at least once a week and multiple times a month, while 37% said never. For comparison, 5% of respondents not reporting a disability listed both at least once a week or multiple times a month and 52% for never.
- LGBTQ+ respondents had 14% for at least once a week, 11% for not now but in the past, and 44% with never. For comparison, non-LGBTQ+ respondents listed at least once a week at 5%, 17% for not now but in the past, and 51% for never.

Think they are dishonest

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Hispanic respondents were more likely to report one or two times a year at 12%, compared to 1% for a few times a year. 61% reported never. For comparison, 7% of non-Hispanic respondents listed a few times a year, 4% for one or two times a year, and 66% for never.
- 14% of Black respondents listed others thought they were dishonest multiple times a month, while another 22% indicated not now but in the past. 0% listed one or two times a year. This also led to 54% listing never, which was the lowest of any racial, ethnic, or gender group evaluated here. For comparison, 4% of white respondents listed multiple times a month, 14% for not now but in the past, and 68% with never.
- Half of people who identified as LGBTQ+ or with a disability said this had never happened to them, while 10% of LGBTQ+ respondents said at least once a week, another 12% for multiple times a month, and 20% for not now but in the past. People with disabilities had 13% for one or two times a year and 25% with not now but in the past. For comparison, non-LGBTQ+ respondents listed 1% for at least once a week, 4% for multiple times a month, 14% for not now but in the past, and 68% for never. For comparison, respondents who did not indicate disability resulted in 4% for one or two times a month, 14% for not now but in the past, and 68% for never.

Chart 3: Own experiences at work (2 of 3)



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Others act like they are better than them

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- More than 60% of people with disabilities indicated this happens more than once a month with 32% saying at least once a week and 30% at multiple times a month. 5% said one or two times a year, 8% for not now but in the past, and 11% for never. For comparison, 17% of respondents who did not indicate disability listed either at least once a week or multiple times a month, 12% for one or two times a year, 14% for not now but in the past, and 26% for never.

- More than half of people identifying as LGBTQ+ indicated more than once a month with 32% at least once a week and 23% for multiple times a month. 18% said never with 5% for one or two times a year. For comparison, 17% of non-LGBTQ+ respondents listed at least once a week, 18% for multiple times a month, 13% for one or two times a year, and 26% for never.
- 30% of men reported never. For comparison, 21% of women reported the same.
- Black respondents were more likely to report at least once a week at 24%, while 25% of Hispanic respondents listed multiple times a month. 6% of Hispanic respondents indicated one or two times a year and 19% said not now but in the past. Black and Hispanic respondents were least likely to report never at 15% and 20% respectively. For comparison, 19% of white respondents listed at least once a week and 28% listed never. For comparison, non-Hispanic respondents answered with 18% for multiple times a month, 12% for one or two times a year, 13% for not now but in the past, and 25% for never.
- 27% of multiracial respondents indicated multiple times a month, the most of any racial, ethnic, or gender classification for this frequency. For comparison, 16% of white respondents listed multiple times a month.
- 24% of respondents who spoke a language other than English at home indicated multiple times a month, while 6% said a few times a year; 17% listed never. For comparison, those who spoke English at home had 18% for multiple times a month, 13% for a few times a year, and 26% for never.

Been threatened or harassed

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Multiracial respondents were more than 4 times as likely to list multiple times a month at 21% while 45% said never. For comparison, 3% of white respondents listed multiple times a month and 53% with never.
- 10% of Hispanic respondents listed multiple times a month, while 32% said not now but in the past. For comparison, 4% of non-Hispanic respondents listed multiple times a month and 26% for not now but in the past.
- 18% of Black respondents listed either a few times a year or not now but in the past, while 41% said never, which was the lowest of any racial, ethnic, or gender classification for this frequency. For comparison, 8% of white respondents listed a few times a year, 29% for not now but in the past, and 53% with never.
- 10% of LGBTQ+ respondents listed at least once a week, while 32% said not now but in the past and 34% said never. For comparison, 2% of non-LGBTQ+ respondents answered with at least once a week, 26% for not now but in the past, and 53% with never.
- For people with disabilities, 9% said this happened at least once a week while 43% said never. For comparison, 2% of respondents not reporting disability answered with at least once a week and 52% with never.
- 34% of those who spoke a language other than English at home listed not now but in the past. For comparison, 26% of those who spoke English at home answered not now but in the past.
- 59% of male respondents listed never while 45% of their female counterparts did. 22% of men listed not now but in the past. For comparison, 31% of women listed not now but in the past.

Called names, insulted

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- 15% of respondents who spoke a language other than English at home experienced this at least once a week with 37% at never. For comparison, 6% of those who spoke English at home indicated at least once a week and 45% for never.
- 13% of people identifying as LGBTQ+ listed this occurring at least once a week, compared to 35% who said never. For comparison, 6% of those who did not identify as LGBTQ+ indicated at least once a week and 45% for never.
- 12% of people with a disability listed at least once a week with 32% saying never. For comparison, 7% of those who did not identify as disabled indicated at least once a week and 45% for never.
- 16% of Hispanic respondents listed a few times a year while 38% said never. For comparison, 9% of non-Hispanic respondents listed a few times a year with 44% for never.
- 24% of Black respondents indicated they had never experienced this, with 39% for not now but in the past, while 17% said a few times a year, which was the highest for any racial, ethnic, or gender classification at this frequency. For comparison, 7% of white respondents listed a few times a year, 26% for not now but in the past, and 47% for never.
- Multiracial respondents were overrepresented compared to the total population for those who indicated multiple times a month at 15% and a few times a year at 16% with 33% listing never. For comparison, 5% of white respondents listed multiple times a month, 7% for a few times a year, and 47% for never.

Assigned tasks no one else wants to do

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- A quarter of Black respondents indicated this occurred multiple times a month, the highest of any racial classification for this frequency, while 5% listed a few times a year. For comparison, 15% of white respondents answered with multiple times a month and 13% for a few times a year.
- 7% of Hispanic respondents indicated at least once a week, 21% said not now but in the past, and 37% said never. For comparison, non-Hispanic respondents answered with 18% for at least once a week, 14% for not now but in the past, and 30% for never.
- Multiracial respondents were underrepresented for multiple times a month and a few times a year at 8% and 7% respectively, while 45% said never, the highest of any racial, ethnic, or gender classification for this frequency. For comparison, 15% of white respondents answered with multiple times a month, 13% for a few times a year, and 30% for never.
- 27% of respondents who spoke a language other than English at home indicated this happened multiple times a month with another 17% for a few times a year, while 4% said one or two times a year. For comparison, those who spoke English at home had 15% for multiple times a month, 11% for a few times a year, and 10% for one or two times a year.

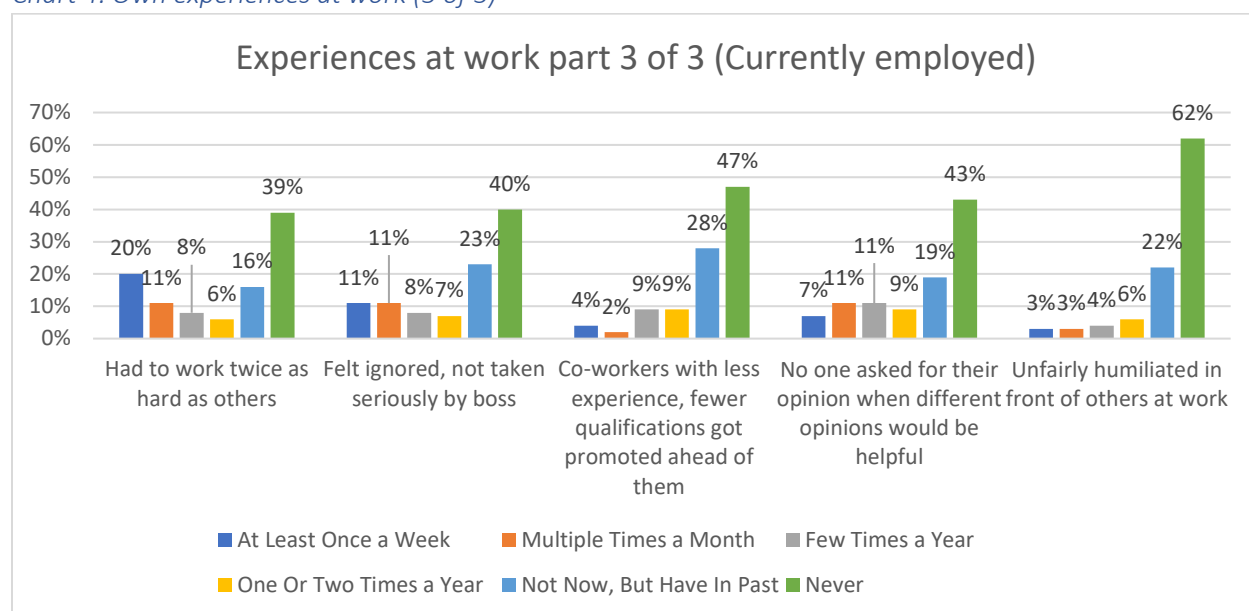
- For people with disabilities, 22% said this occurred at least once a week with another 26% saying multiple times a month. 10% answered not now but in the past, and 18% said never. For comparison, 17% of people not reporting a disability said at least once a week, 15% for multiple times a month, and 32% for never.
- For LGBTQ+ respondents, 23% listed not now but in the past, 18% for a few times a year, 4% for both multiple times a month and one or two times a year. For comparison, the non-LGBTQ+ respondents had 18% for multiple times a month, 11% for a few times a year, and 14% for not now but in the past.

Watched more closely by supervisors

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- 62% of white respondents listed never.
- 12% of Black respondents indicate this happened at least once a week, while another 11% listed a few times a year, and 29% said not now but in the past. The 35% of never for Black respondents was the lowest of any racial, ethnic, or gender classification for this frequency. For comparison, 5% of white respondents listed at least once a week, 2% for a few times a year, and 21% for not now but in the past.
- 14% of Hispanic respondents listed multiple times a month, the highest of any racial, ethnic, or gender classification for this frequency. For comparison, 6% of non-Hispanic respondents answered with multiple times a month.
- For those who spoke a language other than English at home, 10% of respondents listed one or two times a year while 49% said never. For comparison, 4% of respondents who speak English at home answered with one or two times a year and another 58% for never.
- 11% of people with disabilities listed at least once a week while another 12% for multiple times a month plus 38% for never. For comparison, 5% of non-disabled respondents answered with at least once a week, another 6% for multiple times a month, and 59% with never.
- 28% of LGBTQ+ respondents listed not now but in the past. For comparison, 22% of non-LGBTQ+ respondents answered as not now but in the past.

Chart 4: Own experiences at work (3 of 3)



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Need to work twice as hard as others

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- The responses from multiracial respondents for all categories were outside the credibility interval at 25% for at least once a week, 6% at multiple times a month, 3% for a few times a year, 13% with one or two times a year, 22% for not now but have in the past, and 31% for never. For comparison, 17% of white respondents answered at least once a week, 11% for multiple times a month, 8% for a few times a year, 5% for one or two times a year, 16% for not now but in the past, and 43% for never.
- 45% of men reported never. For comparison, 35% of women reported never.
- One quarter of people with disabilities and LGBTQ+ respondents listed at least once a week, while 23% of people with disabilities for multiple times a month and another 18% for a few times a year. 10% of people with disabilities and 24% of people identifying as LGBTQ+ listed not now but in the past with 20% and 27% respectively for never. For comparison, 19% of respondents not reporting a disability answered at least once a week, 10% for multiple times a month, 7% for a few times a year, 17% for not now but in the past, and 41% for never. For comparison, non-LGBTQ+ respondents answered with 19% for at least once a week, 15% with not now but in the past, and 41% for never.
- 21% of respondents who spoke a language other than English at home listed never, while 19% listed multiple times a month, 20% listed a few times a year, and 11% said one or two times a year. For comparison, 10% of those who spoke English at home reported multiple times a month, 6% for a few times a year, 5% for one or two times a year, and 42% for never.
- Black respondents had the largest share of any racial, ethnic, or gender classification for at least once a week at 36%. In turn they had the lowest rate of never for any racial classification at 26%.

as well as 1% reporting one or two times a month. For comparison, 17% of white respondents answered at least once a week, 5% for one or two times a year, and 43% for never.

Felt ignored, not taken seriously by boss

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- 18% of respondents with a disability indicated this happened at least once a week while another 20% said multiple times a month. 22% said this never occurred. For comparison, 11% of respondents not reporting a disability answered at least once a week, 10% for multiple times a month, and 41% for never.
- Black respondents were more likely than any other racial, ethnic, or gender classification to report at least once a week at 16%, multiple times a month at 25%, and 2% with one or two times a year. Consistent with the higher share in repeated frequency, 21% reported never, the lowest of any racial, ethnic, or gender classification. For comparison, 11% of white respondents answered at least once a week, 9% for multiple times a month, 8% for one or two times a year, and 42% for never.
- Hispanic respondents were most likely to report of any racial, ethnic, or gender classification one or two times a year at 14%, while 31% indicated never. For comparison, non-Hispanic respondents reported one to two times a year at 7% and 40% for never.
- 19% of multiracial respondents indicated multiple times a month with 0% reporting a few times a year. For comparison, 9% of white respondents answered multiple times a month and 8% for a few times a year.
- 16% of respondents who spoke a language other than English at home listed at least once a week. For comparison, 11% of those who speak English at home answered at least once a week.
- 18% of LGBTQ+ respondents said multiple times a month, compared to 30% who said never. For comparison, non-LGBTQ+ respondents answered multiple times a month with 10% and 41% for never.

Others got promoted ahead of them

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Hispanic respondents had an even split between never and not now but in the past at 35%, with the second answer marking the highest share for any racial, ethnic, or gender classification in that frequency. For comparison, non-Hispanic respondents responded to not now but in the past at 28% and 48% for never.
- Multiracial respondents were more likely to report at least once a week at 9% and never at 56%, both being the highest for any racial, ethnic, or gender classification in the respective frequency category. Furthermore, 0% indicated one or two times a year while 20% listed not now but in the past. For comparison, white respondents answered at least once a week with 3%, 11% for one or two times a year, 29% for not now but in the past, and 48% for never.

- 39% of Black respondents listed never, while 33% listed not now but in the past. Another 15% said a few times a year. For comparison, white respondents answered with 7% for a few times a year, 29% for not now but in the past, and 48% for never.
- 19% of people with a disability listed one or two times a year, while 35% said never. For comparison, 8% of respondents not reporting a disability answered with one or two times a year and 48% for never.
- 16% of those who spoke a language other than English at home listed this happens a few times a year. For comparison, those who speak English at home reported 8% at a few times a year.
- 14% of respondents identifying as LGBTQ+ indicated a few times a year with a third saying never. For comparison, 8% of non-LGBTQ+ respondents listed a few times a year and 49% with never.

No one asked for their opinion

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- 50% of respondents who were multiracial indicated this had never happened to them, making it the highest share of any racial, ethnic, or gender classification for this frequency. 21% of multiracial respondents indicated multiple times a month, also the highest share of any racial, ethnic, or gender classification for that frequency. For comparison, white respondents indicated never at 45% and 11% for multiple times a month.
- 13% of Black respondents answered at least once a week, the highest of any racial, ethnic, or gender classification for that frequency. Same goes for the 16% who indicated a few times a year and the 27% who listed not now but in the past. Black respondents had the lowest of any racial, ethnic, or gender classification listing never at 24%. For comparison, 7% of white respondents answered with at least once a week, 10% for multiple times a month, 18% for not now but in the past, and 45% for never.
- A quarter of people with a disability or those identifying as LGBTQ+ indicated this never happened to them. 18% of respondents with a disability listed multiple times a month. 35% of LGBTQ+ respondents said not now but in the past. For comparison, the non-disabled respondents listed multiple times a week at 10% and 44% with never. For comparison, the non-LGBTQ+ respondents had 17% for not now but in the past and 45% for never.

Unfairly humiliated in front of others

Looking at race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity, the following groups were outside the credibility interval on this question with the comparison populations listed as such:

- Black respondents were the most likely to report at least once a week for any racial, ethnic, or gender classification at 10%. They also had the smallest share of any racial, ethnic, or gender classification for never at 48%. Same goes for the 15% of Black respondents who listed one or two times a year. For comparison, 1% of white respondents answered with at least once a week, 4% for one or two times a year, and 63% with never.
- Respondents with disability were almost three times more likely to report at least once a week at 8%. 31% said not now but in the past, while 38% said never. For comparison, respondents not

listing disability status had 2% with at least once a week, 21% for not now but in the past, and 64% for never.

- 49% of LGBTQ+ listed never, while 10% said multiple times a month, which is more than three times of the total respondent pool. For comparison, non-LGBTQ+ respondents had 2% for multiple times a month and 63% for never.
- Multiracial respondents were the most likely to report at never at 71% of any racial, ethnic, or gender classification, while the 10% for multiple times a month was the highest for any racial, ethnic, or gender classification at that frequency. For comparison, 2% of white respondents answered with multiple times a month and 63% with never.

Cause of discrimination or unfair treatment at work

For those who indicated they had been unfairly treated at work from the above bank of questions in charts 2-4, which constituted 91.6% of currently employed respondents or 545 adults, the survey followed up with a series of questions to explore what they believed to be the unfair treatment's cause.

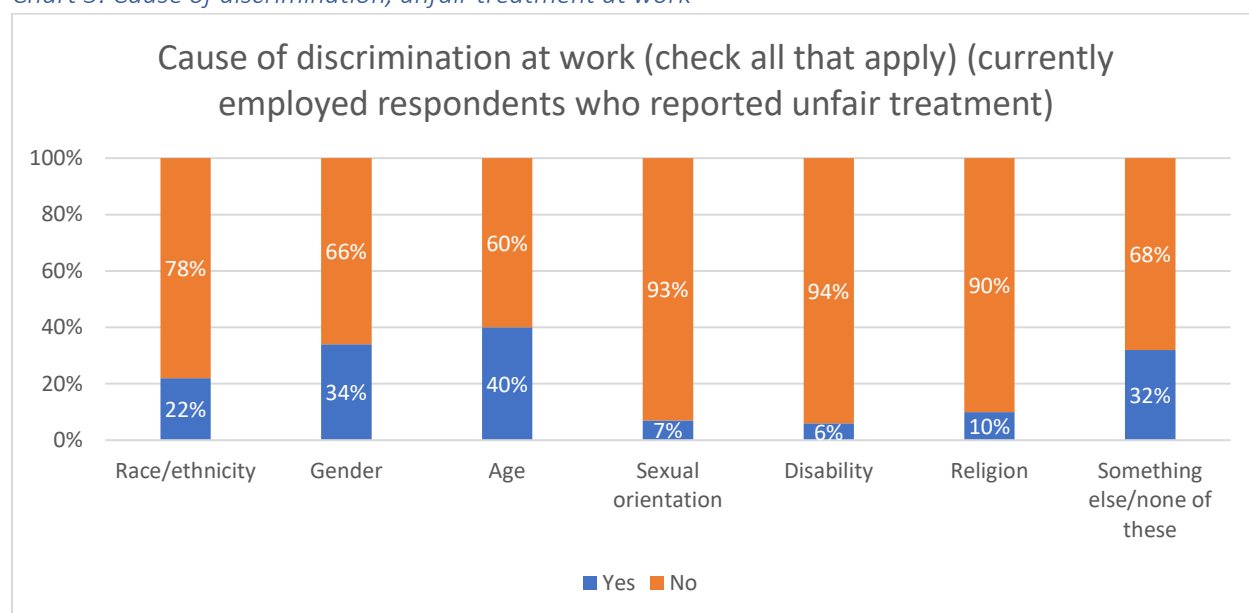
The follow-up questions focused on protected classes under civil rights law plus a response for an unprotected category, as shown in Chart 5, as a yes-no answer pattern. They were:

- Race or ethnicity
- Gender
- Age
- Sexual orientation
- Disability
- Religion
- Something else/none of these

Respondents could choose the answers they believed applied to their situation or experience, making it a "check all that apply" response pattern.

Age was the most common belief for the cause of discrimination at 40% with gender being second most common at 34%. The third most common was something else/none of these at 32%. The least likely was disability at 6% followed by 7% for sexual orientation, which is consistent with the share of total respondents identifying as being part of the populations identifying as LGBTQ+ or disabled.

Chart 5: Cause of discrimination, unfair treatment at work



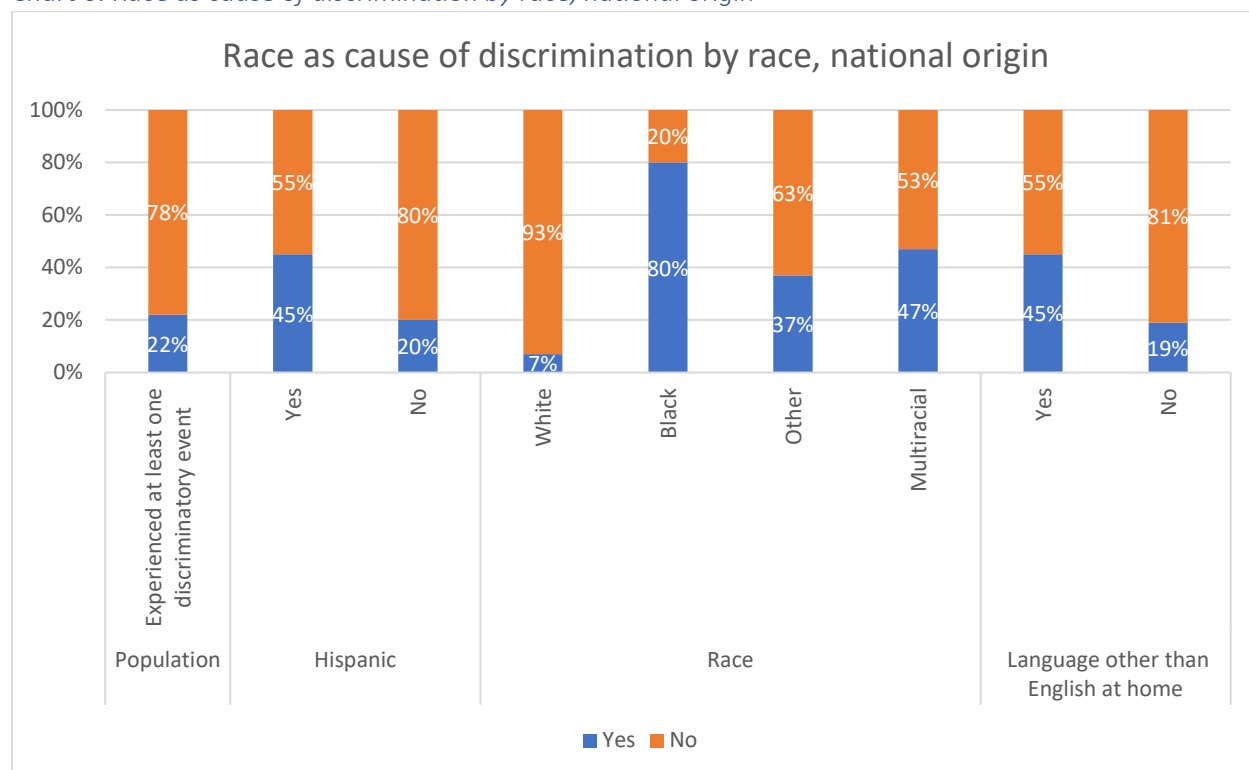
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity to identify the populations with responses outside the credibility interval for the questions in Chart 5 with the analysis below.

Each of the sections below has a chart that breaks out the specific protected class for that question compared to the general respondent pool, which for Chart 5 is those who are both currently employed and reported unfair treatment to one of the questions in charts 2-4.

Race and ethnicity

Chart 6: Race as cause of discrimination by race, national origin



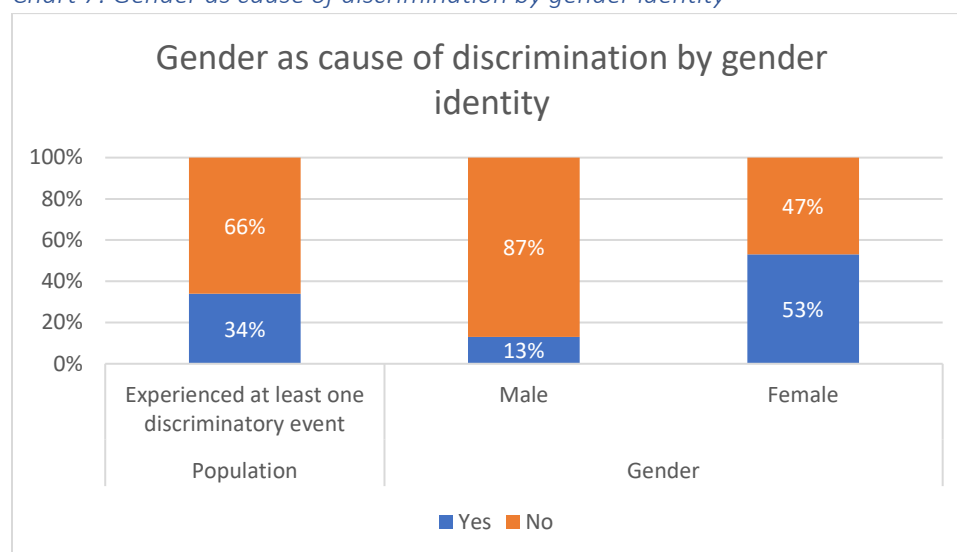
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Those who identified as a race other than white, as Hispanic, or spoke a language other than English were far more likely to report the discrimination as a result of their race or ethnicity.

- 80% of Black respondents identified race or ethnicity as a cause, while 47% of multiracial and 37% of another-race respondents did. For comparison, 7% of white respondents reported race or ethnicity as a factor.
- Both Hispanic respondents and those who spoke a language other than English at home listed race or ethnicity 45% of the time. For comparison, 20% of non-Hispanic respondents and 19% of those who speak English at home reported race or ethnicity as a factor.
- 7% of white respondents listed race or ethnicity as a factor for their discriminatory experiences at work. This category is likely to include some if not most Hispanic respondents as the race responses did not create a white, non-Hispanic category.
- 15% of respondents with disabilities listed race or ethnicity as a factor. For comparison, 23% of those not reporting disability listed race or ethnicity as a cause.
- LGBTQ+ responses were within the credibility interval for this question.

Gender

Chart 7: Gender as cause of discrimination by gender identity



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

More than half of women at 53% said yes, while 13% of men responded the same way.

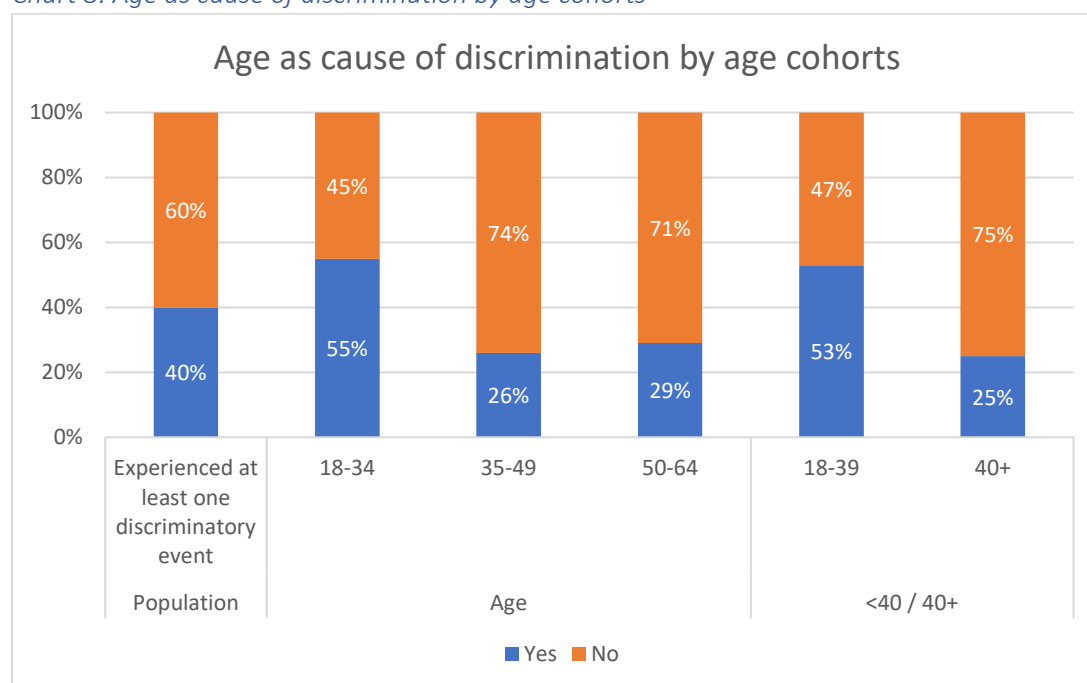
- Half of Black respondents said yes to gender while 26% of Hispanic respondents did. For comparison, 32% of white respondents and 35% of non-Hispanic respondents listed gender as a cause.
- 47% of respondents identifying as LGBTQ+ listed gender as a factor. For comparison, 33% of non-LGBTQ+ respondents listed such.
- Responses for people with disabilities and those who speak a language other than English at home were within the credibility interval for this question.

Age

Age has limited application for civil rights violations as only those 40 and older are a protected class as it relates to employment laws. Accordingly, younger workers may feel they have been discriminated against as a result of their age but they do not have a legal claim under current employment laws.

Chart 8 looks at age by age cohorts, which shows that younger workers believe their age has had more of an effect on them than older workers. The following analysis then looks at age as it relates to the protected classes explored in this report.

Chart 8: Age as cause of discrimination by age cohorts



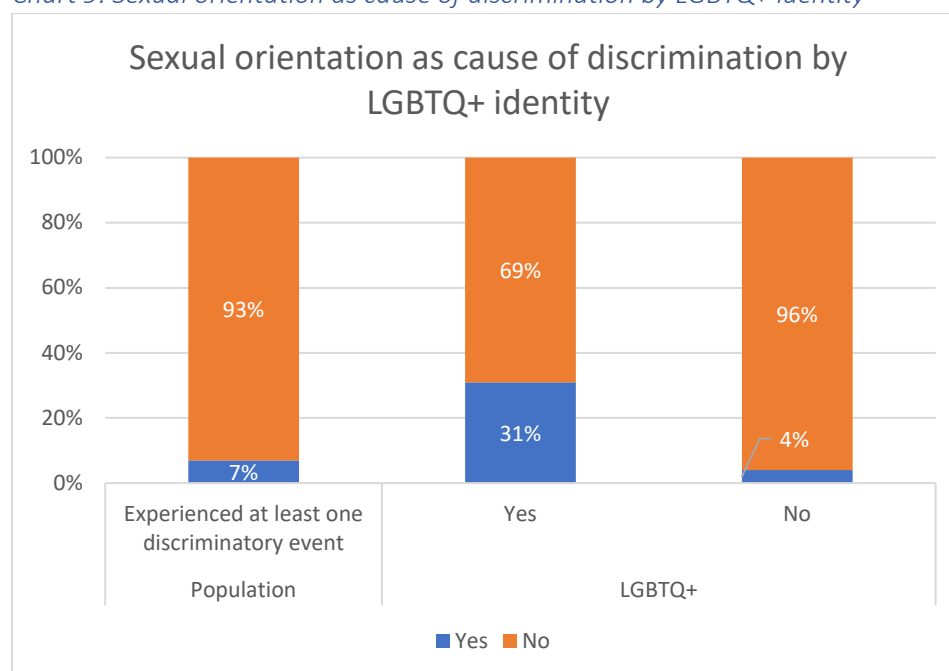
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Respondents' age was a significant predictor as to belief of age as a cause of discrimination, with younger respondents being more likely to report age in their unfair treatment compared to their older counterparts.

- Multiracial respondents were less likely to list age at 27%. For comparison, 42% of white respondents listed age.
- 47% of both respondents who spoke a language other than English at home and those identifying as another race responded in the affirmative for age. For comparison, 39% of those who spoke English at home answered affirmatively.
- Responses from men and women, Hispanic respondents, Black respondents, respondents of another race, those with a disability, and LGBTQ+ respondents were within the credibility interval for this question.

Sexual orientation

Chart 9: Sexual orientation as cause of discrimination by LGBTQ+ identity



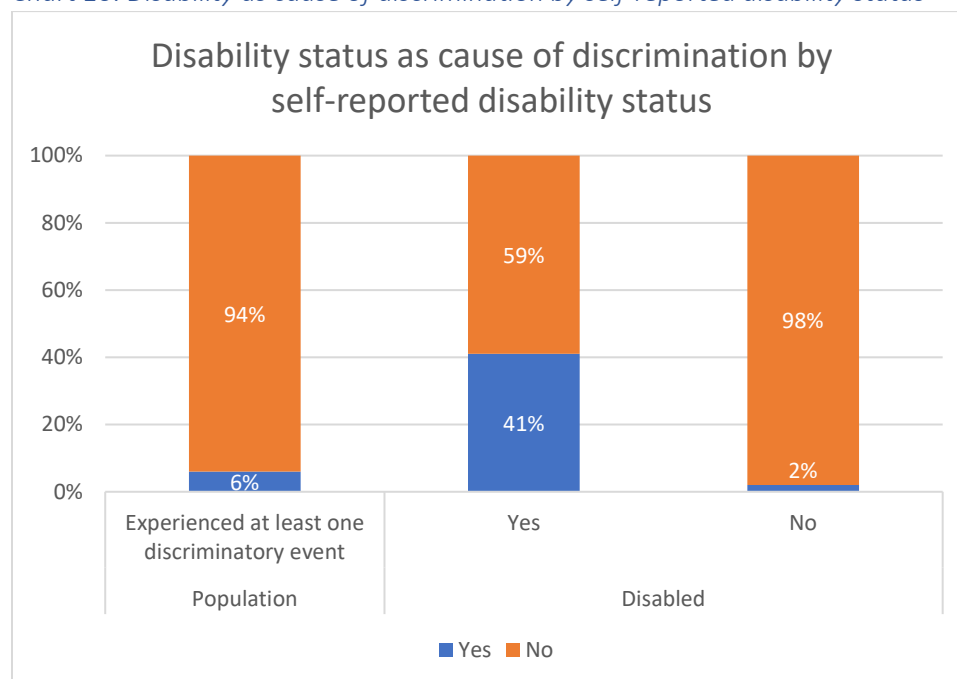
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Those identifying as LGBTQ+ were more than four times as likely to report sexual orientation as a cause of their discriminatory experiences at 31%.

- 13% of Black respondents and 10% of multiracial respondents listed sexual orientation, compared to 1% of the other race category. For comparison, 6% of white respondents answered with yes.
- 10% of respondents with a disability listed sexual orientation as a factor. For comparison, 7% of those not indicating disability status answered affirmatively.
- 3% of men said sexual orientation was a cause of their discriminatory experiences. For comparison, 9% of women answered sexual orientation as a cause.
- Responses from Hispanic respondents and those who speak a language other than English at home were within the credibility interval for this question.

Disability

Chart 10: Disability as cause of discrimination by self-reported disability status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

41% of respondents who identify that they have a disability indicated that a disability was a cause of their unfair treatment. For comparison, 2% of those not identifying as disabled listed disability as a cause.

- 11% of Black respondents list disability compared to 0% of respondents identifying as other race and 3% of multiracial respondents. For comparison, 6% of white respondents answered in the affirmative to disability as a cause.
- 3% of LGBTQ+ respondents said disability was a factor, which is half of the total respondent answer. For comparison, 6% of non-LGBTQ+ respondents answered in the affirmative to disability as a cause.
- 2% of respondents who spoke a language other than English at home listed disability as a factor. For comparison, 6% of respondents who speak English at home answered in the affirmative to disability as a cause.
- Responses from men and women and Hispanic respondents were within the credibility interval for this question.

Religion

The survey did not ask what religion, if any, respondents observed so CRI cannot report a preference or disadvantage for a particular religious practice or sect.

Those who were a race other than white were either more or less likely to report religion as a cause of their experience with discrimination, with 24% of Black respondents listing such and 16% of a race listed as other, compared to 5% of multiracial respondents. For comparison, 8% of white respondents listed religion as a cause.

- 6% of Hispanic respondents indicated religion as a discriminatory factor. For comparison, 11% of non-Hispanic respondents answered the same.
- Responses from men and women, those who speak a language other than English at home, those with a disability, and those identifying as LGBTQ+ were within the credibility interval for this question.

Something else/none of the above

For race, ethnicity, and gender, white respondents were most likely to report something else at 37%. The other racial comparisons are listed below.

- Multiracial, Black, and Hispanic respondents were less likely to report something else at 14%, 16%, and 26% respectively. For comparison, 33% of non-Hispanic respondents listed something else.
- For respondents with a disability, 37% believed something else or none of the above was a factor. For comparison, those not reporting a disability had 32% answering in the affirmative.
- 21% of respondents who spoke a language other than English at home indicated something else or none of the listed categories. For comparison, 34% of respondents who speak English at home believed there was another cause to their unfair treatment.
- Responses from men and women and those identifying as LGBTQ+ were within the credibility interval for this question.

Ever-experienced events at work

Respondents for the questions in Chart 11 were those who are currently employed and anyone who has ever held paid employment in the past, consisting of 772 respondents.⁴

The questions on Chart 11 offered the answers of yes, no, and not sure for the following situations in the context of at any time in their life have they ever:

- Been unfairly fired?
- Not been hired for a job for unfair reasons?
- Been unfairly denied a promotion or advancement at work?
- Been unfairly written up or otherwise disciplined at work?
- Had others assume you work in a lower status job than you do and treat that way?

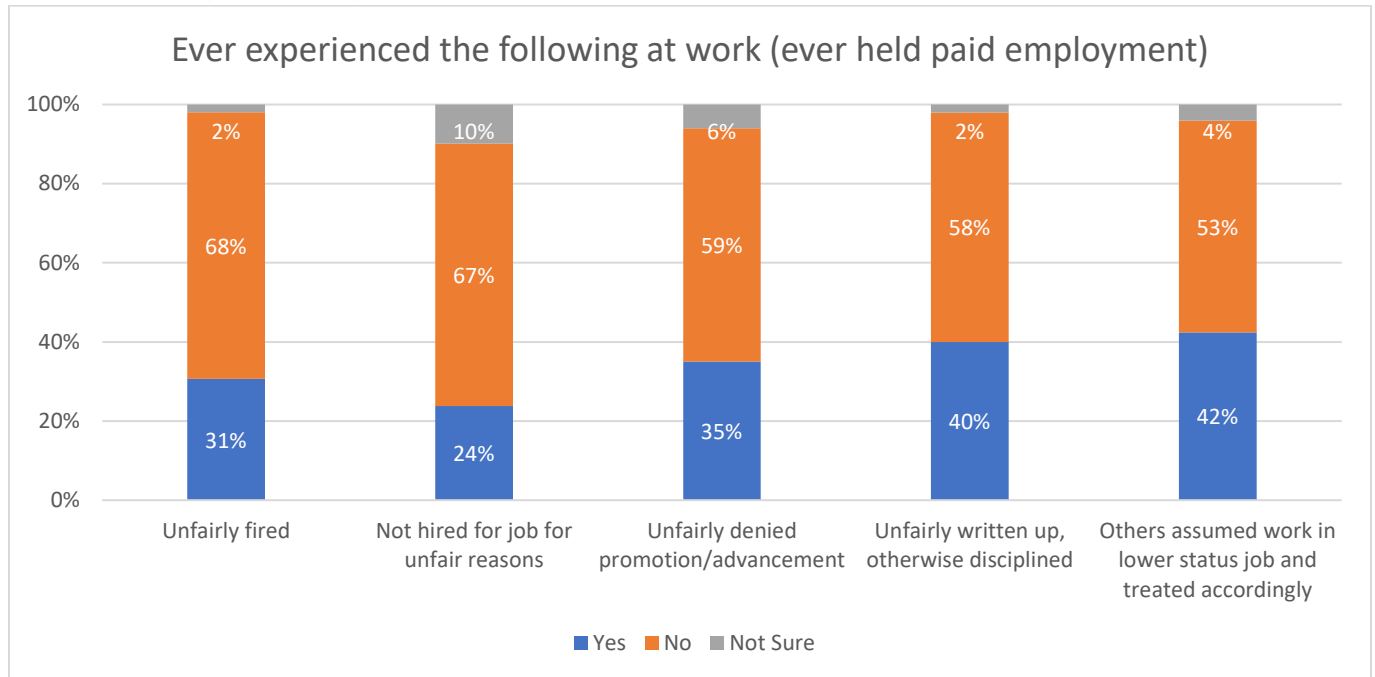
The Chart 11 questions were derived from the Major Experiences of Discrimination Scale as a supplement to the Everyday Discrimination Scale.⁵

The most common experience of the six listed above was having others assume they worked in lower status jobs at 42%. The second most common was 40% for being unfairly written up or otherwise disciplined. The least common was not hired for unfair reasons at 24%, which also had the highest share of not sure at 10%. More than one third of respondents with work experience believed they had been unfairly denied a promotion or advancement while 31% said they were unfairly fired.

⁴ Not listed in this report is the question that asked those not currently working if they had worked in the past to create the universe of respondents asked this set of questions.

⁵ See <https://scholar.harvard.edu/davidrwilliams/node/32397>.

Chart 11: Ever experienced unfair treatment at work

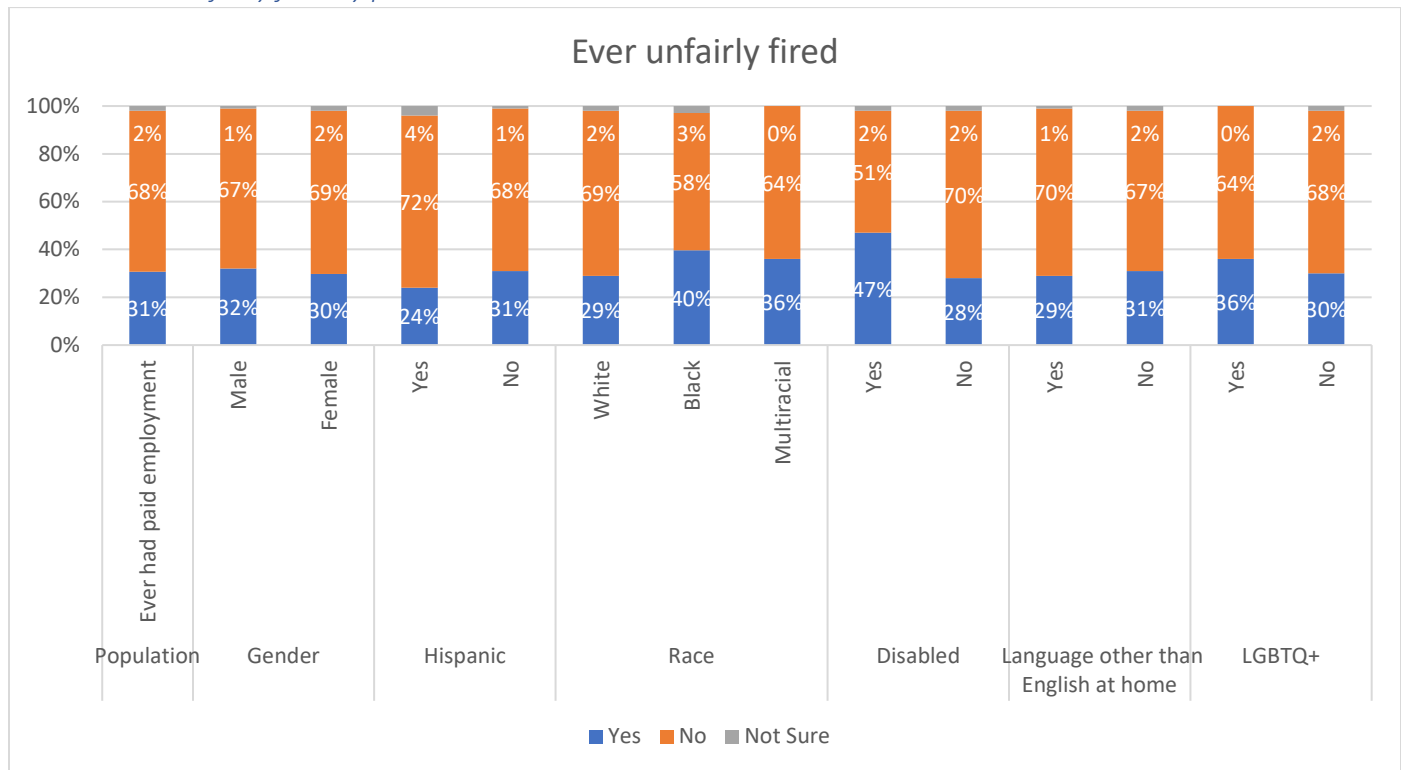


Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

For the demographics on the five experiences in Chart 11, CRI looked at race, ethnicity, gender, disability status, and LGBTQ+ identity to identify responses that were outside the credibility interval. CRI has also included a chart with gender, race, ethnicity, disability status, and LGBTQ+ identity for each question in Chart 11, reflecting respondents who have ever held paid employment.

Unfairly fired

Chart 12: Ever unfairly fired by protected classes



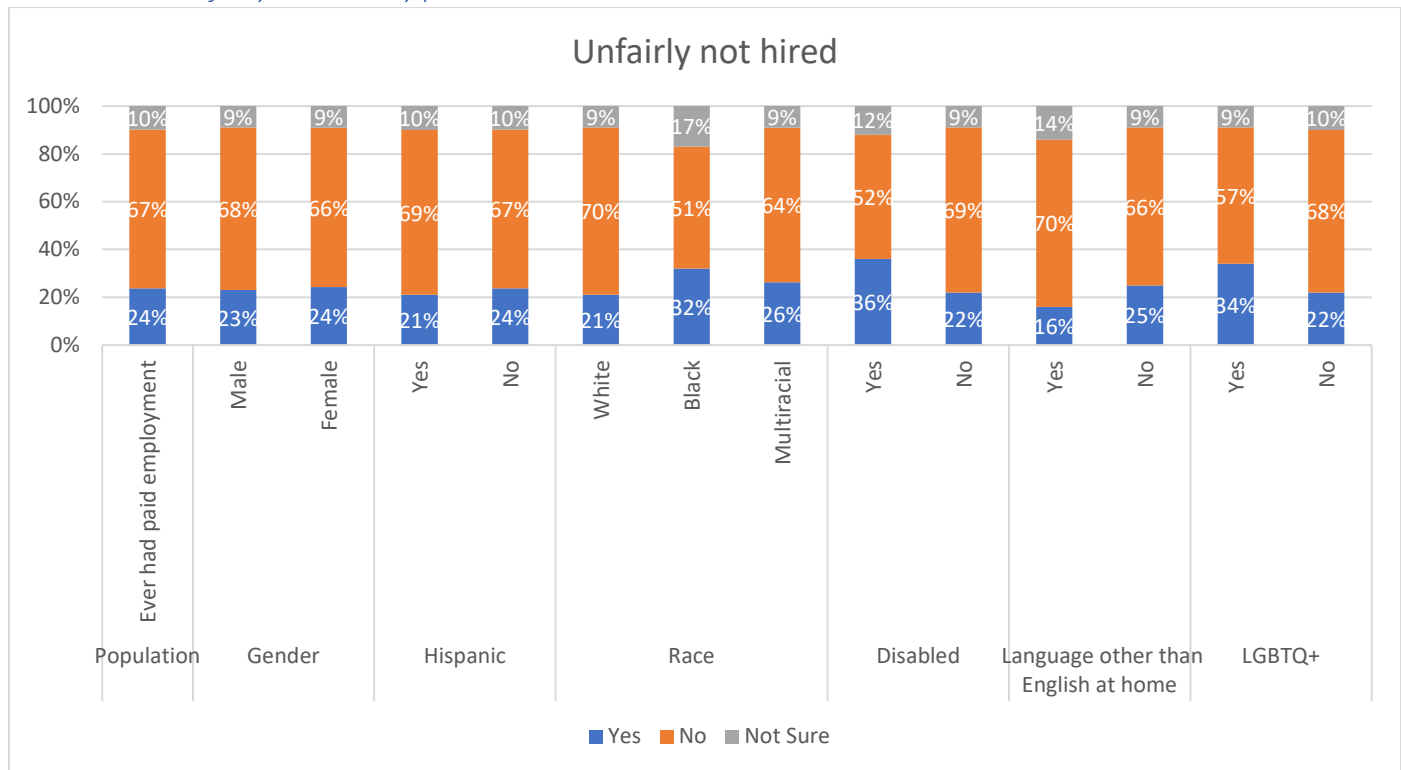
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Respondents with disabilities were most likely to report an unfair firing event at 47%.

- 40% of Black respondents and 36% of multiracial respondents listed an unfair firing.
- 24% of Hispanic respondents said this had happened to them.
- 36% of respondents identifying as LGBTQ+ believed they had experienced an unfair firing.

Not hired for unfair reasons

Chart 13: Ever unfairly not hired by protected classes



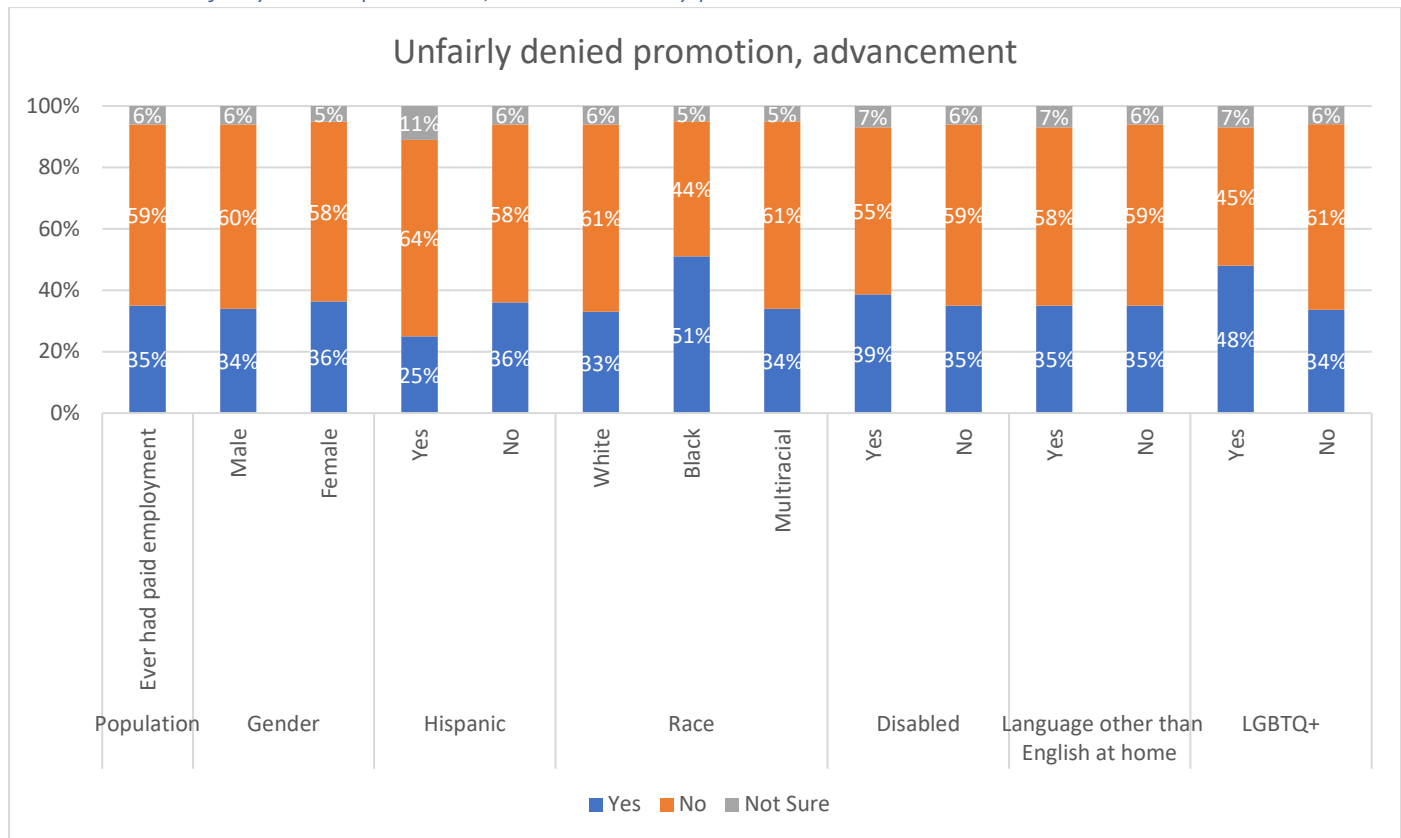
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Respondents with a disability, LGBTQ+ respondents, and Black respondents were most likely to report not being hired for unfair reasons at 36%, 34%, and 32% respectively.

- 16% of respondents who did not speak English at home listed this had occurred while 14% said not sure.
- 17% of Black respondents were not sure.

Unfairly denied promotion or advancement

Chart 14: Ever unfairly denied promotion, advancement by protected classes



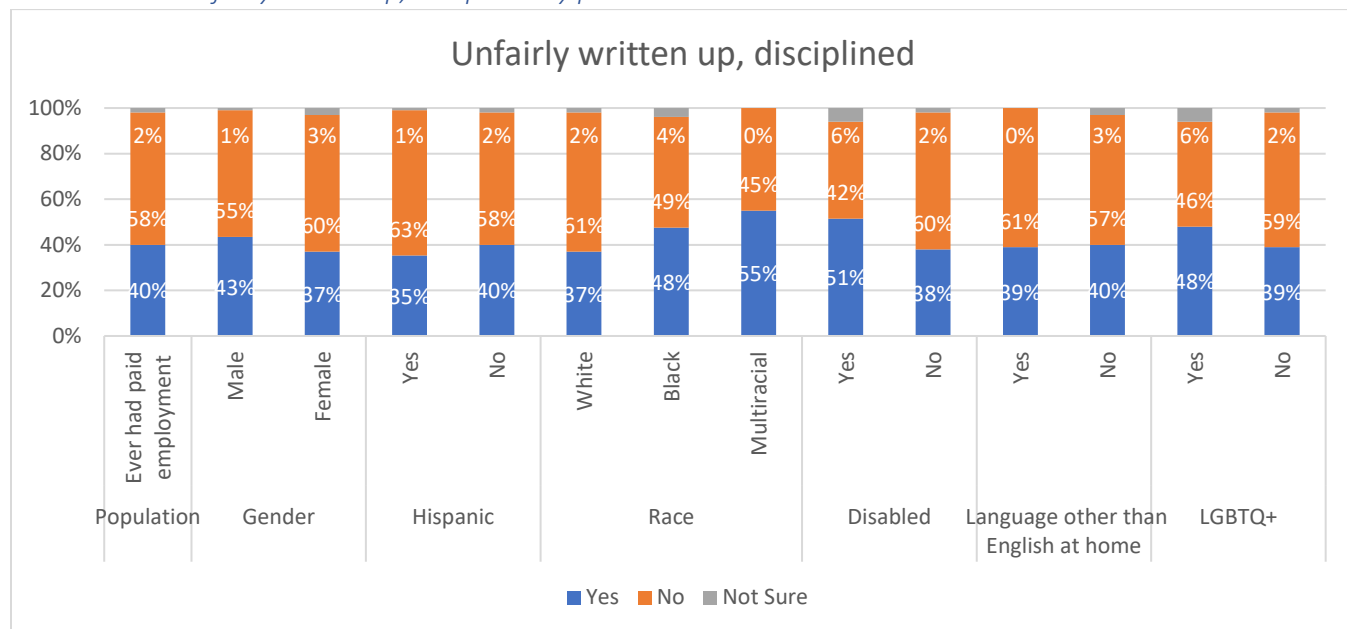
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Black and LGBTQ+ respondents were most likely to report being unfairly denied a promotion or advancement at 51% and 48% respectively.

- 25% of Hispanic respondents believed they had been unfairly denied a promotion or advancement while 11% were not sure.

Unfairly written up or disciplined

Chart 15: Ever unfairly written up, disciplined by protected classes



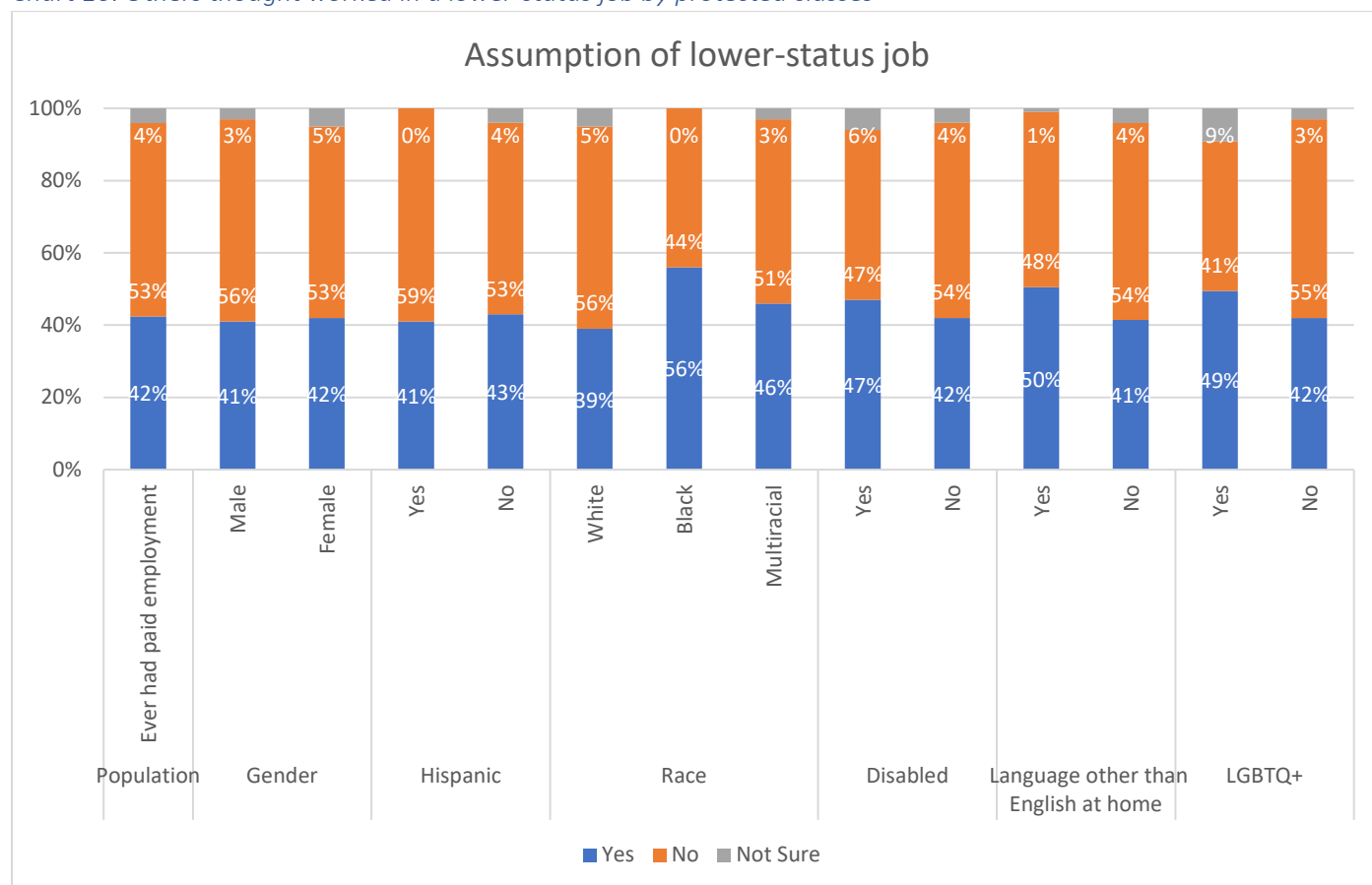
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

More than half of respondents with a disability – 51% – and multiracial respondents – 55% – responded that they had been unfairly written up or disciplined.

- 48% of both those who identified as Black or LGBTQ+ also listed such.
- 35% of Hispanic respondents indicated this had occurred.

Others assumed work in lower status job

Chart 16: Others thought worked in a lower-status job by protected classes



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

More than half of Black respondents, specifically 56%, affirmed an assumption from others for working in a lower status job.

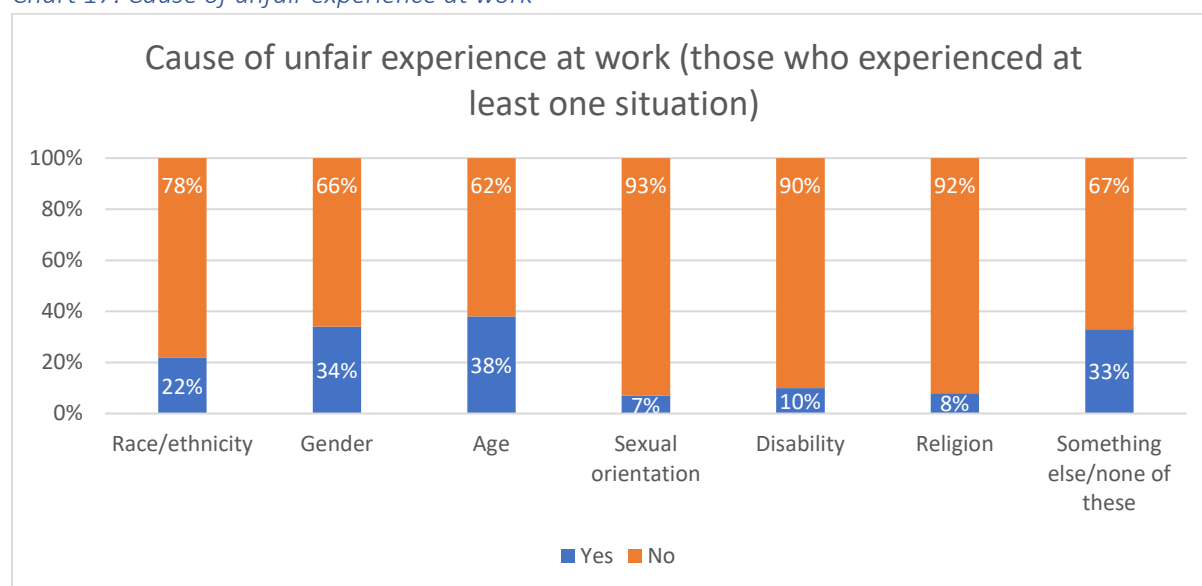
- 50% of those who spoke a language other than English at home answered yes.
- 49% of LGBTQ+ respondents listed this had occurred.
- 47% of people with disabilities affirmatively answers this question.
- 46% of multiracial respondents indicated this had occurred.

Cause of ever-experienced events at work

Chart 17 asks about the cause for those who indicated in the affirmative for one or more of the questions from Chart 11, which resulted in 544 respondents in this universe.

Consistent with the reasons on Chart 5, the most common reason for the questions in Chart 17 was age at 38%. Gender and something else/none of these was 34% and 33% respectively. More than one fifth indicated race or ethnicity at 22%, while disability status pulled 10%. In single digits was religion and sexual orientation at 8% and 7% respectively.

Chart 17: Cause of unfair experience at work



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated race, ethnicity, gender, disability status, language spoken at home, and LGBTQ+ identity to identify the populations with responses outside the credibility interval for the questions in Chart 17 with the analysis below for each class with the reference population's answers listed for comparison.

Race and ethnicity

Those who identified as a race other than white⁶ or as Hispanic were far more likely to report their discrimination as a result of their race or ethnicity.

- 69% of Black respondents, 30% of multiracial respondents, and 38% of Hispanic respondents answered the race/ethnicity question in the affirmative, as did 7% of white respondents. For comparison, 21% of non-Hispanic respondents listed race or ethnicity in affirmative.
- 17% of respondents identifying as LGBTQ+ and 13% of respondents with a disability listed race or ethnicity as a factor. For comparison, 24% of those not reporting a disability and 23% of those not identifying as LGBTQ+ answered race or ethnicity in the affirmative.
- Responses by gender and those who speak a language other than English at home were within the credibility interval for this question.

Gender

The influence of gender split along male and female lines. 51% of women responded yes while 14% of men did.

- 27% of Hispanic respondents affirmed gender as a factor. For comparison, 35% of non-Hispanic respondents answered the same.
- 45% of LGBTQ+ respondents listed gender in the affirmative. For comparison, 33% of those not identifying as LGBTQ+ answered gender in the affirmative.

⁶ Other race did not have a sample large enough to report the results for the Chart 17 answers.

- 41% of respondents who spoke a language other than English at home indicated gender as a factor. For comparison, 33% of those who speak English at home answered gender in the affirmative.
- Responses by all races and those with a disability were within the credibility interval for this question.

Age

The question did not ask about when the unfair event occurred so it is possible that older respondents may be referencing events that happened before the age of 40, which is the federally protected class for age in the employment context.

- 49% of those who spoke a language other than English at home answered age in the affirmative. For comparison, 37% of those who speak English at home answered age in the affirmative.
- 32% of those identifying as multiracial listed age. For comparison, 40% of white respondents answered age in the affirmative.
- Responses from men and women, those with a disability, and those identifying as LGBTQ+ were within the credibility interval for this question.

Sexual orientation

LGBTQ+ respondents were more than five times as likely as the general respondent pool to indicate sexual orientation was a factor in their unfair experiences at 36% while 4% of non-LGBTQ+ respondents indicated sexual orientation as a factor.

- 12% of the following listed sexual orientation in the affirmative: Hispanic respondents, respondents with a disability, and respondents who did not speak English at home. For comparison, 7% non-Hispanic respondents, respondents without a disability, and respondents who speak English at home answered in the affirmative.
- 10% of multiracial respondents listed sexual orientation as a cause or factor. For comparison, 8% of white respondents indicated it as a factor.
- Responses by gender and language spoken at home were within the credibility interval for this question.

Disability

39% of respondents identifying a disability reported the disability as a factor in the unfair events, while 5% of those who did not indicate a disability answered in the affirmative for this question.

- 16% of Hispanic respondents answered yes to this question. For comparison, 9% of non-Hispanic respondents answered affirmatively.
- 14% of LGBTQ+ respondents and 16% of respondents who did not speak English at home listed disability in the affirmative. For comparison, 9% of both non-LGBTQ+ respondents and those who speak English at home answered yes.
- Responses from men and women and all racial categories were within the credibility interval for this question.

Religion

The survey did not ask what religion, if any, respondents observed so CRI cannot report a preference or disadvantage for a particular religious practice or sect.

People who spoke a language other than English at home and LGBTQ+ respondents were most likely to report religion as a factor in their unfair treatment at 12% and 11% respectively. For comparison, 8% of both non-LGBTQ+ respondents and those who speak English at home answered yes.

- 4% of Hispanic respondents listed religion as a factor. For comparison, 9% of non-Hispanic respondents listed religion.
- Responses from men and women, all racial categories, and those with a disability were within the credibility interval for this question.

Something else/none of the above

Respondents identifying as white were most likely to report something else or none of the above at 38%.

- Those least likely to report this question in the affirmative were respondents identifying as Black or multiracial at 15% and 18% respectively.
- 27% of those who spoke a language other than English at home answered yes to this question. For comparison, 34% of those who speak English at home answered yes.
- 25% of LGBTQ+ respondents answered yes. For comparison, 34% of non-LGBTQ+ respondents answered yes.
- Responses from men and women, Hispanic respondents, and those with a disability were within the credibility interval for this question.

Hostile workplace experiences

Charts 18 and 19 explored current workers' experiences within their workplaces as it relates to certain protected classes (Chart 18) and the likelihood of sexual harassment as measured by the "hostile workplace" standard (Chart 19).

Respondents were instructed to think about comments that were directed toward them, other co-workers, or people in general, whether they are currently occurring or have in the past. CRI built these questions based on recommendations from Metro staff because of what they learn from complaints and investigations with an emphasis on slang and jokes, which can constitute protected-class discrimination.

Chart 18 looked at questions focused on the following protected classes under civil rights law:

- **Race:** See or hear slang, jokes or other offensive language at work about race, including racial slurs and comments about peoples' skin color and hairstyles?
- **Disability, including mental health diagnoses:** See or hear negative comments, jokes, slang or other offensive language at work about people with a mental or physical disability such as individuals who use wheelchairs, have limited hearing or vision, anxiety, or depression?
- **Lesbian, gay, bisexual or transgender (LGBT) identity:** See or hear negative comments, jokes, slang or other offensive language at work about people who identify as gay, lesbian, bisexual, or transgender, including slurs and other offensive terms about their identities or characteristics?
- **Ethnicity, including national origin:** See or hear comments, jokes, slang or other offensive language at work about people's accents, demands that workers speak only English, criticism of non-citizens, or asking workers to "go back to their own country"?

The questions given to the 595 respondents currently working asked how frequently they heard or saw these statements or acts at work about the protected classes. Survey participants were then given the following choices:

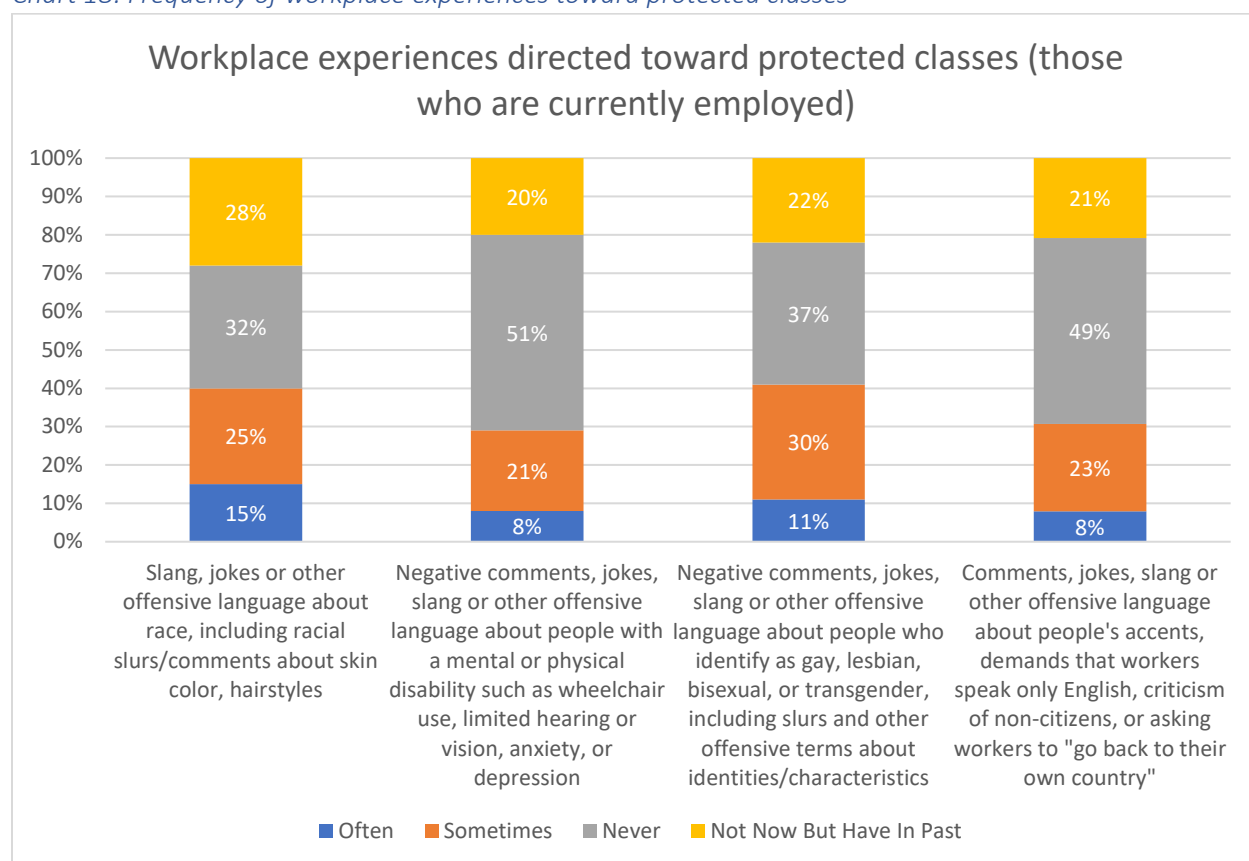
- Often
- Sometimes
- Never
- Not now but have in past

As shown in Chart 18, the most common “often” class was for the race question at 15%. Race was also the most common class for not now but in the past at 28%. The most common “never” class was people with disabilities at 51% of respondents, followed by 49% for the ethnicity/national origin question. People with disabilities and ethnicity/national origin were also the least likely to be reported as often at 8% for both.

In sum, respondents to these questions indicated the following:

- 41% of workers currently hear jokes, slang, or other offensive comments about people who identify as LGBT often or sometimes
- 40% of workers currently hear jokes, slang, or other offensive comments about race often or sometimes
- 29% of workers currently hear jokes, slang, or other offensive comments about disabilities
- At least one in five workers indicated hearing these comments for all four classes not now but in the past, including more than a quarter of respondents for race-based remarks

Chart 18: Frequency of workplace experiences toward protected classes



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

This next section looks at the demographic breakdown for each of the Chart 18 questions for responses that fell outside the credibility interval for race, ethnicity, disability status, LGBTQ+ identity, and language other than English at home. Responses split by gender did not fall outside the credibility interval for these four questions.

Race question in Chart 18

Black respondents' answers were outside the credibility interval at 24% for often, 50% for sometimes, 13% for never, and 14% for not now but in the past. Multiracial respondents listed often at 32%, 26% for never, and 21% for not now but in the past. For comparison, 12% of white respondents listed often, 21% for sometimes, and 30% with not now but in the past.

9% of Hispanic respondents listed often, while 36% said sometimes and 26% with never. For comparison, 15% of non-Hispanic respondents listed often, 24% for sometimes, and 33% for never.

24% of those who spoke a language other than English at home listed never. For comparison, 33% of those who speak English at home answered never.

37% of white respondents indicated they had never heard race-based comments at work.

21% of respondents identifying as disabled listed often as did 26% of those with a disability who said never. For comparison, 14% of those not listing a disability indicated often while 33% of the same population said never.

31% of LGBTQ+ respondents listed often while 13% indicated not now but in the past. For comparison, the non-LGBTQ+ population answered with 12% as often and 30% as not now but in the past.

Disability question in Chart 18

Respondents identifying as having a disability were more than twice as likely as the total respondent pool to report hearing or seeing negative comments relating to disability often at 17%, while 38% listed sometimes, and 29% listing never. For comparison, 7% of respondents without disability identification listed often, 20% for sometimes, and 53% for never.

LGBTQ+ respondents were also more than twice as likely as the total respondent pool to indicate hearing or seeing remarks about people with disabilities often at 19%, while 43% said never. For comparison, the non-LGBTQ+ respondents listed 7% for often and 52% for never.

Black respondents also had more than double the total respondent pool who listed often at 17%, while 29% said sometimes, and 32% for never. For comparison, white respondents had 6% for often, 20% for sometimes, and 55% for never.

Multiracial respondents listed often at 16%, 27% for sometimes, and 8% for not now but in the past. For comparison, white respondents had 6% for often, 20% for sometimes, and 19% for not now but in the past.

29% of respondents who spoke a language other than English at home listed sometimes, while 11% said not now but in the past. For comparison, those who speak English at home had 20% with sometimes and 21% for not now but in the past.

57% of Hispanic respondents listed never, while 29% said sometimes and 6% said not now but in the past. For comparison, the non-Hispanic respondent pool had 21% for sometimes, 51% for never, and 21% for not now but in the past.

Responses by gender were not outside the credibility interval.

LGBT question in Chart 18

Respondents who identified as LGBTQ+ were almost three times as likely as the total respondent pool to report often hearing or seeing negative comments toward lesbian, gay, bisexual, or transgender people at 31%, while 20% said never. For comparison, the non-LGBTQ+ population answered with 9% at often 39% at never.

21% of respondents with a disability listed often and 24% said never. For comparison, those not identifying as disabled had 10% with often and 38% at never.

Responses from Black and multiracial respondents had multiple answers that fell outside of the credibility interval. Black respondents had 16% at often, 38% for sometimes, and 28% for never. Multiracial respondents had 21% at often, 25% for sometimes, 42% for never, and 12% with not now but in the past. For comparison, the white population had 9% at often, 29% with sometimes, 38% at never, and another 23% for not now but in the past.

24% of Hispanic respondents listed sometimes, while 27% said not now but in the past. For comparison, the non-Hispanic respondent pool had 31% for sometimes and 22% for not now but in the past.

20% of respondents who speak a language other than English at home listed sometimes with 42% listing never, while 28% said not now but in the past. For comparison, those who speak English at home reported 31% for sometimes, 36% for never, and 22% for not now but in the past.

Responses by gender were not outside the credibility interval.

Ethnicity/national origin question in Chart 18

Respondents who spoke a language other than English at home, those who identified as LGBTQ+, and those who identified as disabled all had higher frequencies of often and sometimes and lower “nevers.”

14% of those who spoke a language other than English at home said often, 28% listed sometimes, and 34% at never. For comparison, those who speak English at home had 7% with often, 22% for sometimes, and 51% for never.

For respondents identifying as LGBTQ+, 17% said often, 26% with sometimes, 44% listed never, and 13% for not now but in the past. For comparison, the non-LGBTQ+ population had 7% at often, 22% for sometimes, 49% for never, and 22% with not now but in the past.

For respondents identifying as having a disability, 16% said often, 28% listing sometimes, and 34% with never. For comparison, the non-disabled respondent pool had 7% with often, 22% for sometimes, and 50% for never.

For Hispanic respondents, 31% said sometimes with 32% at never. For comparison, the non-Hispanic responses had 22% for sometimes and 50% for never.

On race, 15% of Black respondents said often, with 44% of multiracial respondents listing sometimes. 54% of white respondents listed never, compared to 29% of Black respondents and 40% of multiracial respondents. 32% of Black respondents said not now but in the past, while 12% of multiracial respondents listed such. For comparison, the white respondents answered with 7% at often, 21% for sometimes, and 19% for not now but in the past.

Chart 19 listed the questions relating to sexual harassment in the workplace. The questions as written in the survey were:

- How frequently do you see or hear lewd jokes, offensive language or sharing of sexual anecdotes, hear people making sexual comments about appearance, clothing, or body parts, witness inappropriate sexual gestures at work, and/or inappropriate touching from coworkers?
- How frequently do you see sexually inappropriate images or videos such as pornography or gifts of a sexual nature at work, or hear about or receive suggestive text or social media messages and emails from coworkers?

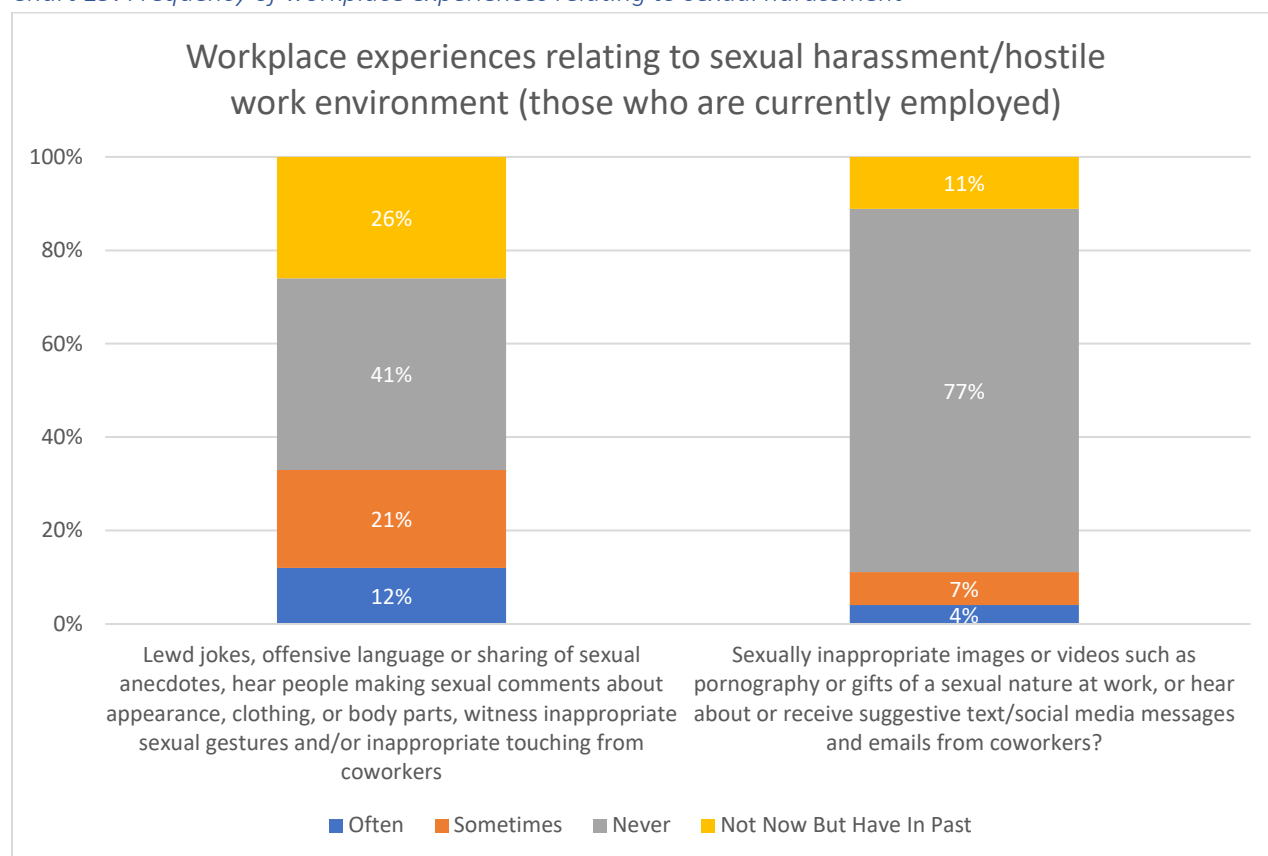
The answers for the questions in Chart 19 were the same as the questions in Chart 18:

- Often
- Sometimes
- Never
- Not now but have in past

The first question, which focused on lewd comments, jokes, and slang, had more people who had experienced that now or in the past, with more than half indicating they had experienced this in a workplace at some point: 21% said sometimes while 12% said often with more than a quarter indicating not now but in the past at 26%.

The second one, which looked at sexually suggestive images and comments directed at employees, had more than three quarters indicating this had never occurred where they have worked at 77%. There was an even split between those who have had this in the past but not now at 11% and 11% now with 4% saying often and 7% saying sometimes.

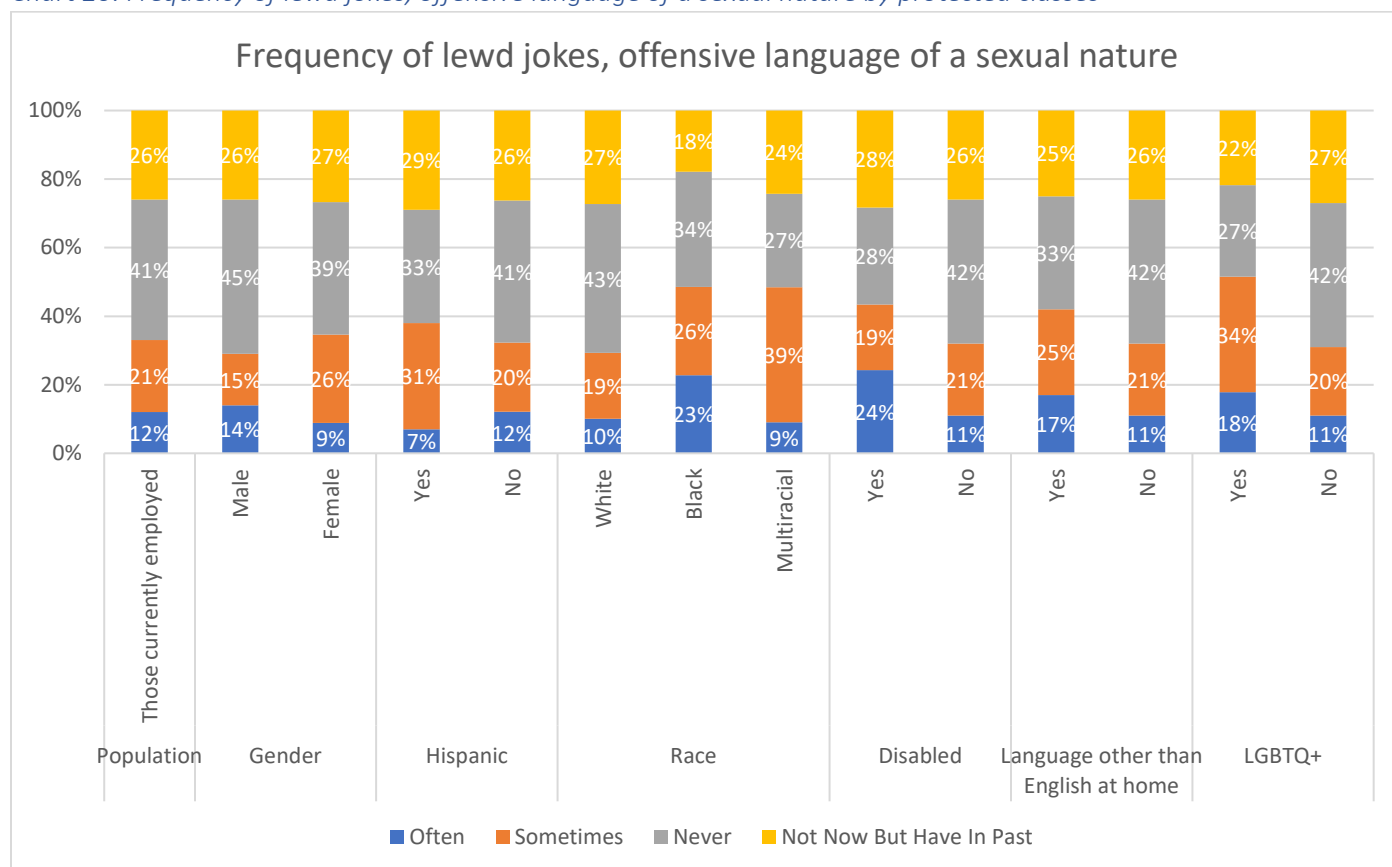
Chart 19: Frequency of workplace experiences relating to sexual harassment



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

This next chart looks at lewd jokes, offensive language, or sharing of sexual anecdotes (the question in the left column of Chart 19) by gender, race, ethnicity, disability status, and LGBTQ+ identity.

Chart 20: Frequency of lewd jokes, offensive language of a sexual nature by protected classes



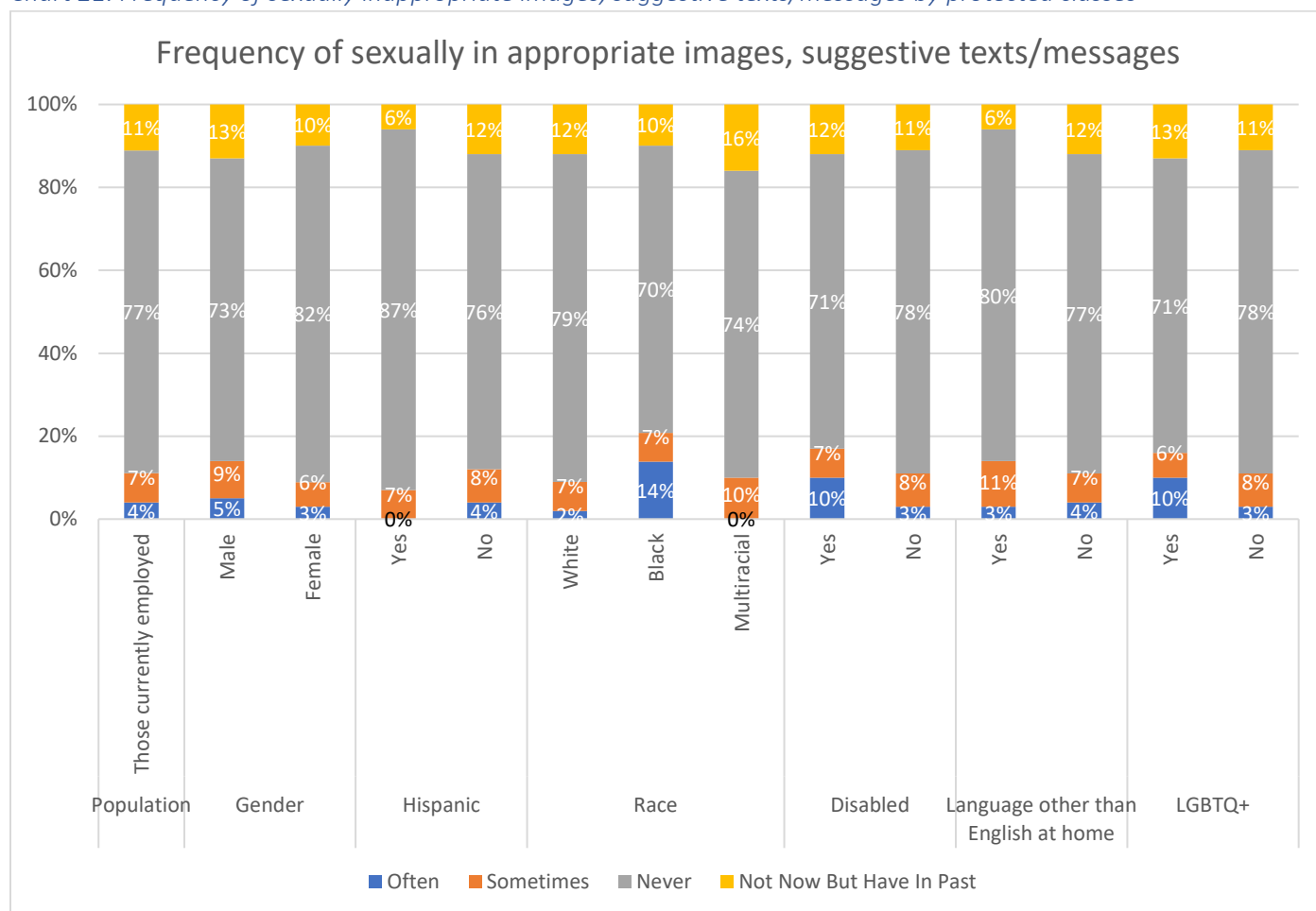
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Looking at lewd jokes and offensive language question, the following patterns emerged for groups outside the credibility interval:

- Men were less likely than women to respond as sometimes at 15% compared to 26% for women.
- The answers from Black respondents in all categories were outside the credibility interval: 23% with often, 26% with sometimes, 34% for never, and 18% with not now but in the past.
- Hispanic respondents were less likely to experience it often at 7% and never at 33% with more at sometimes at 31%.
- Multiracial respondents listed sometimes at 39% and 27% with never.
- 17% of respondents who spoke a language other than English at home listed often and 33% said never.
- 24% of respondents with a disability said often while 28% said never.
- 18% of LGBTQ+ respondents said often while 34% said often with 27% indicating never.

This next chart separates out the responses by gender, race, ethnicity, disability status, and LGBTQ+ identity for the right column in Chart 19.

Chart 21: Frequency of sexually inappropriate images, suggestive texts/messages by protected classes



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

For the sexually inappropriate images or messages questions, the following fell outside the credibility interval:

- 82% of women indicated never.
- 14% of Black respondents said often with 70% at never.
- 10% of respondents with a disability and those who indicated as LGBTQ+ listed often while 71% of both said never.
- 87% of Hispanic respondents said never, while 6% of Hispanic respondents said not now but in the past.
- 16% of multiracial respondents listed not now but in the past.
- 6% of those who spoke a language other than English at home listed not now but in the past.

Other acts

This section looks at perceptions of being unfairly treated in restaurants or stores and being unfairly stopped, searched, questioned, or otherwise threatened by police, again using questions modeled on

the Everyday Discrimination Scale bank of questions.⁷ These questions did not ask about the location of these events so they may or may not have occurred in Fort Wayne or Allen County, nor did it ask about when these events occurred.

The questions for charts 22 and 25 are as follows and were asked of all 800 respondents with a yes-no-not sure answer pattern:

- At any time in your life, have you ever been treated unfairly at restaurants or stores?
- At any time in your life, have you ever been unfairly stopped, searched, questioned or threatened by police?

If they answered yes to the questions in charts 22 and 25, they received separate follow-ups for each question. The follow-ups focused on legally protected classes, same as before, plus age and a response for an unprotected category, as shown in charts 23, 24, 26, and 27 using a yes-no answer pattern with separate responses for the questions in charts 22 and 25.

They were:

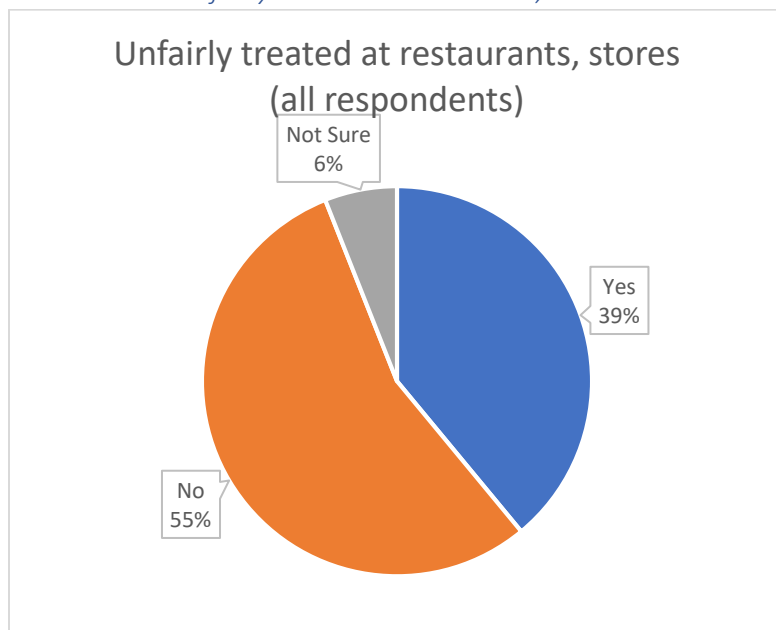
- Race or ethnicity
- Gender
- Age
- Sexual orientation
- Disability
- Religion
- Something else/none of these

Unfairly treated at restaurants, stores

Less than half of respondents – 39% – indicated they had ever been unfairly treated in restaurants or stores, while 55% said no and another 6% being not sure, as shown in Chart 22.

⁷ <https://scholar.harvard.edu/davidrwilliams/node/32397>

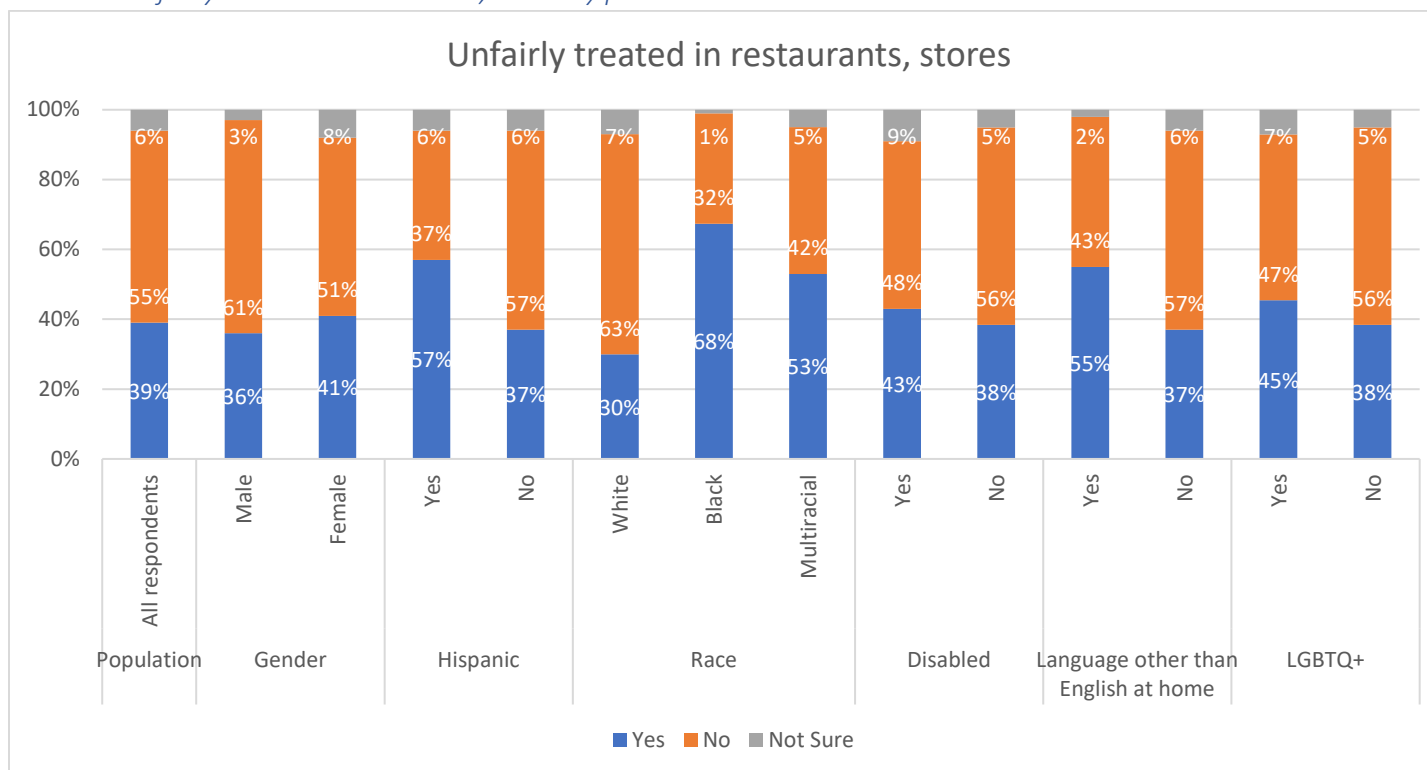
Chart 22: Ever unfairly treated at restaurants, stores



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

In Chart 23, CRI looked at gender, race, Hispanic origin, disability status, LGBTQ+ identity, and language spoken at home for the question about being unfairly treated in restaurants and stores.

Chart 23: Unfairly treated in restaurants, stores by protected classes



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Populations with answers above the credibility interval for yes were 68% of Black respondents, 57% of Hispanic respondents, 55% of those who speak a language other than English at home, 53% of multiracial respondents, and 45% of LGBTQ+ respondents. Yes answers below the credibility interval were 30% of white respondents.

Those responding no above the credibility interval were 63% of white respondents and 61% of men. No responses below the interval were 32% of Black respondents, 37% of Hispanic respondents, 42% of multiracial respondents, 43% of those who spoke a language other than English at home, 47% of LGBTQ+ respondents, and 48% of respondents with a disability.

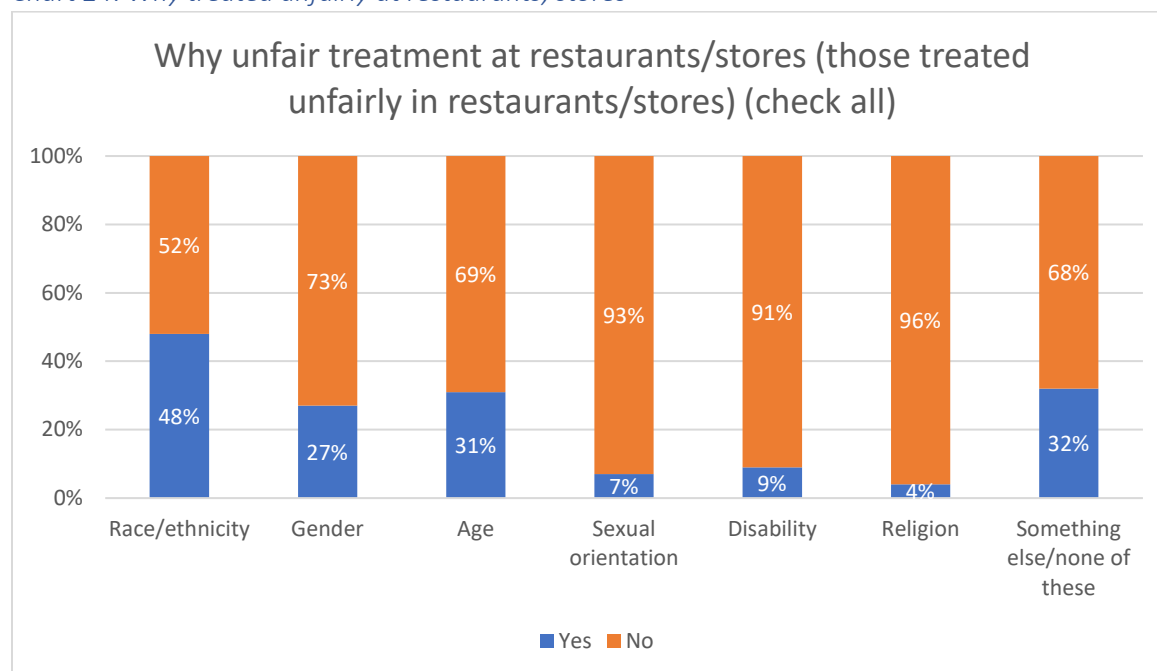
Not sure answers outside the credibility interval were 1% of Black respondents.

Three hundred and thirteen respondents composed the 39% of those who answered the question in Chart 22 in the affirmative, who in turn were asked if any of the listed protected classes or something else were why they had been unfairly treated, as shown in Chart 24.

The most common reason for the different treatment was race and ethnicity with 48%. Second most common was something else/none of these at 32%. Age was the third most common at 31%, while gender made up 27%.

Religion was the least likely reason at 4%, followed by sexual orientation at 7%, and disability rounding out the bottom three at 9%.

Chart 24: Why treated unfairly at restaurants, stores



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI looked at gender, race, Hispanic origin, disability status, LGBTQ+ identity, and language spoken at home for Chart 24's questions.

Race and ethnicity

Respondents who identified as a race other than white, Hispanic, or spoke a language other than English at home were more likely to report race and ethnicity as a factor in their unfair treatment. 88% of multiracial respondents, 81% of Black respondents, 70% of other race respondents, and 65% of both Hispanic respondents and those who spoke a language other than English at home listed race or ethnicity in the affirmative. For comparison, 45% of non-Hispanic respondents and 44% of those who speak English at home listed race or ethnicity as a cause.

For white respondents, 21% listed race or ethnicity as a factor.

24% of people with a disability listed race or ethnicity as did 38% of respondents with LGBTQ+ identity. For comparison, 52% of those who did not identify as disabled and 49% of those who did not identify as LGBTQ+ answered affirmatively.

Answers by gender were not outside the credibility interval.

Gender

Both male and female respondents were within the credibility interval for this question with 23% for men and 27% for women answering in the affirmative.

For race and ethnicity, 14% of Hispanic respondents listed gender in the affirmative as did 11% of those identifying as other race and 16% of multiracial respondents. For comparison, 29% of non-Hispanic respondents answered affirmatively as did 30% of white respondents.

Age

Since this asked if this had “ever happened,” respondents’ answers could reflect an event that happened recently or something that occurred years or decades ago.

Respondents identifying as Hispanic, another race, or multiracial were less likely to respond that age was a factor at 23% for Hispanic respondents, 24% for other race, and 21% for multiracial respondents. For comparison, 32% of non-Hispanic respondents and 36% of white respondents indicated age as a cause.

23% of respondents identifying as having a disability listed age as a factor. For comparison, 32% of those not identifying as disabled indicated age as a cause.

Responses by gender, language spoken at home, and LGBTQ+ identity were not outside the credibility interval.

Sexual orientation

Respondents identifying as LGBTQ+ listed sexual orientation as a factor for unfair treatment in stores and restaurants at 34% while 3% of those not identifying as such indicated their sexual orientation as a cause.

11% of people with disabilities listed sexual orientation in the affirmative. For comparison, 6% of the non-disabled population listed such.

Two groups listed 0%: Hispanic and other race. For comparison, 8% of both non-Hispanic respondents and white respondents answered yes.

Responses by gender and language at home were not outside the credibility interval.

Disability

Respondents indicating a disability were almost three times as likely to list disability as a factor than the total respondent pool at 28%. 5% of respondents who did not list a disability in the demographics indicated disability resulted in unfair treatment in a restaurant or store.

13% of LGBTQ+ respondents listed disability as a cause. For comparison, 8% of those not identifying as LGBTQ+ answered affirmatively.

5% of Hispanic respondents and those who speak a language other than English at home listed disability, while 0% of respondents of other race did. For comparison, 9% of non-Hispanic respondents, 10% of those who speak English at home, and 10% of white respondents indicated disability as a cause.

Responses by gender were not outside the credibility interval.

Religion

The survey did not ask what religion, if any, respondents observed so CRI cannot report a preference or disadvantage for a particular religious practice or sect.

0% of both Hispanic respondents and those of the other race category answered in the affirmative. For comparison, 5% of the non-Hispanic respondents and 4% of white respondents listed religion as a cause.

Responses by gender, disability status, LGBTQ+ identity, and language spoken at home were not outside the credibility interval.

Something else/none of the above

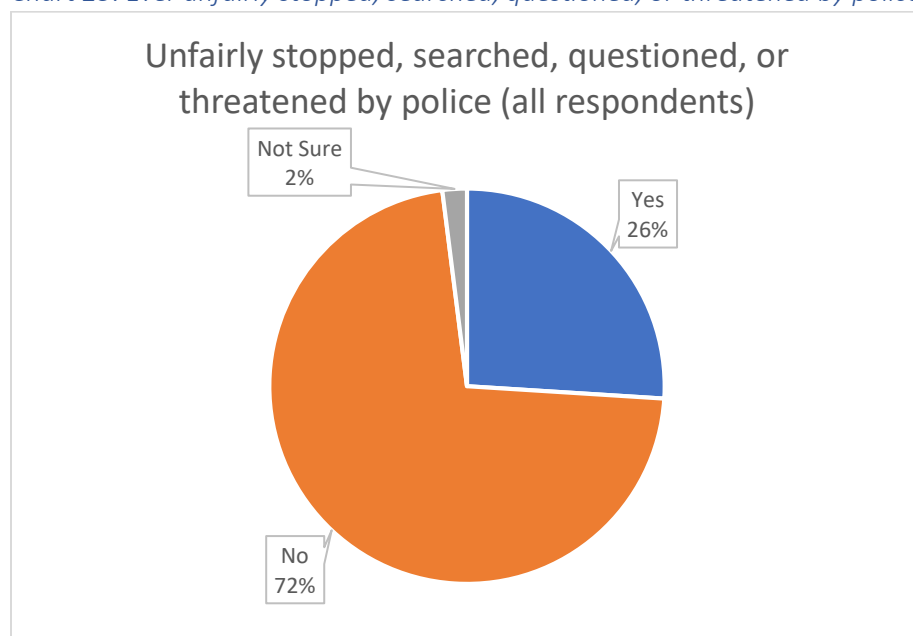
Respondents identifying as disabled, white, Hispanic, or in the other race category were most likely to report something else or none of the above at 49%, 43%, 42%, and 46% respectively. Respondents who identified as Black or multiracial were least likely to report such at 17% and 12% respectively for race or ethnicity. For comparison, 31% of non-Hispanic respondents and 29% of those not reporting a disability indicated something else.

Responses by gender, language spoken at home, and LGBTQ+ identity were not outside the credibility interval.

Unfairly stopped, searched, questioned, or threatened by police

Chart 25 reflects the responses of the 800 survey participants as to whether they believed they were unfairly stopped, searched, questioned, or threatened by police. Slightly more than one quarter at 26% indicated such had occurred, while 72% said no, and 2% were not sure. This question did not inquire about when or where these events occurred, only if the respondent believed they had been unfairly stopped, searched, questioned, or threatened by police.

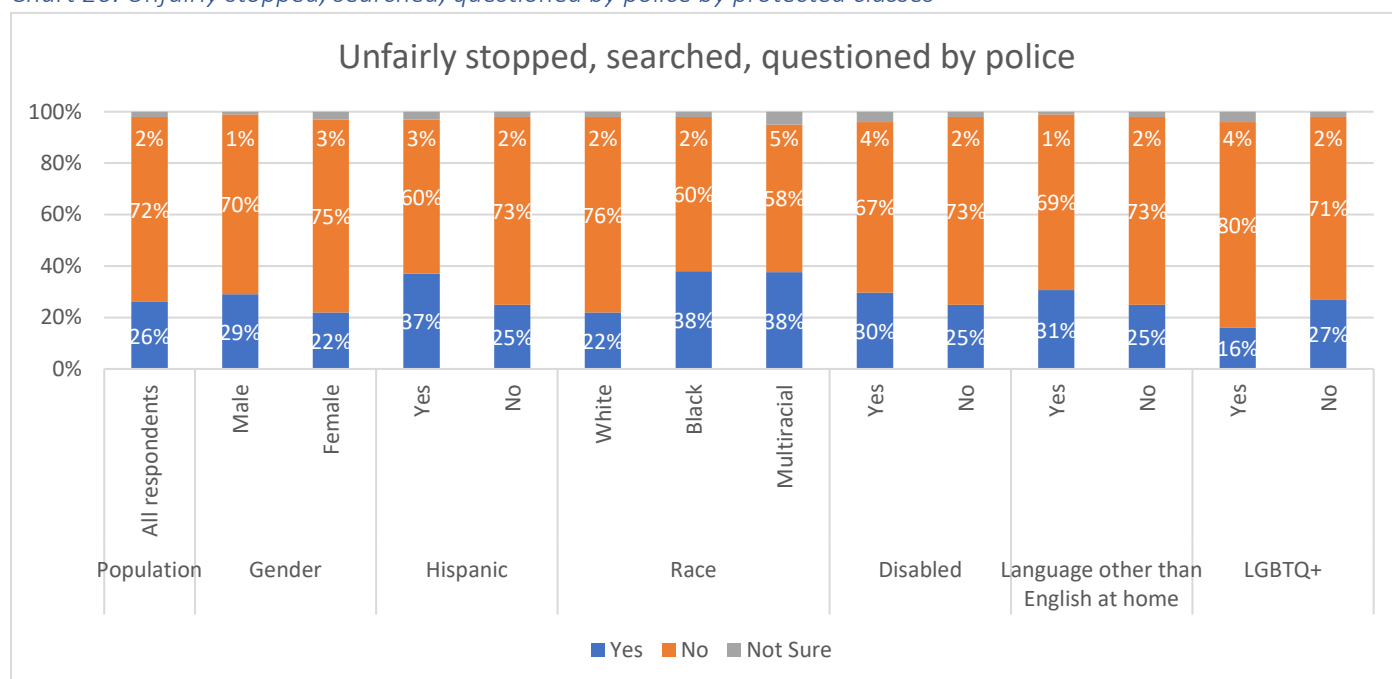
Chart 25: Ever unfairly stopped, searched, questioned, or threatened by police



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Chart 26 shows the responses from Chart 25 based on gender, race, ethnicity, disability status, and LGBTQ+ identity.

Chart 26: Unfairly stopped, searched, questioned by police by protected classes



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

38% of both Black and multiracial respondents indicated this occurred as did 37% of Hispanic respondents. Other populations with more frequent unfair police interactions as measured by the

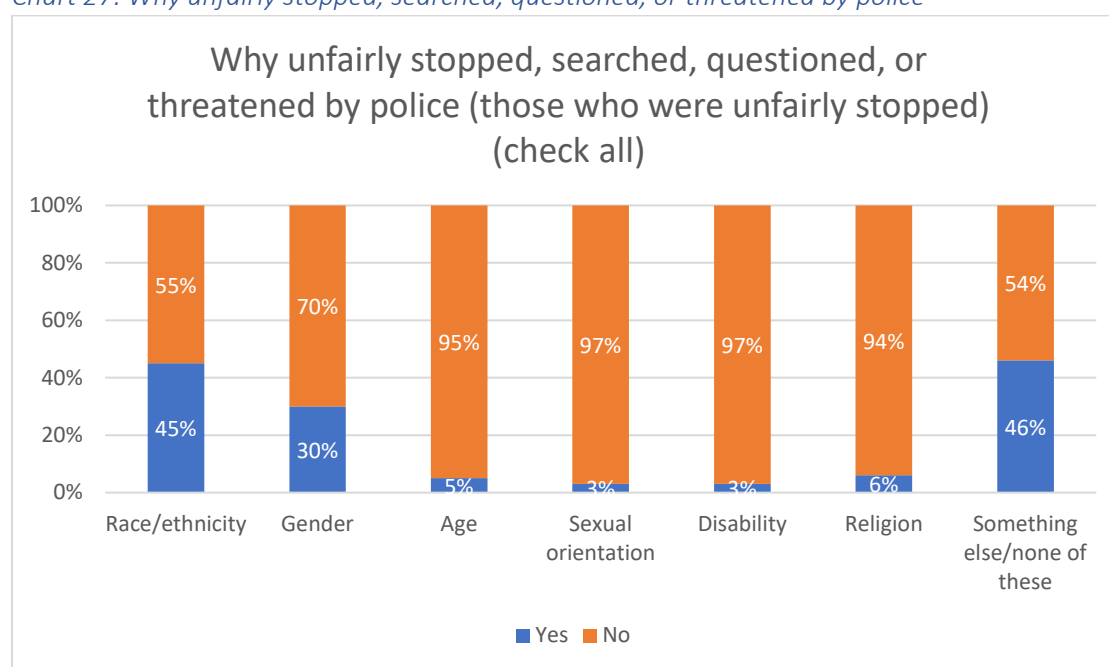
credibility interval were respondents who speak a language other than English at home at 31% and respondents identifying a disability at 30%.

Those reporting a smaller share than the credibility interval were respondents identifying as LGBTQ+ at 16% and both white respondents and women at 22%.

Of the 207 respondents who indicated they experienced the unfair police interaction, they were then asked what if any of the following protected classes plus age and something else they believed influenced this event as shown in Chart 27.

The most common answer was none of these/something not listed here at 46%, while 45% listed race/ethnicity. The third most common answer was gender at 30%. The remaining categories were all in the single digits: 6% for religion, 5% for age, and then 3% for both sexual orientation and disability.

Chart 27: Why unfairly stopped, searched, questioned, or threatened by police



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Race or ethnicity

Racial and ethnic minorities were more likely to indicate race or ethnicity factored into their unfair police interaction. 92% of both Black and Hispanic respondents affirmed race or ethnicity, as did 89% of other race and 83% of multiracial respondents. 63% of those who speak a language other than English at home said yes. For comparison, 38% of non-Hispanic respondents and 42% of those who speak English at home believed their race or ethnicity were factors.

Those below the credibility interval were 17% of white respondents.

Responses by gender, disability status, and LGBTQ+ identity were not outside the credibility interval.

Gender

Responses for neither men nor women were outside the credibility interval.

Those most likely to indicate gender influenced their interaction with police were Black respondents at 39%. For comparison, 28% of white respondents believed gender was an influence in the unfair police interaction.

Responses by Hispanic identity, other races, disability status, language spoken at home, and LGBTQ+ identity were not outside the credibility interval.

Age

Since this asked if this had “ever happened,” respondents’ answers could reflect an event that happened recently or something that occurred years or decades ago.

Both men and women were outside the credibility interval with male respondents at 43% for yes and 23% for female respondents answering affirmatively.

LGBTQ+ respondents were least likely to report age as a factor at 11%. Other groups below the population at large who experienced this: both Hispanic and multiracial respondents at 27%, and other race at 17%. For comparison, 36% of both non-LGBTQ+ and non-Hispanic respondents and 39% of white respondents answered in the affirmative for age.

Responses by disability status and language spoken at home were not outside the credibility interval.

Sexual orientation

47% of respondents identifying as LGBTQ+ who experienced this police interaction attributed sexual orientation as a factor. For comparison, 2% of non-LGBTQ+ respondents answered this way.

Other groups above the credibility interval for the total responses: respondents with a disability at 12% and multiracial respondents at 10%. For comparison, 6% of white respondents and 3% of those not reporting a disability had the same answer.

Hispanic respondents, respondents who did not speak English at home, and those of other race listed 0%, while Black respondents had 1% of respondents answering in the affirmative from their respective population. For comparison, 5% of non-Hispanic respondents and 6% of both those who speak English at home and white respondents answered yes.

Responses by gender were not outside the credibility interval.

Disability

Respondents with a disability were within the credibility interval.

Respondents identifying as LGBTQ+ were most likely to report disability as influencing their interaction with police at 11%. For comparison, 2% of those not identifying as LGBTQ+ answered in the affirmative.

Hispanic respondents, those of other race, and respondents who spoke a language other than English at home all reported 0%. For comparison, 3% of both non-Hispanic respondents and those who speak English at home and 2% of white respondents indicated disability as a cause.

Responses by gender were not outside the credibility interval.

Religion

The survey did not ask what religion, if any, respondents observed so CRI cannot report a preference or disadvantage for a particular religious practice or sect.

Multiracial respondents were most likely to report religion as a factor for their police interaction at 23%. Black respondents were the second highest group at 12%.

Respondents of other race and LGBTQ+ respondents reported 0% for religion on this event. White respondents were below the credibility interval at 2%. For comparison, 6% of those not identifying as LGBTQ+ thought religion was a factor.

Responses by gender, Hispanic identity, language spoken at home, and disability status were not outside the credibility interval.

Something else/none of these

White respondents were most likely to report something else or none of these for the cause of the police interaction at 56%.

Those who speak a language other than English at home, Black, multiracial, and other race respondents were least likely to report something else at 30%, 29%, 28%, and 25% respectively when looking at race and ethnicity. The other identity below the total respondent pool's credibility interval was LGBTQ+ respondents at 34%. For comparison, 49% of those who speak English at home and 47% of those who do not identify as LGBTQ+ answered yes to something else/none of the above.

Responses by gender, Hispanic identity, and disability status were not outside the credibility interval.

Reporting discrimination at work

This section looks at respondents' intent for responding to future unfair treatment at work relating to race, ethnicity, gender, disability, or sexual orientation, as shown in Chart 28. For those who have indicated they experienced discrimination at work, Chart 29 looks at how they actually responded.

Chart 28 lists the responses to the following scenarios using a yes-no answer pattern for each. These were asked of all respondents, sorted here by highest to lowest favorable response:

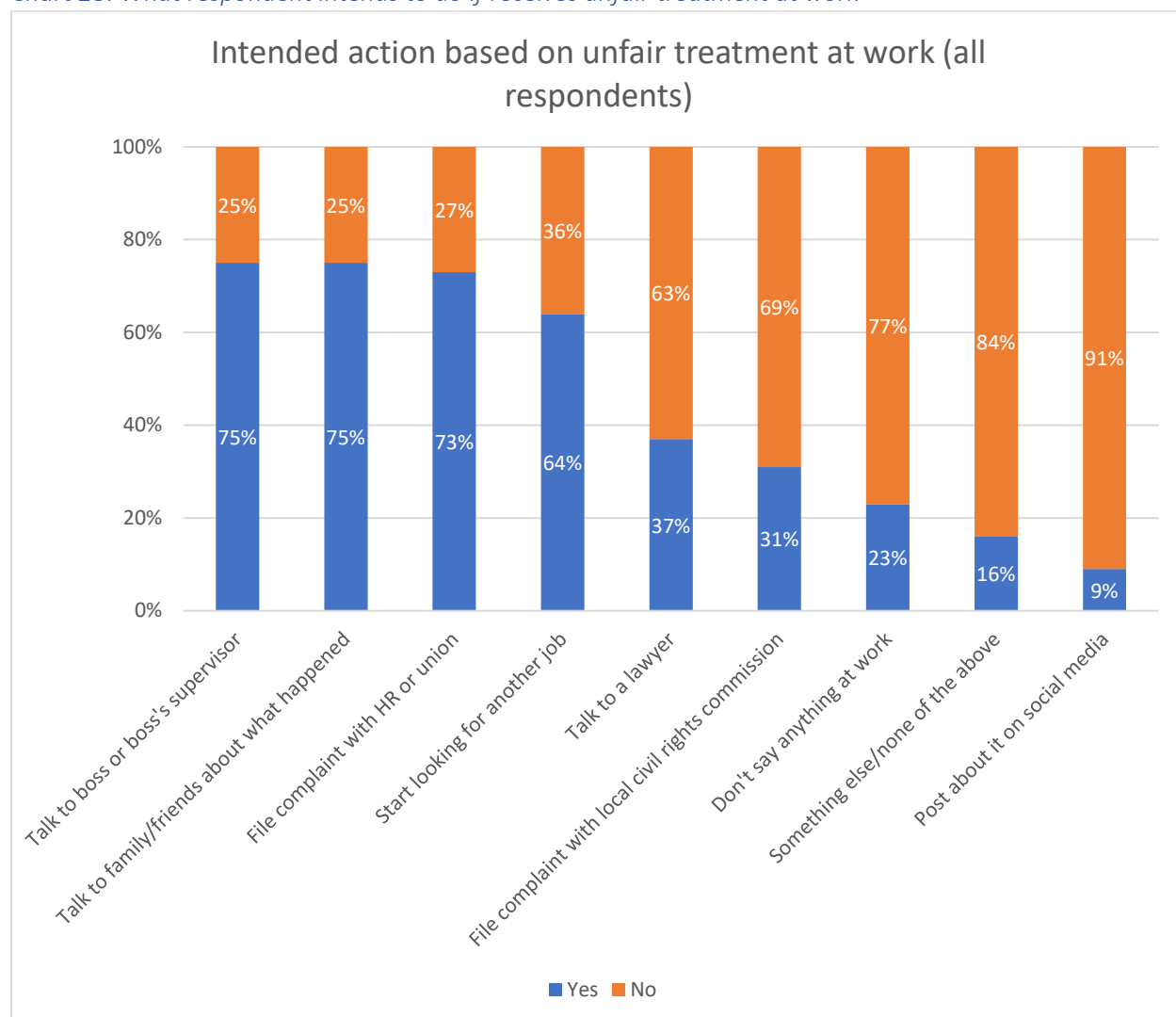
- Talk to boss or boss's supervisor
- Talk to family/friends about what happened
- File complaint with local civil rights commission
- Start looking for another job
- Talk to a lawyer
- File complaint with HR or union
- Don't say anything at work
- Something else/none of the above
- Post about it on social media

Three quarters of respondents indicated that they would talk to their boss or their boss's boss and talk to family and friends about what happened. Posting about it on social media was the least likely event at 9%.

The other two acts receiving more than half indicating they would do such were filing a complaint with their human resources office or union at 73% and start looking for another job at 64%.

More than a third said they would speak with a lawyer at 37% while 31% said they would file a complaint with the local civil rights commission. 23% indicated they wouldn't say anything at work while 16% indicated they would do something else or none of the options listed.

Chart 28: What respondent intends to do if receives unfair treatment at work



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI looked at gender, race, Hispanic origin, disability status, LGBTQ+ identity, and language spoken at home for Chart 28's questions.

Talk to boss or boss's supervisor

LGBTQ+ respondents and people with disabilities were the two populations least likely to report indicating an intent to speak with their boss or their boss's supervisor at 55% and 69% respectively followed by 70% of multiracial respondents. For comparison, 77% of those not identifying as LGBTQ+,

75% of those not identifying as disabled, and 76% of white respondents said they would speak with their boss or boss's boss.

Those indicating a higher likelihood were 81% of respondents who spoke a language other than English at home. For comparison, 74% of those who speak English at home answered the same way.

Responses by gender and Hispanic identity were not outside the credibility interval.

Talk to family, friends

Hispanic respondents were least likely to talk to family and friends about the events at 65% while 68% of LGBTQ+ respondents indicated such. For comparison, 76% of both non-Hispanic and non-LGBTQ+ respondents answered affirmatively.

Those most likely to say something to their family or friends were multiracial respondents at 81%. 71% of Black respondents said they would talk to family and friends. For comparison, 77% of white respondents listed yes.

Responses by gender, disability status, and language spoken at home were not outside the credibility interval.

File complaint with human resources or union

69% of multiracial respondents and 68% of respondents who spoke a language other than English at home indicated they would file a complaint with HR or their union. For comparison, 74% of both white respondents and those who speak English at home answered the same way.

LGBTQ+ respondents were least likely to respond affirmatively at 58%. For comparison, 75% of those who did not indicate LGBTQ+ identity indicated they would report the event.

Responses by gender, Hispanic identity, and disability status were not outside the credibility interval.

Start looking for another job

None of the responses for the studied classes were outside the credibility interval.

Talk to a lawyer

Men were more likely to express an interest in talking with a lawyer at 44% while 32% of women indicated such.

Black respondents were most likely to indicate speaking with a lawyer at 52%, while 19% of multiracial respondents said yes. For comparison, 36% of white respondents answered affirmatively for speaking with a lawyer.

46% of respondents identifying as having a disability said they would speak with a lawyer. For comparison, 36% of those not identifying as disabled said the same.

26% of LGBTQ+ respondents answered in the affirmative for this question. For comparison, 39% of non-LGBTQ+ respondents said they would speak with a lawyer.

Responses by Hispanic identity and language spoken at home were not outside the credibility interval.

File complaint with civil rights commission

Race and ethnicity were predictive with 45% of Black respondents and 43% of Hispanic respondents answering in the affirmative while 18% of multiracial respondents said yes. For comparison, 28% of white respondents and 30% of non-Hispanic respondents answered affirmatively.

35% of respondents identifying as having a disability said they would file. For comparison, 30% of non-disabled respondents answered affirmatively.

LGBTQ+ respondents were least likely to file at 16% answering in the affirmative. For comparison, 33% of non-LGBTQ+ respondents answered affirmatively.

Responses by gender and language spoken at home were not outside the credibility interval.

Don't say anything at work

Respondents with answers above the credibility interval here were those identifying as Hispanic at 30%, people identifying as disabled at 29%, and 27% for those identifying as LGBTQ+. For comparison, 22% of non-Hispanic respondents, those not identifying as disabled, and those not identifying as LGBTQ+ all answered affirmatively for not saying anything at work.

Those with response rates below the credibility interval were those who spoke a language other than English at home at 16%. For comparison, 24% of those who speak English at home answered in the affirmative.

Responses by gender and race were not outside the credibility interval.

Something else, nothing listed here

Hispanic respondents were most likely to report something else or none of the above⁸ at 30%. For comparison, 14% of non-Hispanic respondents answered yes.

20% of both respondents with a disability and those who spoke a language other than English at home indicated something else or nothing listed above. For comparison, 15% of both those who did not identify as disabled and those who speak a language other than English at home answered in the affirmative for something else or nothing listed in the survey.

19% of multiracial respondents answered in the affirmative. For comparison, 15% of white respondents answered in the affirmative.

Responses by gender and LGBTQ+ identity were not outside the credibility interval.

Post on social media

Respondents who spoke a language other than English at home were the most likely to report posting about it on social media at 13%. For comparison, those who speak English at home had 8% answer in the affirmative.

Multiple groups reported a 12% affirmative answer: Hispanic respondents, Black respondents, and respondents identifying as LGBTQ+. For comparison, 9% of both the non-Hispanic and non-LGBTQ+

⁸ This was the final question in the answer set when the survey was administered.

respondent pool and 8% of white respondents answered in the affirmative for posting about the events on social media.

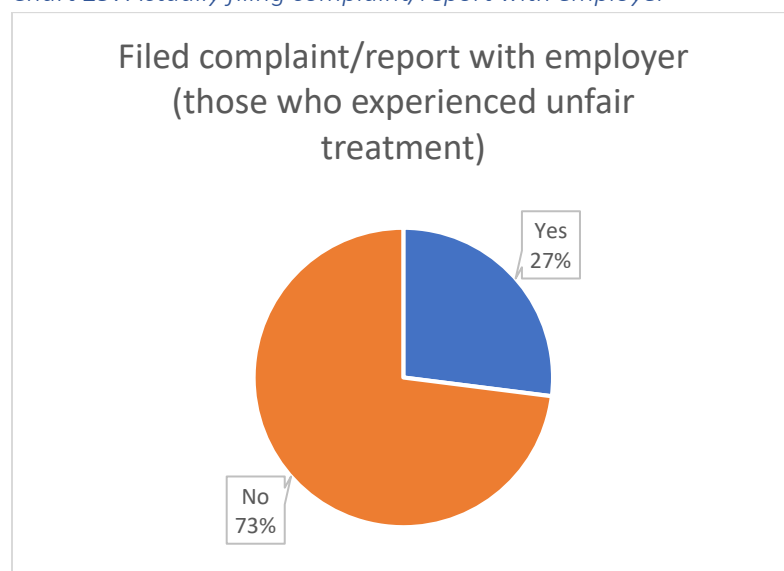
No reported group had an answer below the credibility interval.

Responses by gender and disability status were not outside the credibility interval.

Actually filing complaint/report with employer

The question on Chart 29 asked those who indicated unfair treatment at work whether they reported the discrimination or filed a complaint with their employer. A little more than a quarter of the 676 respondents – 27% – indicated they did such.

Chart 29: Actually filing complaint/report with employer



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Looking at the demographic responses for the question in Chart 29, 42% of Black respondents and those who speak a language other than English at home answered that they filed a complaint, as did 33% of LGBTQ+ respondents and 32% of Hispanic respondents. For comparison, 23% of white respondents, 25% of those who speak English at home, and 27% of both non-LGBTQ+ and non-Hispanic respondents indicated they filed a report.

Responses by gender and disability status were not outside the credibility interval.

Housing

For housing, the survey asked a series of questions relating to the respondent's own experiences, what they have seen where they have lived, and what information they believe landlords or rental companies use to make decisions to select tenants or renew leases.

Under federal fair housing law, the following categories are considered protected classes:

- Race
- Color
- National origin

- Religion
- Sex including gender identity and sexual orientation
- Familial status when children under the age of 18 live with the occupant
- Disability status including mental health

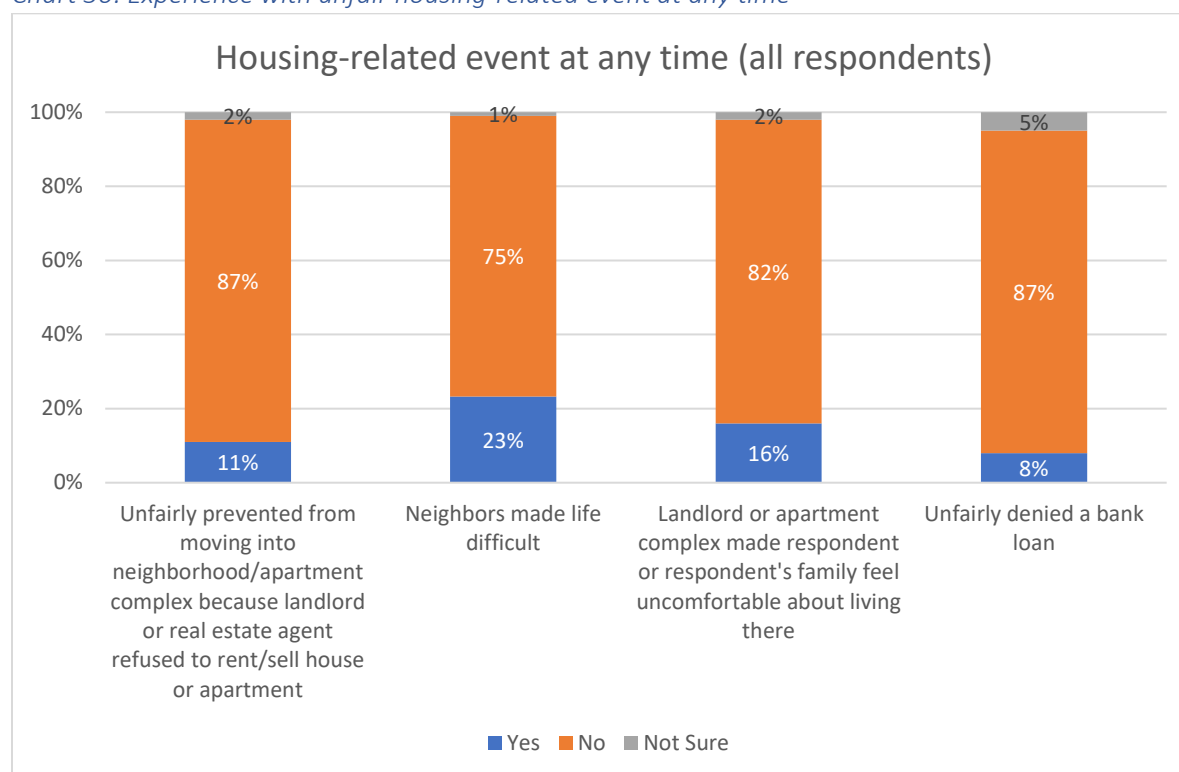
Own unfair housing experiences

Chart 30 shows the responses for four unfair housing-related questions using a yes-no-not sure answer pattern. The questions were: At any time in your life, have you ever:

- Lived where the landlord or apartment complex including the property manager, leasing agent, or maintenance workers made you or your family feel uncomfortable about living there?
- Moved into a neighborhood or apartment complex where neighbors made life difficult for you or your family?
- Lived where the landlord or apartment complex including the property manager, leasing agent, or maintenance workers made you or your family feel uncomfortable about living there?
- Been unfairly denied a bank loan?

Almost a quarter experienced neighbors who made life difficult for them or their families at 23%, making it the most common experience of the four. 16% of all respondents indicated they had lived in a rental housing unit where they or their family felt uncomfortable living there due to the staff. Being unfairly denied a bank loan was the least common at 8%, but also had the highest not sure at 5% compared to 1-2% for the other questions. 11% reported experiencing being unfairly prevented from moving into a neighborhood or apartment complex.

Chart 30: Experience with unfair housing-related event at any time



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 30 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Unfairly prevented from moving into neighborhood, apartment complex

Black respondents were most likely to report being unfairly prevented from moving into a neighborhood or apartment complex at 25% while 75% said no. 6% of white respondents said yes and 91% answered no.

17% of both Hispanic respondents and those who spoke a language other than English at home answered affirmatively while 80% of the first group said no as did 81% of the second. For comparison, 10% of both non-Hispanic respondents and those who speak English at home answered yes.

14% of respondents with a disability indicated they had been unfairly denied housing with 82% saying no. For comparison, 11% of the non-disabled respondent pool answered in the affirmative.

LGBTQ+ respondents were less likely to report this had happened to them at 7% while 9% said not sure. The non-LGBTQ+ respondents answered yes with 11% and 2% for not sure.

Responses by gender were not outside the credibility interval.

Neighbors made life difficult for respondent/family

33% of Black respondents indicated neighbors made life difficult for them or their families compared to 66% who had not. 79% of white respondents answered no to having difficult neighbors. For comparison, 20% of white respondents answered yes.

32% of Hispanic respondents, LGBTQ+ respondents, and those with a disability listed in the affirmative. 30% of those who spoke a language other than English at home listed yes. 63% of Hispanic respondents said no while 5% were not sure. 65% of respondents with a disability and 67% of both those who do not speak English at home and LGBTQ+ respondents answered in the negative.

For comparison, 23%, 76% and 1% of non-Hispanic respondents answered as yes, no, and not sure respectively. For comparison, non-disabled respondents had 22% for yes, 77% for no, and 1% for not sure. For comparison, those who speak English at home had 23% for yes, 77% for no, and 1% for not sure. For comparison, the non-LGBTQ+ respondent pool had 22% for yes, 76% for no, and 1% for not sure.

Responses by gender were not outside the credibility interval.

Landlord/apartment complex made respondent/family feel uncomfortable

29% of Hispanic respondents, 27% of Black respondents, and 24% of those who speak a language other than English at home had an affirmative response to a landlord or apartment complex making them or their family feel uncomfortable. 68%, 70%, and 74% of the populations as listed answered no. 12% of white respondents answered yes with 86% for no. 77% of multiracial respondents answered no. For comparison, 15% of those who speak English at home answered affirmatively with 84% for no.

28% of respondents with a disability answered affirmatively and 72% said no. For comparison, 14% of those not identifying as disabled said yes with 84% for no.

Responses by gender and LGBTQ+ identity were not outside the credibility interval.

Unfairly denied a bank loan

16% of Black respondents believed they had been unfairly denied a bank loan as did 11% of multiracial respondents with 77% of Black responses for no. For comparison, 6% of white respondents indicated they had been unfairly denied and 89% said no.

13% of respondents with a disability believed they had been unfairly denied a bank loan compared to 82% who answered no. For comparison, 8% of those who were not disabled answered affirmatively and 88% with no.

8% of those who spoke a language other than English at home were not sure. For comparison, 4% of those who speak English at home had the same answer.

9% of respondents identifying as LGBTQ+ were not sure if this had happened while 5% answered yes. For comparison, non-LGBTQ+ respondents had 9% at yes and 4% for not sure.

Responses by gender, Hispanic identity, language spoken at home, and LGBTQ+ identity were not outside the credibility interval.

Causes of unfair housing experience

The questions shown in Chart 31 were asked of the 272 respondents who answered in the affirmative to at least one question in Chart 30 to explore the “why” of what occurred based on the respondent’s beliefs or experience. Like the other follow-up questions in this project, they looked at protected class status⁹ plus age the something else category.

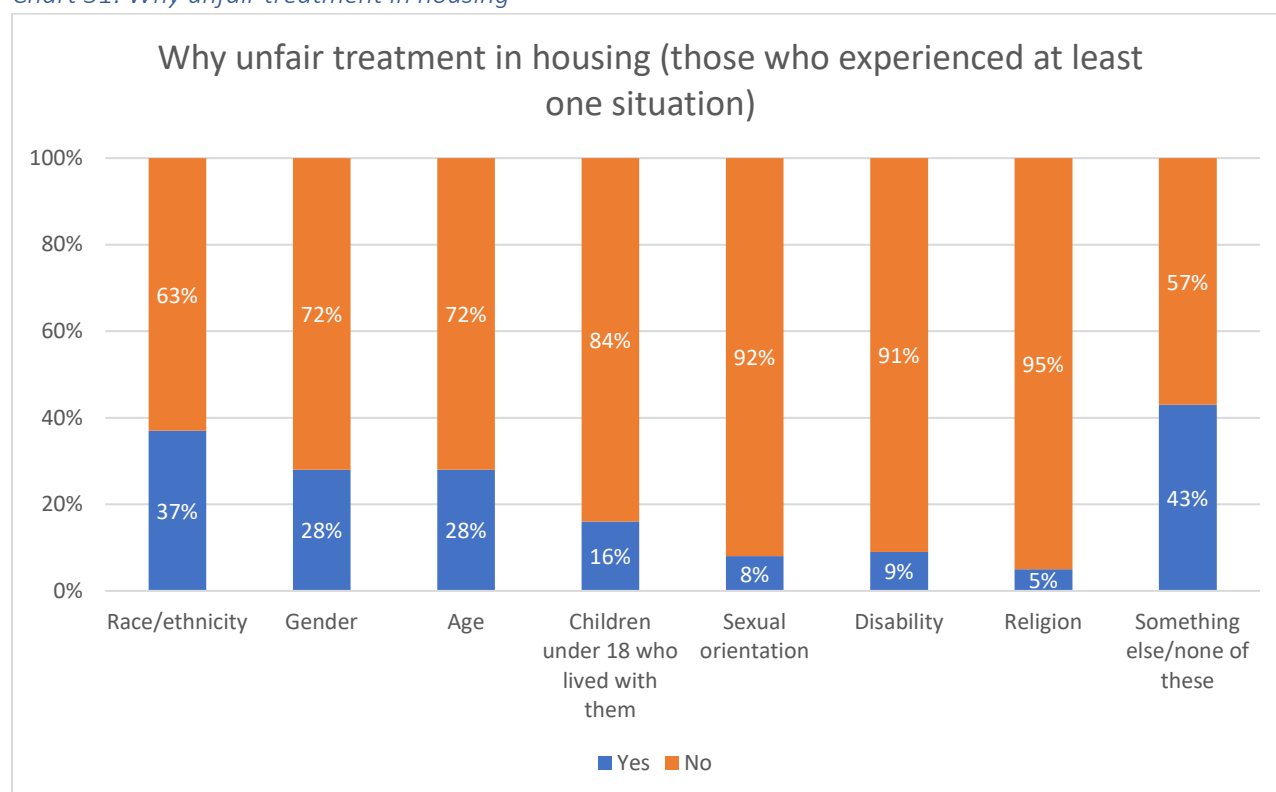
The follow-up questions asked if the unfair treatment as a result of:

- Race or ethnicity
- Gender
- Age (not a legally protected class except for familial status or 55 and older housing)
- Familial status asked as children under 18 who lived with them
- Sexual orientation
- Disability
- Religion
- Something else/none of these

The most common answer for “why unfair treatment in housing” was something else/none of these at 43%. Race and ethnicity was the second most common answer at 37%. Gender and age tied for third at 28%. Familial status was 16%, while disability, sexual orientation, and religion were all in the single digits, consistent with other “why” follow-up questions in this survey, at 9%, 8%, and 5% respectively.

⁹ Age is not a protected class for housing but CRI and Metro opted to include it here.

Chart 31: Why unfair treatment in housing



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 31 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home. Since Chart 31's questions used a yes-no answer pattern, the report only looks at the yes answers.

Race or ethnicity

While the total reporting race or ethnicity was 37%, a split emerged when looking at racial and ethnic demographics with 78% of Black respondents, 72% of Hispanic respondents, 59% of those who speak a language other than English at home, 57% of multiracial respondents, and 55% of another race indicated such had occurred. 14% of white respondents indicated race or ethnicity was a factor. For comparison, it was 32% of both non-Hispanic respondents and those who speak English at home answering in the affirmative.

Populations with numbers below the credibility interval were 30% of respondents identifying as having a disability and 29% of those identifying as LGBTQ+. For comparison, it was 38% for those not identifying as disabled and 37% non-LGBTQ+ answering in the affirmative.

Responses by gender were not outside the credibility interval.

Gender

Men and women reported gender's influence differently. 40% of women who experienced a discriminatory housing event attributed it to gender compared to 15% of men.

37% of those who speak a language other than English at home answered affirmatively as did 35% of the respondents with a disability who answered this question. For comparison, 26% of both those not identifying as disabled and those speaking English at home answered in the affirmative for gender.

Responses by Hispanic identity, race, and LGBTQ+ identity were not outside the credibility interval

Age

Since this asked if this had “ever happened,” respondents’ answers could reflect an event that happened recently or something that occurred years or decades ago.

Multiracial respondents had the highest positive response rate for race or ethnicity to age at 44% while the lowest was those who identify as another race at 9%. For comparison, 29% of white respondents answered in the affirmative.

39% of respondents with a disability answered yes. For comparison, 26% of those who did not identify as disabled answered the same.

35% of LGBTQ+ respondents answered yes. For comparison, 27% of those who do not identify as LGBTQ+ said yes.

Responses by gender, Hispanic identity, and language spoken at home were not outside the credibility interval.

Familial status asked as children under 18 who lived with them

Respondents identifying as having a disability were most likely to report familial status discrimination at 26% while respondents of another race were the lowest at 5%. For comparison, those not identifying as disabled had 14% answering yes as did 20% of white respondents.

Others below the credibility interval were people identifying as LGBTQ+ at 6% and Hispanic respondents at 9%. For comparison, 18% of both non-Hispanic and non-LGBTQ+ respondents answered yes.

Responses by gender and language spoken at home were not outside the credibility interval.

Sexual orientation

Respondents who identified as LGBTQ+ were most likely to indicate sexual orientation as a factor in their discriminatory housing experience at 49%. 27% of multiracial respondents indicated this too. For comparison, 8% of white respondents and 3% of non-LGBTQ+ reported yes for sexual orientation.

12% of respondents who spoke a language other than English at home answered affirmatively. For comparison, 8% of those who speak English at home reported the same.

0% of those identifying as another race and 2% of men indicated sexual orientation as a factor. For comparison 8% of white respondents and 10% of women answered in the affirmative for sexual orientation as a factor.

Responses by Hispanic identity and disability status were not outside the credibility interval.

Disability

34% of respondents who identified as disabled believed the disability was a factor in their discriminatory housing experience. For comparison, 4% of respondents not identifying as disabled answered in the affirmative for this question.

Other groups with answers above the credibility interval were LGBTQ+ respondents at 24% and 18% of multiracial respondents. For comparison, 7% of non-LGBTQ+ respondents and 13% of white respondents answered with yes.

Those below the credibility interval were 0% of those identifying as another race and 3% of Black respondents. For comparison, it was 13% of white respondents with a belief about disability as a cause.

Responses by gender, Hispanic identity, and language spoken at home were not outside the credibility interval.

Religion

The survey did not ask what religion, if any, respondents observed so CRI cannot report a preference or disadvantage for a particular religious practice or sect.

No population was above the credibility interval.

Those below the credibility interval all responded with 0%: Hispanic respondents, those of another race, and LGBTQ+ respondents. For comparison, 6% of non-Hispanic respondents, white respondents and non-LGBTQ+ respondents answered yes to religion as a cause.

Responses by gender, disability status, and language spoken at home were not outside the credibility interval.

Something else/none of these

White respondents who experienced a discriminatory housing event were most likely to report something else or none of these at 53% when looking at race and ethnicity.

Those below the credibility interval threshold were 33% of Hispanic respondents, 27% of Black respondents, and 26% of multiracial respondents. For comparison, 45% of non-Hispanic respondents answered in the affirmative for something else or none of these.

Responses by gender, disability status, language spoken at home, and LGBTQ+ identity were not outside the credibility interval.

How Fort Wayne landlords make decisions

Chart 32 reflects a bank of questions asked of all respondents to identify how frequently they believe Fort Wayne landlords or apartment complexes consider protected class status to make decisions to rent to a tenant.

The questions were: “How frequently do you believe Fort Wayne landlords or apartment complexes make their decision to rent to tenants, either new applicants or lease renewals, based on the tenants’:

- Race or ethnicity
- Gender
- Children under 18 who live with them

- Sexual orientation
- Disability

The answer choices were:

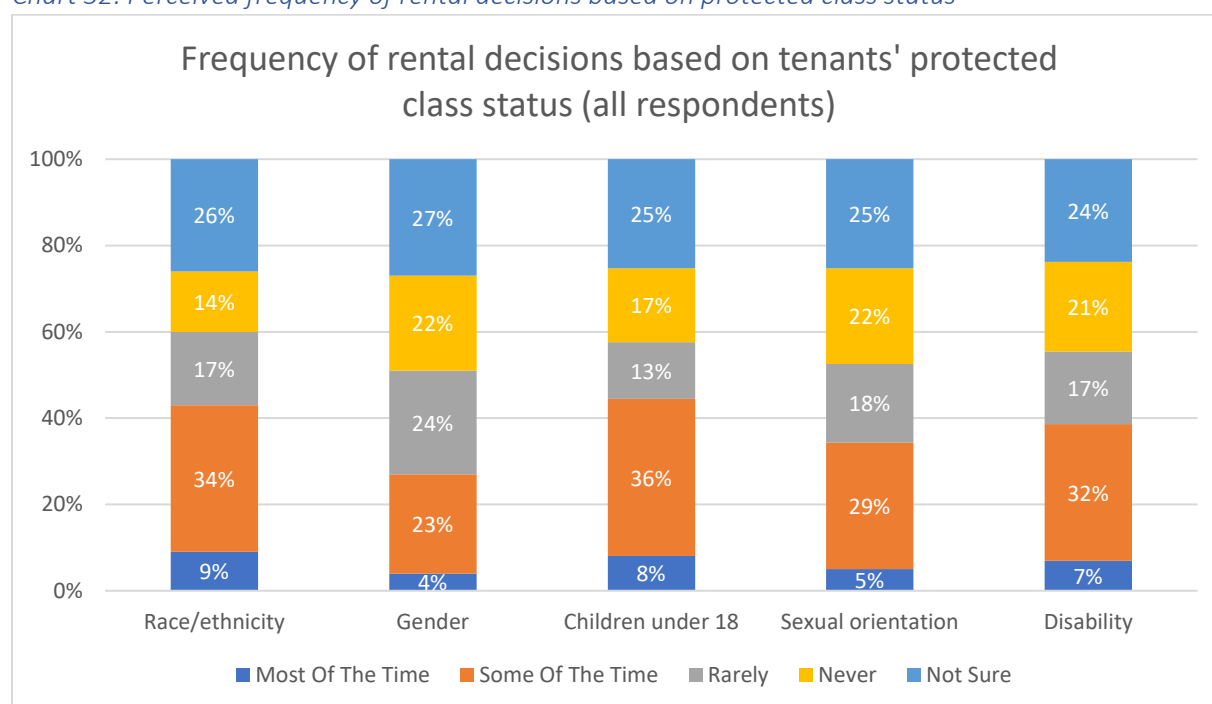
- Most of the time
- Some of the time
- Rarely
- Never
- Not sure

Since these are protected classes by law, landlords' use of membership within these populations should be between limited to not at all for decisions on whether they should rent to the applicant. For example, landlords are not required to install an elevator to a second floor apartment for a tenant who uses an assistive mobility device like a walker or wheelchair because that is not deemed to be a reasonable accommodation, but they are required to accept an emotional support animal for a qualifying tenant with a disability even if the unit does not accept pets. Accordingly, use of an applicant's disability status has limited application in the context of making a decision to rent to a potential tenant with a disability.

Approximately a quarter of respondents were not sure across all questions in Chart 32. The most frequent protected-class factor respondents believe landlords or apartment complexes use was familial status (children under 18) with 44% answering as most or some of the time. Race and ethnicity was a close second at 43% for most and some of the time. The least frequent factor was gender at 27% for most or some of the time.

Race/ethnicity was most common for being considered most of the time at 9% with disability as second highest at 7%. Gender and sexual orientation were most likely to be listed at never with 22% for both.

Chart 32: Perceived frequency of rental decisions based on protected class status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the answers in Chart 32 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Race/ethnicity

Black respondents were most likely to report most of the time at 21% for the use of race or ethnicity in a decision to rent to an applicant. For comparison, 7% of white respondents answered the same.

49% of both multiracial respondents and respondents identifying as LGBTQ+, 45% of people with disabilities, and 40% of respondents who spoke a language other than English at home indicated some of the time. For comparison, 31% of white respondents, 32% of both non-LGBTQ+ and those who did not identify as disabled, and 33% of those who speak English at home answered some of the time.

For rarely, 22% of men and 12% for LGBTQ+ respondents, and 11% of respondents identifying as disabled answered in the affirmative for this frequency. For comparison, 14% of women and 18% of both those not identifying as disabled and those not identifying as LGBTQ+ selected rarely.

At never, 9% of multiracial respondents answered in the affirmative for this frequency. For comparison, 15% of white respondents selected never.

20% of those identifying as Black, 17% of multiracial respondents, 16% of those who speak a language other than English at home, and 15% of LGBTQ+ respondents were not sure. For comparison, 28% for those who speak English at home, non-LGBTQ+ respondents, and white respondents answered with not sure.

Responses by Hispanic identity were not outside the credibility interval.

Gender

29% of men and 16% of women believed gender is never used in making a rental decision. The remaining answers between men and women were with the credibility interval.

9% of both respondents identifying as Black and respondents identifying as LGBTQ+ listed gender as a factor most of the time. For comparison, 3% of white respondents answered the same as did 4% of non-LGBTQ+ respondents.

35% of Black respondents, 32% of respondents identifying as LGBTQ+, 29% of respondents identifying as disabled, and 28% of those who speak a language other than English at home indicated gender was used some of the time. For comparison, 20% of white respondents plus 22% of those not identifying as disabled, speaking English at home, and not identifying as LGBTQ+ answered some of the time.

19% of Hispanic respondents, 18% of Black respondents, and 16% of those who speak a language other than English at home listed rarely. For comparison, 25% of both those who speak English at home and non-Hispanic respondents plus 27% of white respondents answered as rarely.

In addition to the gender split identified above, 31% of respondents who speak a language other than English at home, 30% of multiracial respondents, 29% of Hispanic respondents, and 16% of those identifying as disabled and LGBTQ+ respondents listed never. For comparison, 23% of both those not identifying as disabled and those not identifying as LGBTQ+, 22% of white respondents, and 21% of both non-Hispanic respondents and those who speak English at home answered never.

23% of Hispanic respondents, 20% of Black respondents, 19% of respondents who speak a language other than English at home, 16% of LGBTQ+ respondents, and 15% of multiracial respondents were not sure about gender. For comparison, 27% of non-Hispanic respondents and 28% of white respondents, those who speak English at home, and non-LGBTQ+ respondents selected not sure.

Children under 18

Respondents with a disability were most likely to believe landlords and apartment complexes make their decision most of the time about children under the age of 18 who live with the applicant at 15%, followed by multiracial respondents at 13%. For comparison, 7% of both those not identifying as disabled and white respondents thought it occurred most of the time.

45% of LGBTQ+ respondents listed some of the time. For comparison, 35% of non-LGBTQ+ respondents answered with some of the time.

For rarely, 7% of Black respondents selected this answer. For comparison, 15% of white respondents answered with rarely.

At never, 25% of Hispanic respondents, 21% of Black respondents, and 12% of LGBTQ+ respondents indicated such. For comparison, 15% of white respondents, 16% of non-Hispanic, and 18% of non-LGBTQ+ respondents chose never.

18% of both LGBTQ+ respondents and those identifying as multiracial listed not sure. For comparison, 26% of non-LGBTQ+ respondents and 27% of white respondents were not sure.

Responses by gender were not outside the credibility interval.

Sexual orientation

LGBTQ+ respondents were more than three times as likely as the total respondent pool to indicate the use of an applicant's sexual orientation most of the time at 17%. 11% of multiracial respondents listed most of the time as well. For comparison, 4% of both non-LGBTQ+ respondents and white respondents selected most of the time.

44% of LGBTQ+ respondents and 24% of Hispanic respondents listed some of the time. For comparison, 27% of non-LGBTQ+ respondents and 29% of non-Hispanic respondents answered the same.

13% of multiracial respondents and 9% of LGBTQ+ respondents listed rarely. For comparison, 20% of white respondents and 19% of non-LGBTQ+ respondents chose rarely.

For never, 31% of multiracial respondents, 28% of those who speak a language other than English at home, 17% of respondents with a disability and 14% of LGBTQ+ respondents selected this answer. For comparison, 23% of both non-disabled and non-LGBTQ+ respondents, 22% of those who speak English at home and 21% of white respondents chose never.

17% of both LGBTQ+ respondents and those who speak a language other than English at home and 15% of multiracial respondents answered with not sure. For comparison, 26% of non-LGBTQ+ respondents and 27% of both white respondents and those who speak English at home selected not sure.

Responses by gender were not outside the credibility interval.

Disability

18% of respondents identifying as having a disability – almost three times greater than the general respondent pool – indicated the use of disability most of the time. For comparison, 5% of those not identifying as disabled selected most of the time.

26% of those with a disability plus both Hispanic and multiracial respondents answered as some of the time. For comparison, 33% of white, non-Hispanic, and non-disabled respondents chose some of the time.

For rarely, it was 28% of multiracial respondents and 11% of Hispanic respondents. For comparison, 18% of non-Hispanic respondents and 16% of white respondents believed the use of disability was rarely.

28% of Hispanic respondents and 27% of those who speak a language other than English at home indicated never. For comparison, 20% of non-Hispanic respondents and those who speak English at home selected never.

18% of Black respondents, 15% of both respondents who spoke a language other than English at home and LGBTQ+ respondents, and 14% of multiracial respondents were not sure. For comparison, 25% of white respondents, non-LGBTQ+ respondents, and those who speak English at home were not sure.

Responses by gender were not outside the credibility interval.

Influence of protected class status on fixing tenants' problems and filing evictions

The next two charts explored survey respondents' beliefs in how protected class status affected the time it takes landlords or apartment complexes to fix problems (Chart 33) and the frequency of landlords or apartment complexes to file evictions faster based on the protected class status (Chart 34) for race/ethnicity, gender, familial status, sexual orientation, and disability.

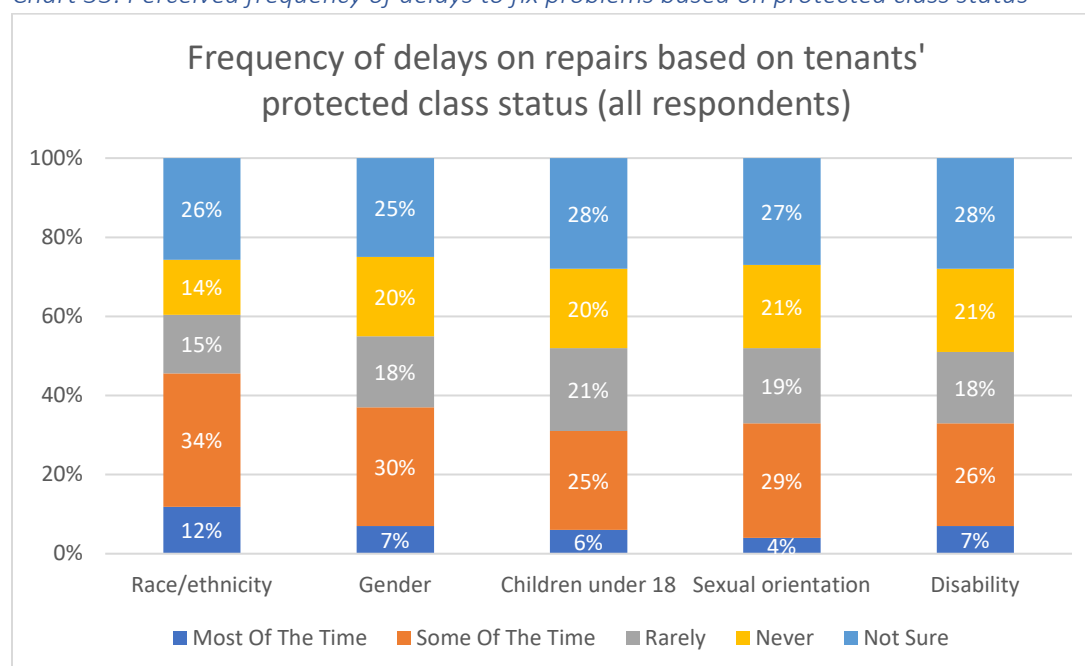
The answer choices for the questions in charts 33 and 34 were:

- Most of the time
- Some of the time
- Rarely
- Never
- Not sure

Chart 34's results were consistent with what was seen in Chart 33's protected classes' influence in rental decisions with race and ethnicity being most common with 46% reporting race/ethnicity as most (12%) and some of the time (34%). The least common answer was familial status/children under 18 at 31% at either most (6%) or some of the time (25%). For gender, 37% listed either most (7%) or some of the time (30%). Disability was credited by 33% of respondents for most (7%) or some of the time (26%). Sexual orientation had the lowest most of the time at 4% with 29% for some of the time. Four categories – gender, familial status, sexual orientation and disability – had about one in five respondents believing this never occurred while 14% said such for race and ethnicity.

Between 25% and 28% of respondents were not sure for each of the protected classes.

Chart 33: Perceived frequency of delays to fix problems based on protected class status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 33 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Race/ethnicity

LGBTQ+ respondents were most likely to list race and ethnicity as most of the time at 28%. 21% of Black respondents indicated most of the time. For comparison, 10% of both non-LGBTQ+ and white respondents selected most of the time.

49% of multiracial respondents, 44% of both Hispanic and LGBTQ+ respondents, 43% of Black respondents, and 42% of respondents with a disability listed race/ethnicity as some of the time as did 39% of those who speak a language other than English at home. For comparison, 30% of white respondents plus 33% of those who speak English at home, those not indicating disability status, non-LGBTQ+ respondents, and non-Hispanic respondents had some of the time.

21% of multiracial respondents listed rarely as did 8% of LGBTQ+ respondents and 4% of Black respondents. For comparison, 15% of non-LGBTQ+ respondents and 16% of white respondents had rarely.

The two populations with “never” answers out of the credibility interval were the 3% of LGBTQ+ respondents and 5% of multiracial respondents. For comparison, 15% of both white respondents and non-LGBTQ+ respondents selected never.

For not sure, 20% of those identifying as Hispanic, and those who speak a language other than English at home; 17% of multiracial respondents; and 16% of both Black and LGBTQ+ respondents. For comparison, 29% of white respondents, 26% of non-Hispanic respondents, and 27% of both those who speak English at home and who do not identify as LGBTQ+ were not sure for the use of race and ethnicity.

Responses by gender were not outside the credibility interval.

Gender

Looking at responses split by gender for the influence of gender on decisions to repair, men and women were outside the credibility interval for some of the time at 25% and 36% respectively and never at 26% for men and 14% for women.

13% of multiracial respondents and 12% of LGBTQ+ respondents listed gender as being used most of the time. For comparison, 6% of both non-LGBTQ+ and white respondents selected most of the time for gender.

46% of LGBTQ+ respondents, 43% of Black respondents, and 41% of multiracial respondents listed some of the time as did 35% of respondents with a disability and 24% of those who speak a language other than English at home. For comparison, 27% of white respondents, 29% of those not identifying as disabled, 31% of those who speak English at home, and 28% of non-LGBTQ+ respondents selected some of the time.

For rarely, 11% of Hispanic respondents and 9% of Black respondents selected such. For comparison, 21% of white respondents and 19% of non-Hispanic respondents chose rarely.

12% of multiracial respondents and 11% of LGBTQ+ respondents said never. For comparison, 19% of white respondents and 21% of non-LGBTQ+ respondents selected never for gender.

For not sure, 30% of those identifying as Hispanic, 18% of multiracial respondents, 16% of Black respondents, and 11% of LGBTQ+ respondents picked that answer for gender's influence in the timing of repairs. For comparison, 28% of white respondents, 25% of non-Hispanic respondents, and 27% of those not identifying as LGBTQ+ were not sure.

Children under 18

15% of those who speak a language other than English at home and 11% of Black respondents chose most of the time for delaying repairs for families with children under 18. For comparison, 4% of white respondents and 5% of those who speak English at home had most of the time.

30% of Black respondents selected some of the time as did 19% of multiracial respondents. For comparison, 25% of white respondents had some of the time.

34% of LGBTQ+ respondents, 28% of multiracial respondents, 16% of those speaking a language other than English at home, and 15% of Black respondents answered rarely for timing of repairs for tenants with children under the age of 18 who live with them. For comparison, 23% of white respondents, 22% of those who speak English at home, and 20% who do not identify as LGBTQ+ selected rarely.

Answers outside the credibility interval for never were 25% of men, 15% of women, and 13% of LGBTQ+ respondents. For comparison, 21% of non-LGBTQ+ respondents selected never.

For those who were not sure, it was 34% of Hispanic respondents, 23% of respondents who speak a language other than English at home, and 20% of both Black and LGBTQ+ respondents. For comparison, it was 29% of those who speak English at home, non-LGBTQ+ respondents, and white respondents plus 27% of non-Hispanic respondents for not sure.

Responses by disability status were not outside the credibility interval.

Sexual orientation

11% of respondents who identified as LGBTQ+ selected most of the time for sexual orientation being a factor for delaying repairs. For comparison, 3% of non-LGBTQ+ respondents selected the same answer.

44% of respondents who identified as LGBTQ+, 35% of those with a disability, 34% of Hispanic respondents, 23% of respondents who spoke a language other than English at home believe it was some of the time. For comparison, 28% of non-LGBTQ+ respondents, 30% of those who speak English at home, 29% of both those who do not identify as disabled and non-Hispanic respondents had some of the time.

13% of Black respondents chose rarely. For comparison, 20% of white respondents had this answer.

For never, it was 30% of those who speak a language other than English at home and 9% of LGBTQ+ respondents. For comparison, 22% of non-LGBTQ+ respondents and 19% of those who speak English at home believed it was never.

The “not sure” responses outside the credibility interval on this question were 21% of multiracial respondents, 20% of respondents with a disability, and 16% of LGBTQ+ respondents. For comparison, 27% of white respondents and 28% of both those not identifying as disabled, and non-LGBTQ+ respondents were not sure.

Responses by gender were not outside the credibility interval.

Disability

18% of LGBTQ+ respondents, 15% of those identifying as disabled, 12% of those who speak a language other than English at home, and 13% of those identifying as multiracial selected most of the time for landlords or apartment complexes being slower to fix problems for tenants with a disability. For comparison, 6% of those not identifying as disabled, those who speak English at home, and non-LGBTQ+ respondents plus 7% of white respondents had the same answer.

For some of the time, 31% of LGBTQ+ respondents selected this answer. For comparison, 25% of non-LGBTQ+ respondents had some of the time.

No answers were outside the credibility interval for rarely.

For never, 26% of men and 12% of LGBTQ+ chose this response. For comparison, it was 17% of women and 22% of non-LGBTQ+ respondents who selected never.

Lastly 23% of people with disabilities, 22% of multiracial respondents, 21% of Black respondents, and 20% of LGBTQ+ respondents were not sure. For comparison, 28% of people not identifying as disabled plus 29% of both non-LGBTQ+ respondents and white respondents were not sure.

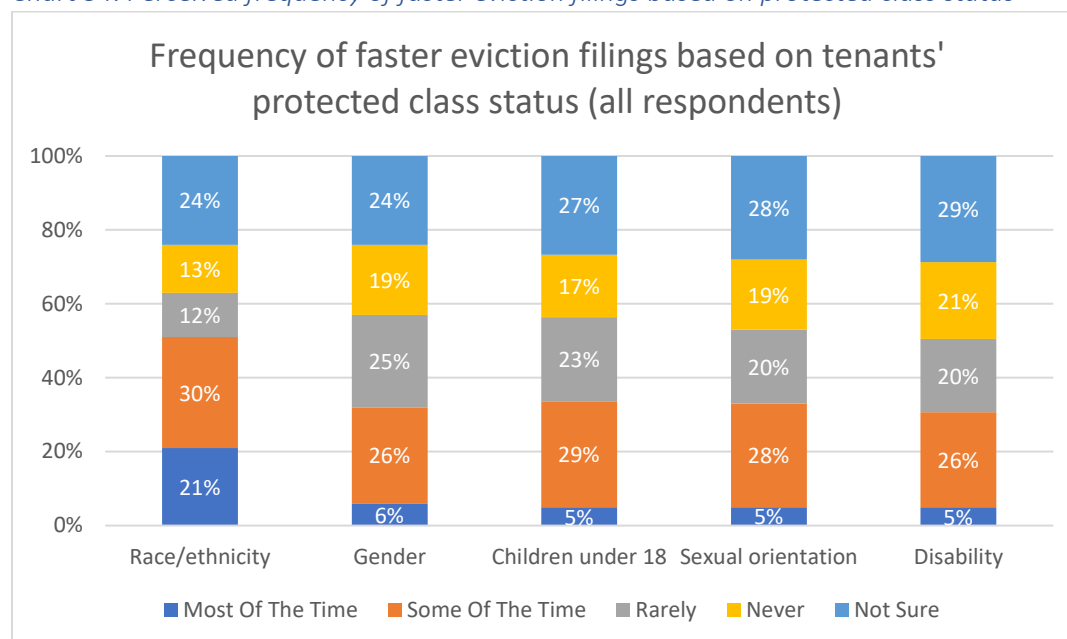
Asked of all respondents, Chart 34’s questions explored perceptions about landlords or apartment complexes intent to evict protected classes more quickly than others, using the same populations as Chart 33 – race/ethnicity, gender, familial status, sexual orientation, and disability – and same frequencies – most of the time, some of the time, rarely, never, and not sure.

Like the other housing-related protected class questions, respondents’ beliefs indicated race and ethnicity was likely to lead to a faster eviction filing with 51% of respondents listing most (21%) or some

of the time (30%). The remaining protected classes had “most of the time” responses in the single digits and some of the time between 26% and 29%. With the exception of disability at 21%, less than one in five believed not filing evictions faster for protected classes never occurred.

The share of “not sure” responses also remained relatively even compared to other questions, ranging from 24% for race/ethnicity to 29% for disability.

Chart 34: Perceived frequency of faster eviction filings based on protected class status



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 34 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Race/ethnicity

44% of LGBTQ+ respondents, 36% of Black respondents, 33% of multiracial respondents, and 16% of men, indicated race or ethnicity was a factor for expedited evictions most of the time. For comparison, 17% of white respondents, 25% of women, and 18% of non-LGBTQ+ respondents chose most of the time.

38% of multiracial respondents and 24% of Black respondents selected some of the time. For comparison, 32% of white respondents had some of the time.

4% of LGBTQ+ respondents and 3% of multiracial respondents selected rarely. For comparison, 13% of both non-LGBTQ+ respondents and white respondents had rarely.

For never, 16% of multiracial respondents, 9% of respondents with a disability, 8% of LGBTQ+ respondents, and 7% of those who speak a language other than English at home selected this answer. For comparison, 14% of non-LGBTQ+ respondents, those who speak English at home, and those not identifying disabled plus 13% of white respondents had never.

19% of respondents identifying as having a disability, 18% of Black respondents, 17% of LGBTQ+ respondents, and 9% of multiracial respondents indicated they were not sure. For comparison, 26% of white respondents plus 25% of both those not identifying as disabled and non-LGBTQ+ respondents were not sure.

Responses by Hispanic identity were not outside the credibility interval.

Gender

The responses between men and women that were outside the credibility interval were 18% of men and 33% of women listing some of the time, 30% of men with rarely, and 24% of men with never for being faster to evict based on gender. For comparison, 21% of women selected rarely and 16% of women had never.

15% of Black respondents selected gender as most of the time for landlords' decisions regarding evictions as did 14% LGBTQ+ respondents. For comparison, 4% of white respondents and 5% of non-LGBTQ+ respondents selected most of the time.

51% of multiracial respondents, 34% of LGBTQ+ respondents, 32% of Hispanic respondents, 31% of those who speak a language other than English at home believed gender was used some of the time. For comparison, 25% of non-LGBTQ+ respondents, those who speak English at home, and non-Hispanic respondents plus 24% of white respondents chose some of the time.

For rarely, 19% of Black respondents and 14% of multiracial respondents were outside the credibility interval. For comparison, 27% of white respondents selected rarely.

13% of LGBTQ+ respondents selected never. For comparison, 20% of non-LGBTQ+ respondents had never.

Those who selected not sure outside the credibility interval were 17% of both Black and LGBTQ+ respondents and 16% of multiracial respondents. For comparison, 25% of non-LGBTQ+ respondents and 26% of white respondents were not sure.

Responses by disability status were not outside the credibility interval.

Children under 18

No group selected most of the time outside the credibility interval for eviction frequency with children under 18.

42% of multiracial respondents, 37% of LGBTQ+ respondents, 34% of Hispanic respondents, and 24% of men believed this occurred some of the time. For comparison, 33% of women, 28% of both non-LGBTQ+ respondents and non-Hispanic respondents, and 29% of white respondents selected some of the time.

30% of respondents with a disability selected rarely. For comparison, 21% of those who did not identify as disabled answered with rarely.

For never, it was 23% of men, 22% of multiracial respondents, and 12% of LGBTQ+ respondents. For comparison, 13% of women, 16% of white respondents, and 18% of non-LGBTQ+ respondents chose never.

In the not sure category, it was 20% of LGBTQ+ respondents and 15% of multiracial respondents. For comparison, 27% of white respondents and non-LGBTQ+ respondents selected not sure.

Responses by language spoken at home were not outside the credibility interval.

Sexual orientation

All of the responses from those identifying as LGBTQ+ were outside the credibility interval for sexual orientation as a factor in housing providers' decisions on eviction with 13% at most of the time, 46% for some of the time, 13% with rarely, 12% for never, and 16% for not sure. For comparison, non-LGBTQ+ respondents had the following selections: 4% for most of the time, 26% for some of the time, 21% with rarely, 20% for never, and 29% for not sure.

Other most-of-the-time responses were 11% for Black respondents and 10% of both those of multiracial identity and respondents with a disability. For comparison, 4% of white respondents and 5% for those not identifying as disabled selected most of the time.

For some of the time, 33% of multiracial respondents, 14% of Hispanic respondents, and 12% of those who speak a language other than English at home had this answer. For comparison, 29% of both white respondents and non-Hispanic respondents and 30% of those who speak English at home selected some of the time.

The populations selecting rarely were: 25% of Hispanic respondents, 14% of Black respondents, 13% of LGBTQ+ respondents, and 8% of multiracial respondents. For comparison, 19% of non-Hispanic respondents, 21% of non-LGBTQ+ respondents, and 22% of white respondents selected rarely.

34% of those who speak a language other than English and 12% of LGBTQ+ respondents at home selected never. For comparison, 17% of those who speak English at home and 20% of non-LGBTQ+ respondents selected never.

For not sure, it was 37% of Hispanic respondents, and 23% of those with a disability, and 16% identifying as LGBTQ+. For comparison, it was 27% of non-Hispanic respondents, 28% of those not identifying as disabled, and 29% of non-LGBTQ+ respondents who were not sure.

Responses by gender were not outside the credibility interval.

Disability

18% of LGBTQ+ respondents indicated most of the time for disability as a cause for faster evictions, making them the only population outside of the credibility interval for this frequency. For comparison, 3% of non-LGBTQ+ respondents selected most of the time.

34% of people with a disability said some of the time as did 31% of both Black respondents and LGBTQ+ respondents, and 21% of Hispanic respondents. For comparison, 25% of those who were not disabled, 26% of both non-LGBTQ+ and white respondents, and 27% of non-Hispanic respondents selected some of the time.

For rarely it was 11% of Black respondents. For comparison, 21% of white respondents selected rarely.

Never was comprised of 29% Black respondents, 27% of multiracial respondents and 8% of those with LGBTQ+ identity. For comparison, 19% of white respondents and 22% of non-LGBTQ+ respondents selected never.

39% of Hispanic respondents, 24% of respondents with a disability, and 21% of those with LGBTQ+ identity were not sure. For comparison, 28% of non-Hispanic respondents, 29% of those not identifying as disabled, and 30% of non-LGBTQ+ respondents were not sure.

What information respondents believe landlords use to make rental decisions

Chart 35 summarizes a series of yes-no questions asking what information survey participants believe landlords or apartment complexes use to make rental decisions. Some of the questions related to protected classes, like disability or race and ethnicity, while others are not protected by civil rights law and relate to the financial capacity, past evictions, and criminal history of the applicant or renter.

The questions were: What tenant information do you believe Fort Wayne landlords use to make their decision to rent to applicants? The question then asked yes-no to each of the items in the following list:

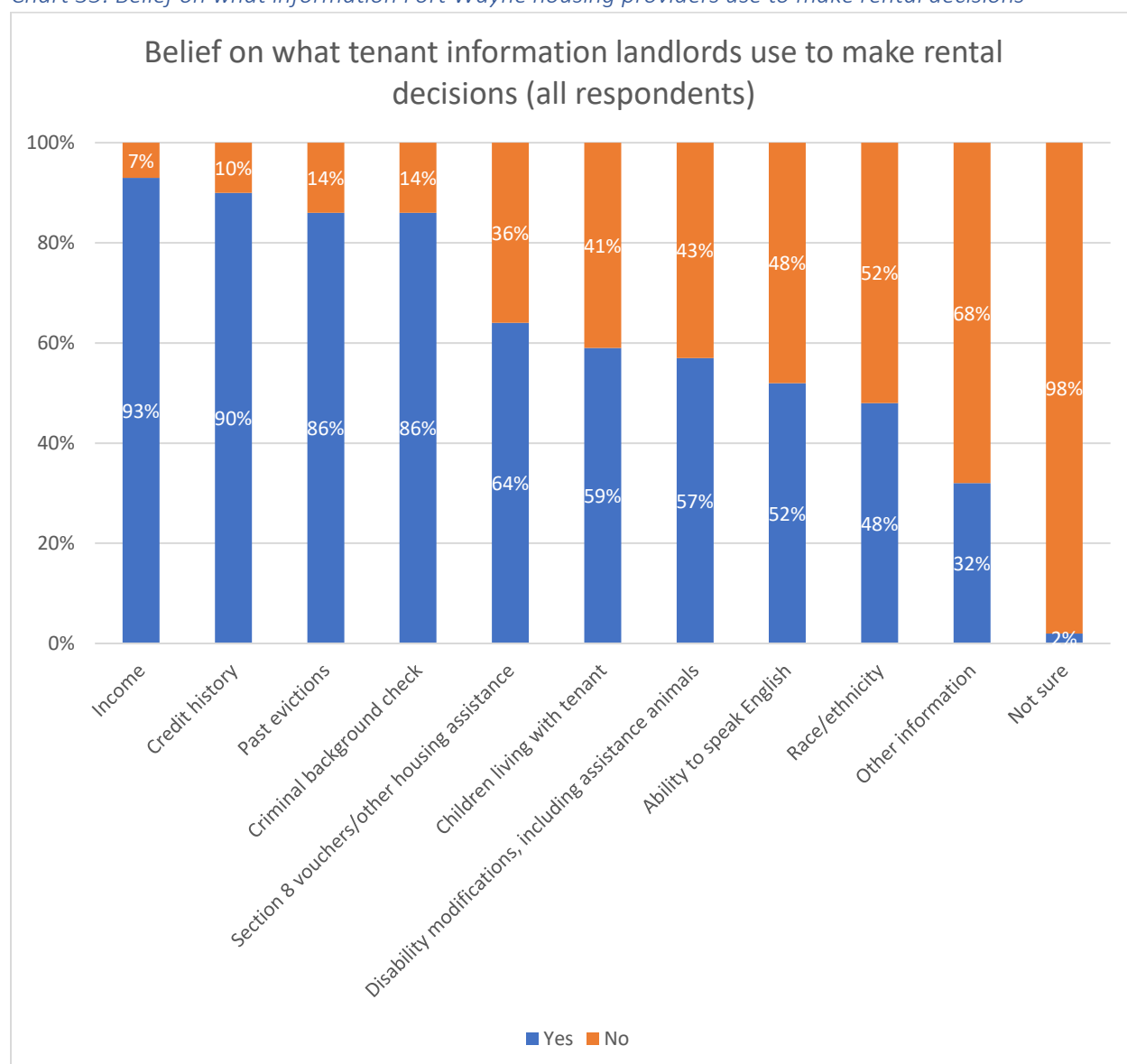
- Credit history
- Income
- If children will live with tenant
- Race or ethnicity
- Ability to speak English¹⁰
- Modifications for disabilities, including assistance animals
- Section 8 vouchers or other housing assistance
- Past eviction record
- Criminal background check
- Other information
- Not sure

The categories above that are underlined are protected by civil rights and fair housing laws. While some states and local jurisdictions extend fair housing protections to those with housing vouchers, that is not the case for Indiana or Fort Wayne.

Two questions in Chart 35 had at least 90% answer in the affirmative: income and credit history. On the other end, 2% were not sure for those two areas. Other information with more than 50% of respondents answering yes were past evictions, criminal background checks, Section 8/housing assistance, children living with tenant, disability modifications including assistance animals, and ability to speak English. The questions with below 50% in the affirmative were race and ethnicity, other information, and not sure. In other words, more than half of respondents believed Fort Wayne's rental housing providers used protected class status in making decisions on whether to rent to a prospect tenant.

¹⁰ Language spoken is not directly a protected class but those who speak a language other than English can often make a claim about a national origin violation under Fair Housing law.

Chart 35: Belief on what information Fort Wayne housing providers use to make rental decisions



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 35 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Income

Responses outside the credibility interval for belief about use of income in making a rental decision were: 89% of Hispanic respondents, 86% of those who speak a language other than English at home, and 85% of both multiracial and LGBTQ+ respondents. For comparison, 93% of non-Hispanic respondents plus 94% of white respondents, those who speak English at home, and non-LGBTQ+ respondents indicated income as a consideration for landlords.

Credit history

Responses outside the credibility interval for belief about the use of an applicant's credit history were: 86% for LGBTQ+ respondents and 85% of respondents with a disability. For comparison, 90% of both those not identifying as disabled and not identifying as LGBTQ+ selected credit history as a factor.

Past evictions

Responses outside the credibility interval for belief about the use of past evictions were: 89% of multiracial respondents, 83% of both respondents with a disability and Hispanic respondents, and 79% of those who speak a language other than English at home. For comparison, 87% of both white respondents and those who speak English at home and 86% of both non-Hispanic respondents and non-disabled answered in the affirmative for past evictions.

Criminal background checks

Responses outside the credibility interval for belief about the use of criminal background checks were: 83% of Hispanic respondents, 82% of both LGBTQ+ respondents and respondents with a disability, and 80% of those who speak a language other than English at home. For comparison, 87% of non-Hispanic respondents, those who do not identify as disabled, those who speak English at home, and non-LGBTQ+ respondents selected yes to criminal background checks.

Section 8/housing assistance

Responses outside the credibility interval for Section 8 or other housing assistance were: 70% of women, 69% of Black respondents, 59% of LGBTQ+ respondents, 58% of people with disabilities, 56% of men, and 53% of Hispanic respondents. For comparison, 65% of non-disabled and non-Hispanic respondents, 64% of non-LGBTQ+ respondents, and 63% of white respondents selected yes for this questions.

Children living with tenant

Responses outside the credibility interval for children living with tenant were: 72% of multiracial respondents, 69% of LGBTQ+ respondents, 64% of women, 53% of men, and 50% of Hispanic respondents. For comparison, 60% of non-Hispanic respondents and 58% of both non-LGBTQ+ respondents and white respondents listed yes.

Disability modifications

Responses outside the credibility interval for belief about the use of needed disability modifications including assistance animals were: 67% of multiracial respondents and 52% of those who speak a language other than English at home. For comparison, 56% of white respondents and 57% of those who speak English at home selected yes.

Responses from people identifying as disabled were not outside the credibility interval.

Ability to speak English

Responses outside the credibility interval for belief about housing providers' use of an applicant's ability to speak English were: 71% of multiracial respondents, 68% of LGBTQ+ respondents, and 57% of Black respondents. For comparison, 51% of white respondents and 50% of non-LGBTQ+ respondents indicated ability to speak English as a factor.

Responses from people who speak a language other than English were not outside the credibility interval.

Race/ethnicity

Responses outside the credibility interval for belief regarding housing providers' use of race and ethnicity for rental decisions were: 65% of LGBTQ+ respondents, 64% of multiracial respondents, 62% of Black respondents, 57% of those who spoke a language other than English at home, 53% of Hispanic respondents, and 42% of respondents with a disability. For comparison, 47% of both those who speak English at home and non-Hispanic respondents, 44% of white respondents, 49% of those not identifying as disabled, and 46% of non-LGBTQ+ respondents listed race and ethnicity in the affirmative.

Other information

Responses outside the credibility interval for belief about the use of other information were: 37% of both Black and Hispanic respondents, 24% of people with a disability, and 21% of LGBTQ+ respondents. For comparison, 32% of both white and non-Hispanic respondents and 33% of both non-disabled and non-LGBTQ+ respondents answered yes for other information.

Not sure

Responses outside the credibility interval for not sure were: 6% of respondents with a disability, 5% of LGBTQ+ respondents, and 4% of both respondents who speak a language other than English at home and Hispanic respondents. For comparison, 2% for non-Hispanic respondents, non-LGBTQ+ respondents, those who speak English at home, and not identifying as disabled selected not sure about what information was used.

Housing experiences relating to protected classes

Chart 36 lists the results of a series of questions asked of all respondents about their experiences of where they live now as it relates to race, ethnicity, sexual orientation, and sexual harassment. The survey first asked about how often they heard comments directed to themselves and then followed up with questions toward their neighbors.

The questions for Chart 36 were:

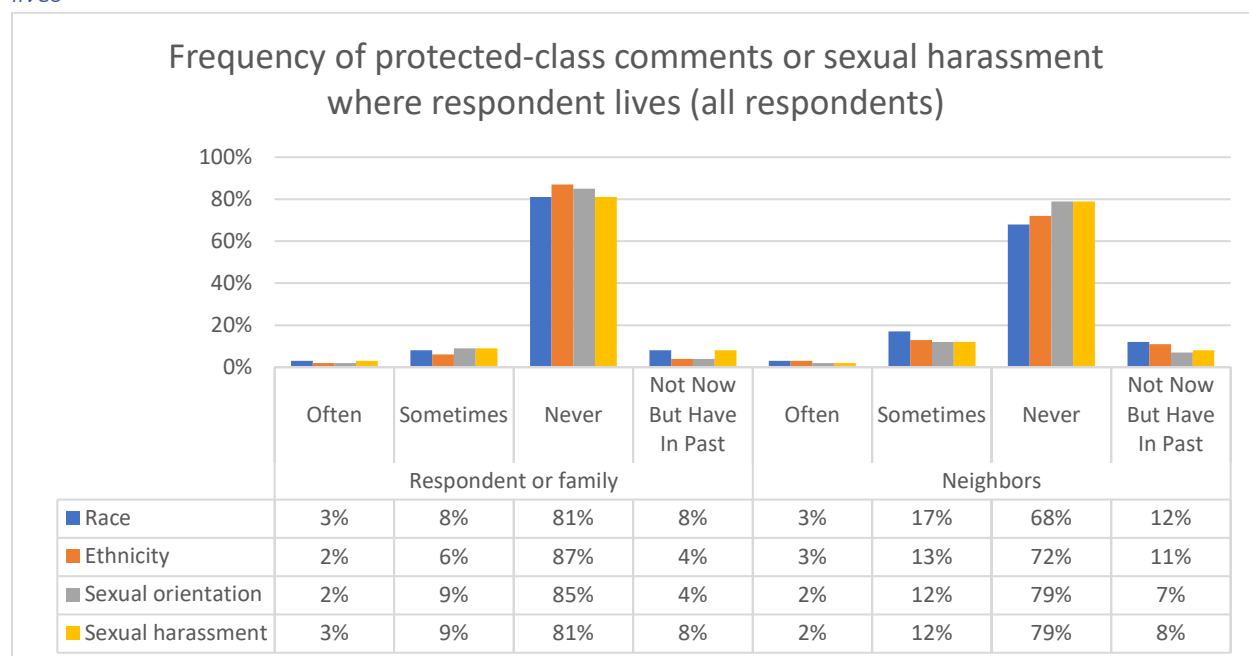
- Where you live, how frequently do you experience negative conduct or comments due to you or your family's race including racial slurs and comments about your skin color and hairstyles from neighbors or property manager, leasing agent, landlord, maintenance worker?
 - How frequently do you hear or see negative conduct or comments about other residents or neighbors' race as mentioned in the previous question?
- Where you live, how frequently do you experience negative conduct or comments due to you or your family's ethnicity, including demands that you speak only English, show proof of citizenship or immigrant status, get told "to go back to your own country" from neighbors or people who work at your apartment complex or leasing office?
 - How frequently do you hear or see negative conduct or comments about other residents or neighbors' ethnicity or national origin as mentioned in the previous question?
- Where you live, how frequently do you experience negative conduct or comments due to you or your family members' sexual orientation including slurs and other offensive terms referring to your identities or characteristics from neighbors or people who work at your apartment complex or leasing office?

- How frequently do you hear or see negative conduct or comments about other residents or neighbors' sexual orientation or gender identity as mentioned in the previous question?
- Where you live, how frequently do you see or hear lewd jokes or offensive language, sexual comments about you or other family members' appearance, clothing, or body parts, experience inappropriate sexual gestures or inappropriate touching or comments from neighbors or people who work at your apartment complex or leasing office?
 - How frequently do you hear or see harassment of other residents or neighbors as mentioned in the previous question?

For all respondents, they were most likely to report never for their families or themselves and their neighbors at more than 80% never for themselves and give or take 70% or more for their neighbors for all four categories.

For those who did not report never in Chart 36, they were more likely to report occurrence to their neighbors. For example, 20% of respondents hear negative comments about their neighbors' race often or sometimes compared to 11% for themselves. Respondents were more likely to report sometimes than not now but in the past for their neighbors' experiences, while the sometimes/not now split was essentially even for themselves.

Chart 36: Frequency of comments about protected class status or sexual harassment where respondent lives



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 36 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Race: respondent

7% of Hispanic respondents answered as often as it relates to the respondents' own race. For comparison, 2% of non-Hispanic respondents answered often.

For sometimes, 18% of those who speak a language other than English at home, 16% of LGBTQ+ respondents, 13% of Black respondents, and 12% of respondents with a disability selected this response. For comparison, 8% who do not identify as disabled, 7% of both those who speak English at home and non-LGBTQ+ respondents, and 6% of white respondents listed sometimes.

61% of those who speak a language other than English at home, 68% of Black respondents, 71% of Hispanic respondents, 74% of multiracial respondents, 75% of respondents with a disability, 76% of respondents identifying as LGBTQ+, and 87% of white respondents listed never. For comparison, 84% of those who speak English at home and 82% of non-Hispanic respondents, those who do not identify as disabled, and non-LGBTQ+ respondents answered with never.

Not now but in the past outside the confidence interval were 16% of multiracial respondents and 15% of both Black respondents and those who speak a language other than English at home. For comparison, 5% of white respondents, 8% of non-Hispanic respondents, and 7% of those who speak English at home listed not now but in the past.

Race: neighbors

10% of LGBTQ+ respondents and 7% of both Black respondents and people with a disability listed often as hearing race-based comments about their neighbors. For comparison, 2% of both white and non-LGBTQ+ respondents and 3% of those not indicating disability status selected often.

26% of respondents who speak a language other than English at home, 22% of both LGBTQ+ respondents and those with a disability, 21% of both Hispanic respondents and women, and 9% of multiracial respondents listed sometimes. For comparison, 14% of men; 17% of those without a disability, white and non-Hispanic respondents, and non-LGBTQ+ respondents; plus 16% of those who speak English at home indicated sometimes about race and their neighbors.

Never answers outside the credibility interval were 65% of Hispanic respondents, 63% of both Black and multiracial respondents, 58% of LGBTQ+ respondents, 56% of those who speak a language other than English at home, and 55% of respondents with a disability. For comparison, 70% of white respondents, those without a disability status, and those who speak English at home; 69% of non-LGBTQ+ respondents; and 68% of non-Hispanic respondents answered never.

For not now but in the past, 22% of multiracial respondents and 17% of respondents with a disability selected this answer. For comparison, 10% of white respondents and 11% of those without a disability answered not now but in the past.

Ethnicity: respondent

7% of both those who speak a language other than English at home and LGBTQ+ respondents indicated they or their family experienced comments about their own ethnicity often. For comparison, those who speak English at home and non-LGBTQ+ respondents answered often with 2% for both populations.

13% of those who speak a language other than English at home, 11% of both Hispanic and Black respondents, and 3% of multiracial respondents listed sometimes. For comparison, 5% of both those who speak English at home and non-Hispanic respondents and 4% of white respondents listed sometimes.

91% of white respondents, 84% of both multiracial and LGBTQ+ respondents, 81% of people with a disability, 77% of Black respondents, 76% of Hispanic respondents, and 70% of those who speak a language other than English at home never experienced this. For comparison, 90% of those who speak English at home, 89% of non-Hispanic respondents, and 88% of both non-LGBTQ+ respondents and those who did not report a disability selected never.

For not now but in the past, 12% of multiracial respondents, 10% of those who speak a language other than English at home, 9% of Hispanic respondents, 8% of both respondents identifying as Black or with a disability, and 1% of LGBTQ+ respondents had this answer. For comparison, 5% of non-LGBTQ+ respondents, 4% of both those who do not report disability status and non-Hispanic respondents, and 3% of both those who speak English at home and white respondents indicated not now but in the past. For comparison, 4% of both those not identifying as disabled and non-Hispanic respondents, 3% of both those who spoke English at home and white respondents answered with not now but in the past.

Ethnicity: neighbors

8% of both those who speak a language other than English at home and LGBTQ+ respondents and 7% of both multiracial respondents and those with a disability said comments about their neighbors' ethnicity happened often. For comparison, 2% of white respondents, those who speak English at home, non-LGBTQ+ respondents, and non-disabled respondents replied with often.

For sometimes, it was 19% of Hispanic respondents, Black respondents, and LGBTQ+ respondents; 18% of those who speak a language other than English at home; and 2% of multiracial respondents. For comparison, 13% of those who speak English at home, non-LGBTQ+ respondents, and non-Hispanic residents plus 12% of white respondents answered sometimes.

76% of men, 65% of both Black and LGBTQ+ respondents, 64% of Hispanic respondents, 63% of respondents with a disability, and 59% of those who speak a language other than English at home listed never. For comparison, 71% of women, 73% of both non-Hispanic and non-LGBTQ+ respondents, 75% of white respondents, and 74% of both those who speak English at home and people without a disability responded with never.

20% of multiracial respondents, 16% of both Hispanic respondents and those with a disability, and 15% of those who speak a language other than English at home, responded as not now but in the past. For comparison, both 10% of white respondents and respondents without a disability plus 11% of non-Hispanic respondents, those who speak English at home, and non-LGBTQ+ respondents indicated not now but in the past.

Sexual orientation: respondent

8% of LGBTQ+ respondents and 6% of multiracial respondents selected often for negative comments from neighbors about their own sexual orientation. For comparison, 1% of both white and non-LGBTQ+ respondents indicated often.

20% of those who speak a language other than English at home, 17% of LGBTQ+ respondents, and 15% of both respondents with a disability and Hispanic respondents answered as sometimes. For comparison, 9% of non-Hispanic respondents, 8% of both those without a disability and non-LGBTQ+ respondents, and 7% of those who speak English at home listed sometimes.

For never, it was 88% of white respondents, 80% of Black respondents, 78% of Hispanic respondents, 76% of multiracial respondents, 73% of those who speak a language other than English at home, 72% of respondents with a disability, and 69% of those who identified as LGBTQ+. For comparison, 87% of non-LGBTQ+ respondents, those who speak English at home, and those without a disability plus 86% of non-Hispanic respondents answered as never.

10% of both multiracial respondents and respondents with a disability and 7% of Black respondents listed not now but in the past. For comparison, 3% of both white respondents and those without a disability listed not now but in the past.

Sexual orientation: neighbors

7% of those who speak a language other than English at home and 6% of multiracial respondents indicated negative comments often about their neighbors' sexual orientation. For comparison, 1% of both white respondents and those who speak English at home listed often.

24% of LGBTQ+ respondents and 18% of those who speak a language other than English at home listed sometimes. For comparison, 11% of both non-LGBTQ+ respondents and those who speak English at home answered with sometimes.

75% of respondents with a disability, 74% of both Hispanic and multiracial respondents, 67% of LGBTQ+ respondents, and 65% of those who speak a language other than English at home listed never. For comparison, 81% of non-LGBTQ+ respondents, those who speak English at home, and white respondents plus 80% of both non-disabled and non-Hispanic respondents selected never.

None of the studied populations was outside the credibility interval for not now but in the past.

Sexual harassment: respondent

9% of those who speak a language other than English at home reporting hearing lewd or sexually inappropriate language directed at them often. For comparison, 2% of those who speak English at home reported the same.

21% of LGBTQ+ respondents and 2% of multiracial respondents indicated this occurred sometimes. For comparison, 8% of non-LGBTQ+ respondents and 10% of white respondents listed sometimes.

74% of multiracial respondents, 70% of those with a disability, 68% of those who speak a language other than English at home, 67% of Hispanic respondents, and 62% of LGBTQ+ respondents listed never. For comparison, 82% of non-Hispanic respondents, those without a disability, and white respondents and 83% for both those who speak English at home and non-LGBTQ+ respondents answered as never.

For not now but in the past, 20% of multiracial respondents, 16% of Hispanic respondents, 15% of those with a disability, 13% of those who speak a language other than English at home, and 12% of LGBTQ+ respondents selected this response. For comparison, 7% of non-Hispanic respondents, those who speak English at home, and non-LGBTQ+ respondents and 6% of both white respondents and those not reporting a disability answered as not now but in the past.

Sexual harassment: neighbors

9% of LGBTQ+ respondents and 6% of multiracial respondents reported hearing lewd or sexually inappropriate language directed at their neighbors often. For comparison, 1% of non-LGBTQ+ respondents and 2% of white respondents listed often.

At sometimes, it was 20% of those who speak a language other than English at home, 18% of LGBTQ+ respondents, 17% of Black respondents, 16% of respondents identifying as disabled, and 3% of multiracial respondents. For comparison, 11% of those without a disability, white respondents, and non-LGBTQ+ respondents and 10% of those who speak English at home listed sometimes.

For never, it was 85% of multiracial respondents, 83% for Hispanic respondents, 73% of Black respondents, 67% of LGBTQ+ respondents, 66% of respondents with a disability, and 65% of those who speak a language other than English at home. For comparison, 81% of both non-disabled respondents and those who speak English at home, 80% of both white and non-LGBTQ+ respondents, and 78% of non-Hispanic respondents answered with never.

15% of respondents with a disability and 2% of Hispanic respondents said not now but in the past. For comparison, 8% of non-Hispanic respondents and 6% of those without a disability indicated not now but in the past.

Perceived legality of employment and housing acts

In addition to asking about one's own experiences and perceptions, the survey asked a series of questions about employment and housing to test the public's knowledge of laws and policies. These questions were written based on complaints Metro has received or protected areas for which the agency has not received complaints to identify if Fort Wayne residents are not reporting these acts or if they are not knowledgeable of their illegality.

The survey provided the following directions in responding to these questions: "Do you believe the following actions are legal, not legal, or are you not sure?"

The questions shown on charts 37 and 38 were not asked in this order. Instead, CRI resorted the questions so that Chart 37 shows the acts that are legal under current civil rights law and Chart 38 shows acts that are illegal under civil rights protections. Within each chart, they are arranged so that the questions with the most correct answers are sorted in descending order. In other words, the correctness of the answers goes down from left to right within the charts.

Chart 37 looked at three areas that as written were legal:

- Pet policies in rental housing
- Denying use of Section 8 housing vouchers
- Not granting time off for school delays or e-learning days with a 24-hour notice

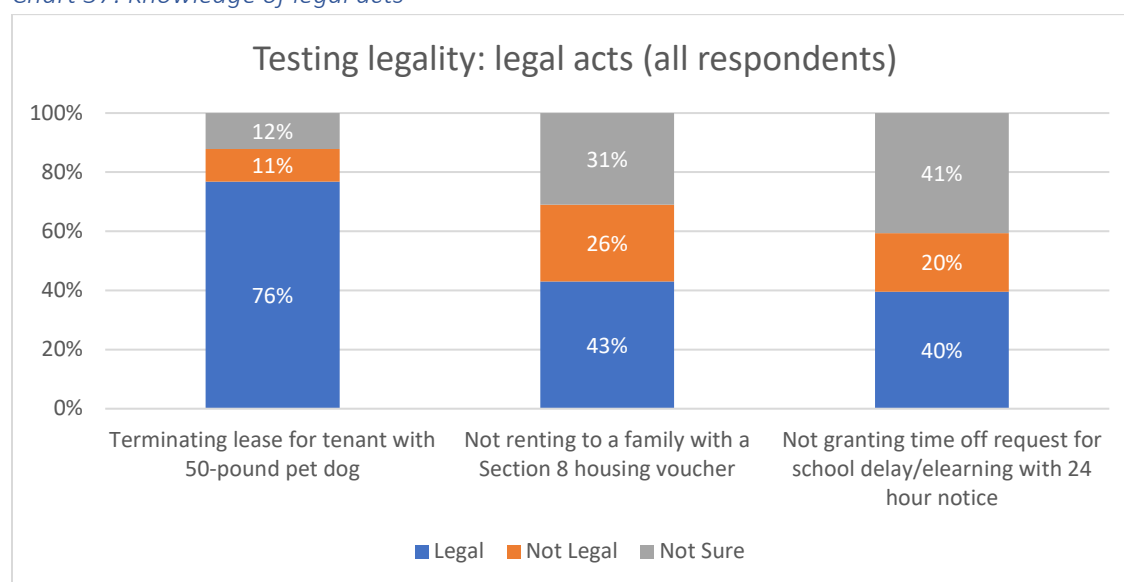
Respondents overwhelmingly correctly responded to the pet question at 71%, noting that landlords can terminate a lease for a tenant who maintains a 50-pound dog in violation of the pet policy, while the not-legal and not-sure groups were essentially evenly split at 11% and 12% respectively.

Indiana and local law does not create a protected class status for those awarded Section 8 housing choice vouchers, nor does it require landlords to accept these vouchers. Less than half of respondents –

43% – correctly identified that landlords or apartment complexes can legally deny the use of housing vouchers, while more than a quarter incorrectly said that is illegal while 31% were not sure.

There is no civil rights law protection in Indiana or Fort Wayne for granting time-off requests, regardless of whether they are for a child's e-learning days or provided with a 24-hour notice. 41% were not sure, making it the largest answer category, just ahead of the 40% who said it was legal. One in five incorrectly answered that it was illegal.

Chart 37: Knowledge of legal acts



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 23 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home when the question pertained to housing.

Terminating lease due to pet policy

82% of women, 72% of both men and LGBTQ+ respondents, and 64% of those who spoke a language other than English at home correctly identified this action as legal. For comparison, 78% of those who speak English at home and 77% of non-LGBTQ+ respondents responded as legal.

Those who believed it was not legal were 16% of those who spoke a language other than English at home and 8% of multiracial respondents. For comparison, 11% of those who speak English at home and 10% of white respondents answered with not legal.

Those who were not sure about the pet policy were 21% of those who spoke a language other than English at home, 16% of both men and multiracial respondents, and 8% of women. For comparison, 11% of both those who spoke English at home and white respondents were not sure.

Not renting to a family with housing choice voucher

57% of Black respondents and 50% of multiracial respondents correctly answered not accepting a housing choice vouchers as legal. For comparison, 40% of white respondents listed legal.

Not-legal responses outside the credibility interval were 32% of LGBTQ+ respondents and 19% of multiracial respondents. For comparison, 27% of white respondents and 26% of non-LGBTQ+ respondents answered as not legal.

21% of both LGBTQ+ and Black respondents answered as not sure. For comparison, 32% of non-LGBTQ+ respondents and 33% of white respondents were not sure.

Not granting time off request

50% of multiracial respondents, 47% of LGBTQ+ respondents, 45% of both men and people with disabilities, 35% of women, and 32% of those who spoke a language other than English at home answered that not granting the time off requested provided with 24-hour notice for a child's e-learning day as legal. For comparison, 41% of those who speak English at home, 40% of white respondents, and 39% of both those without a disability and non-LGBTQ+ respondents answered with legal.

10% of multiracial respondents wrongly believed not granting the time off was illegal. For comparison, 19% of white respondents answered with not legal.

For not sure, it was 35% of Black respondents and 31% of LGBTQ+ respondents. For comparison, it was 41% of white respondents and 42% of non-LGBTQ+ respondents with not sure.

All of the acts listed in Chart 38 are not legal, sorted by the share of respondents who correctly answered the question. They are:

- Landlord offering to accept sexual favors or acts from a tenant instead of rent
- Apartment complex's maintenance worker leaves sexually suggestive notes on tenants' cars in parking lot
- Not hiring an Asian applicant out of concern about the coronavirus at the start of the pandemic
- Lower appraisal for a Black homeowner when compared to similar properties owned by white homeowners
- Not permitting a disabled employee to sit at a cash register because that's not fair to other employees
- Real estate agent shows a Black family houses only in southeast Fort Wayne because the agent believes they would prefer living where most residents look like them
- Not renting to a family with a baby and toddler because of concern about possible damage from kids
- 20-year-old fast food manager sends flirty text messages to an 18-year-old coworker when not at work
- Supervisor placing all Spanish speakers on the same crew for the workers' convenience
- Landlord refusing to move the rent due date for people with a disability based on when they receive their Social Security Disability payment

Respondents were most likely to recognize landlords accepting sexual favors in place of rent as illegal at 91%, followed by an apartment maintenance worker who leaves sexually suggestive notes on cars at 88%. Filling out the top three for largest share of correct answers was not hiring an Asian job applicant at 83%.

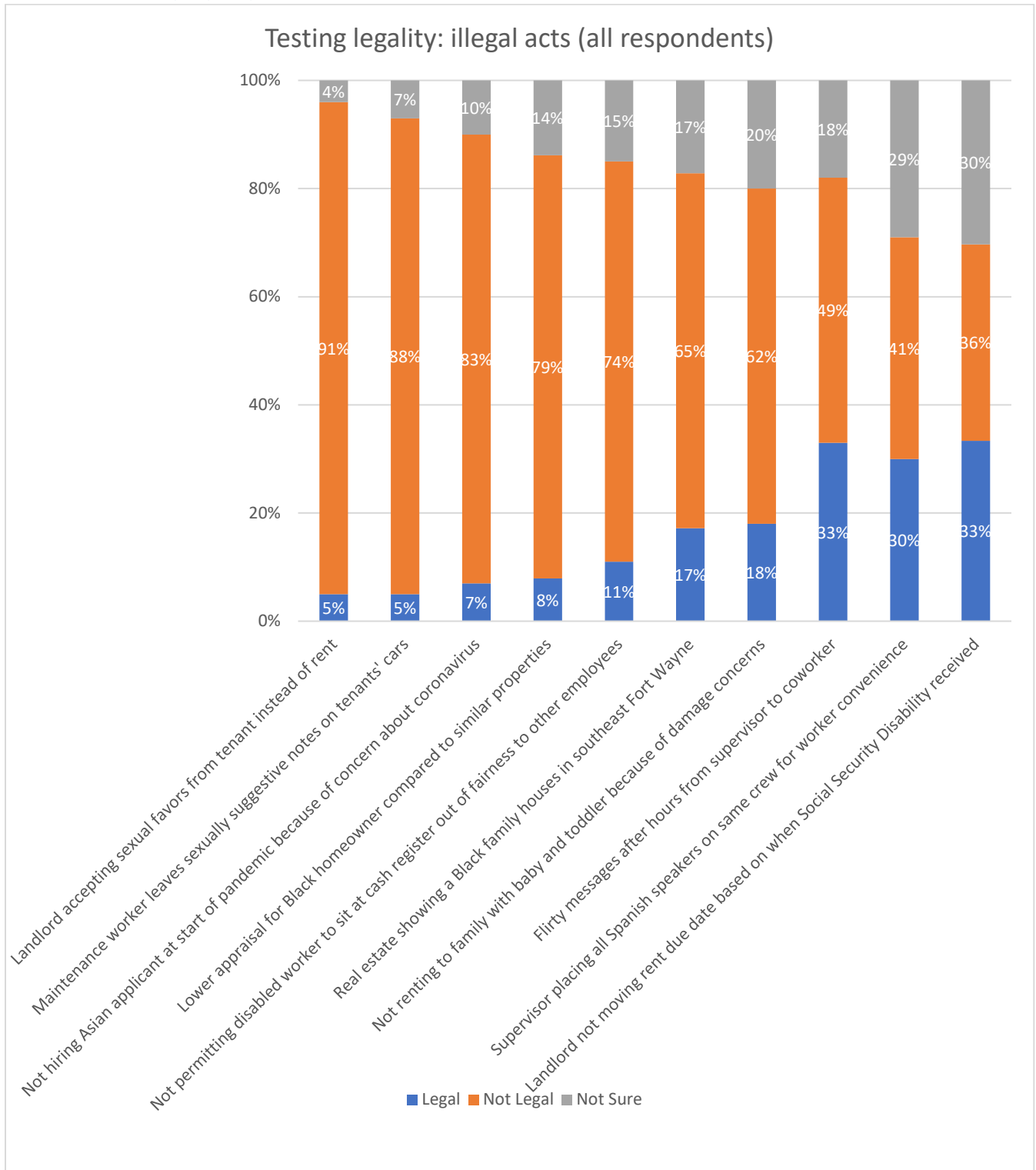
The rest of the questions with more than half of respondents correctly answering were a lower appraisal for Black homeowner (79%), disabled worker not permitted to sit at cash register (74%), showing houses only in southeast Fort Wayne (65%), and landlord's concerns about damage from children (62%).

Fewer than half of respondents correctly identified that a supervisor sending flirty messages to a co-worker as illegal at 49% as did the 41% who recognized placing Spanish speakers on the same work crew could be a civil rights violation.

The question about refusing to move the rent due date for a tenant receiving Social Security disability had a nearly even three-way split between legal, not legal, and not sure at 33%, 36% and 30% respectively. Civil rights law requires housing providers to make reasonable accommodations to procedures and policies for residents with disabilities. Adjusting the rent due date is considered to be one of those reasonable accommodations, thus making the question as written illegal.

The incorrect answer and the share of not sure largely matched up for each of Chart 38's questions. For example, landlord's concerns about damages from children had 18% who said it was illegal while 20% said they weren't sure. Exceptions to this pattern were the lower appraisal for the Black homeowner at 8% for legal and 14% for not sure and supervisor's flirty messages at 33% for legal compared to 18% for not sure.

Chart 38: Knowledge of illegal acts



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics to the questions in Chart 38 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

Sexual favors in lieu of rent

The not-legal answers outside the credibility interval for a landlord accepting sexual favors in lieu of rent were 95% of multiracial respondents, 94% of white respondents, 84% of Black respondents, 82% of Hispanic respondents, and 79% of those who speak a language other than English at home. For comparison, 92% of non-Hispanic respondents and 93% of those who speak English at home responded with not legal.

12% of both those who speak a language other than English at home and Black respondents, 11% of Hispanic respondents, and 2% of multiracial respondents selected legal as their answer to this question. For comparison, 4% of both non-Hispanic respondents and those who speak English at home and 3% of white respondents indicated this was legal.

9% of those who speak a language other than English at home and 7% of Hispanic respondents selected not sure. For comparison, 3% of those who speak English at home and 4% of non-Hispanic respondents were not sure.

Maintenance workers leaves sexually suggestive notes for tenants

91% of women and both white and multiracial respondents, 85% of men, 84% of both LGBTQ+ respondents and respondents with a disability, 83% of Black respondents, 80% of Hispanic respondents, and 75% of those who speak a language other than English at home correctly identified that a maintenance worker who leaves sexually suggestive notes on tenants' vehicles as not legal. For comparison, 89% of non-Hispanic respondents, those not reporting a disability, and non-LGBTQ+ respondents plus 90% of those who speak English at home listed this as not legal.

Responses outside the credibility interval for legal were 12% of both Hispanic respondents and those who speak a language other than English at home and 9% of those with a disability. For comparison, 4% of both non-Hispanic respondents and those who speak English at home and 5% of those not disabled responded with legal.

For not sure, it was 13% of those who speak a language other than English at home, 12% of Black respondents, and 3% of multiracial respondents. For comparison, 6% of those who speak English at home and 5% of white respondents were not sure.

Not hiring Asian applicant

100% of multiracial respondents correctly identified that not hiring an Asian applicant due to fears of the coronavirus at the start of the pandemic as not legal as did 78% of those with a disability. For comparison, 83% of white respondents and 84% of those not reporting a disability answered with not legal.

12% of LGBTQ+ respondents and 0% of multiracial respondents selected legal. For comparison, 7% of white respondents and 6% of non-LGBTQ+ respondents answered as legal.

For not sure, it was 15% of those with a disability, 6% of LGBTQ+ respondents, and 0% of multiracial respondents. For comparison, 10% of both white and non-LGBTQ+ respondents and 9% of those without a disability were not sure.

Lower appraisal for Black homeowner

For the not legal answers outside the credibility interval, 90% of multiracial respondents, 74% of people with disabilities, 73% of Black respondents, 72% of those who speak a language other than English at home, and 62% of LGBTQ+ respondents gave that answer to the question asking about the legality of giving a Black homeowner a lower appraisal. For comparison, 80% of both those who speak English at home and white respondents, 79% of those without a disability, and 81% of non-LGBTQ+ respondents listed not legal.

Those with an answer of legal were 15% of respondents with a disability, 13% of Black respondents, and 12% of those who speak a language other than English at home. For comparison, 7% of those who speak English at home, those who are not disabled, and white respondents listed legal.

29% of LGBTQ+ respondents and 4% of multiracial respondents were not sure. For comparison, 12% of non-LGBTQ+ respondents and 13% of white respondents were not sure.

Not permitting disabled worker to sit

Responses from those with a disability were not outside the credibility interval for the total population for not permitting a worker with a disability to sit as a matter of fairness to other workers.

84% of LGBTQ+ respondents, 79% of women, 69% of men, 68% of both Black and Hispanic respondents, and 67% of both multiracial respondents and those who speak a language other than English at home correctly responded that this was not legal. For comparison, 75% of both those who speak English at home and non-Hispanic respondents, 78% of white respondents, and 73% of non-LGBTQ+ respondents answered with not legal.

For those who thought it was legal, 17% of Black respondents, 7% of LGBTQ+ respondents, and 6% of multiracial respondents had answers outside the credibility interval. For comparison, 11% of non-LGBTQ+ respondents and 9% of white respondents answered with legal.

27% of multiracial respondents, 24% of those who speak a language other than English at home, 22% of Hispanic respondents, and 9% of LGBTQ+ respondents were not sure if it was legal or not. For comparison, 16% of non-LGBTQ+ respondents, 15% of non-Hispanic respondents, 14% of those who speak English at home, and 13% for white respondents were not sure.

Real estate agent showing Black family houses in southeast Fort Wayne

The responses for Black respondents were not outside the credibility interval for the question about a real estate agent who only showed a Black family houses in southeast Fort Wayne under the belief that is where the family wanted to live.

70% of those who speak a language other than English at home, 61% of Hispanic respondents, 58% of respondents with a disability, 56% of LGBTQ+ respondents, and 55% of multiracial respondents correctly answered as not legal. For comparison, 67% of white respondents; 66% of non-LGBTQ+, non-disabled, and non-Hispanic respondents; and 65% of those who speak English at home selected not legal.

28% of Hispanic respondents, 26% of LGBTQ+ respondents, 24% of multiracial respondents, and 23% of respondents with a disability believed only showing houses in southeast Fort Wayne to be legal. For comparison, 16% of non-disabled, non-Hispanic, and non-LGBTQ+ respondents and 17% of white respondents listed this as legal.

21% of multiracial respondents and 11% of Hispanic respondents listed not sure. For comparison, 16% of white respondents and 18% of non-Hispanic respondents were not sure.

Not renting to a family with young children

67% of multiracial respondents, 56% of LGBTQ+ respondents, 54% of respondents with a disability, and 51% of those who speak a language other than English at home correctly answered that not renting to a family with young children out of concern for property damage as not legal. For comparison, 63% of white respondents, those without a disability, and non-LGBTQ+ respondents and 64% of those who speak English at home answered with not legal.

28% of both multiracial and LGBTQ+ respondents and 21% of respondents with a disability responded as legal not to rent to a family with children. For comparison, 17% of non-LGBTQ+ respondents and 18% of both white respondents and those without a disability selected legal.

For not sure, the following groups had that answer: 34% of those who speak a language other than English at home, 25% of respondents with a disability, and 5% of multiracial respondents. For comparison, 19% of both white respondents and people without a disability and 18% of those who speak English at home selected not sure.

Flirty after-hours message from supervisor

59% of multiracial respondents, 56% of Black respondents, and 42% of LGBTQ+ respondents correctly listed a 20-year-old supervisor sending after-hours flirty messages to an 18-year-old who works for him as not legal. For comparison, 49% of non-LGBTQ+ respondents and 47% of white respondents listed this as not legal.

48% of LGBTQ+ respondents, 28% of Black respondents, 27% of respondents with a disability, and 19% of Hispanic respondents thought this was legal. For comparison, 35% of both white and non-Hispanic respondents, 34% of both those who are not disabled and those who speak English at home, and 31% of non-LGBTQ+ respondents selected legal.

Responses of not sure outside the credibility interval were 30% of Hispanic respondents, 24% of those who speak a language other than English at home, 12% of multiracial respondents, and 10% of LGBTQ+ respondents. For comparison, 19% of non-LGBTQ+ respondents, 18% of those not reporting a disability and 17% for non-Hispanic respondents, white respondents, and those who speak English at home were not sure.

Placing all Spanish-speaking workers together for employees' convenience

For not legal, 49% of Hispanic respondents, 48% of Black respondents, 46% of women, 36% of both men and respondents with a disability, and 29% of LGBTQ+ respondents had this correct response for an employer's decision to place all Spanish-speaking workers on the same crew for workers' convenience. For comparison, 39% of white respondents, 40% of non-Hispanic respondents, 41% of those not reporting a disability, and 42% of non-LGBTQ+ respondents listed not legal.

The respondents who answered legal outside the credibility interval were 44% of LGBTQ+ respondents, 39% of multiracial respondents, 35% of respondents with a disability, and 21% of Hispanic respondents. For comparison, 28% of non-LGBTQ+ respondents, 29% of those without a disability, and 31% both of white and non-Hispanic respondents selected legal.

25% of Black respondents and 23% of multiracial respondents said they were not sure. For comparison, 31% of white respondents were not sure.

Landlord not moving rent's due date despite date of disability payment

48% of Black respondents and 31% of those who speak a language other than English at home correctly selected not legal for when a housing provider refuses to move the date rent is due for a tenant with a disability as a result of when the disability payment is made. For comparison, 35% of white respondents and 37% of those who speak English at home selected not legal.

For answers indicating this action is legal, 42% of Hispanic respondents, 27% of Black respondents, and 26% of respondents with a disability had this response. For comparison, 34% of both white respondents and people without a disability and 32% of non-Hispanic respondents listed legal.

In the not sure category, it was 25% of Hispanic respondents. For comparison, 31% of non-Hispanic respondents answered with not sure.

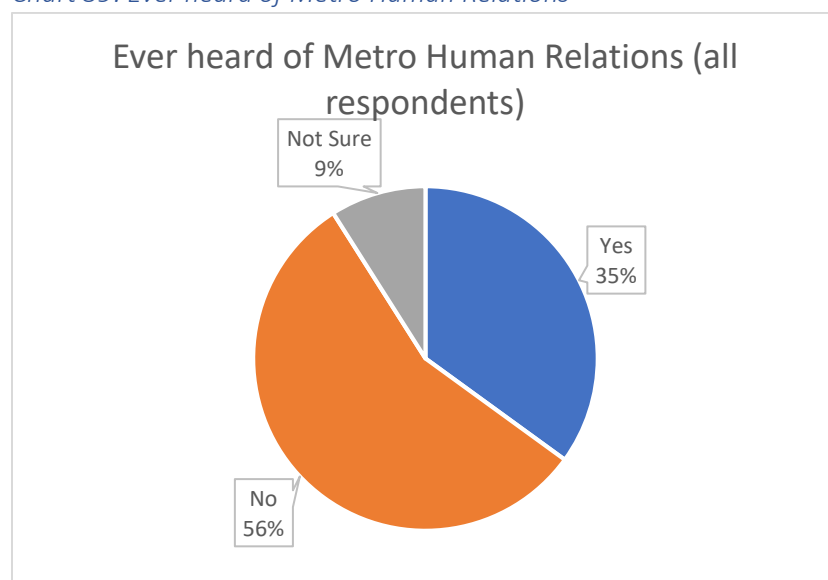
Knowledge of Metro

The survey asked all 800 respondents a series of questions about their knowledge and use of Metro. Chart 39 looks at if all respondents had ever heard of Metro. Charts 40-42 asked whether the respondents or someone they know filed a complaint with Metro.

All charts indicated a small minority of respondents and people they knew had filed a complaint with the agency, but splits emerged across demographic characteristics as explained in this report.

For Chart 39's knowledge of Metro's existence, 35% said yes, 56% answered no, and 9% were not sure.

Chart 39: Ever heard of Metro Human Relations



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

For Chart 39, minority respondents were more likely to report knowledge of Metro. 56% of Black respondents and 43% of Hispanic respondents, responded yes to ever having heard of Metro. Those below the credibility interval were 22% of LGBTQ+ respondents and 30% of white respondents. For

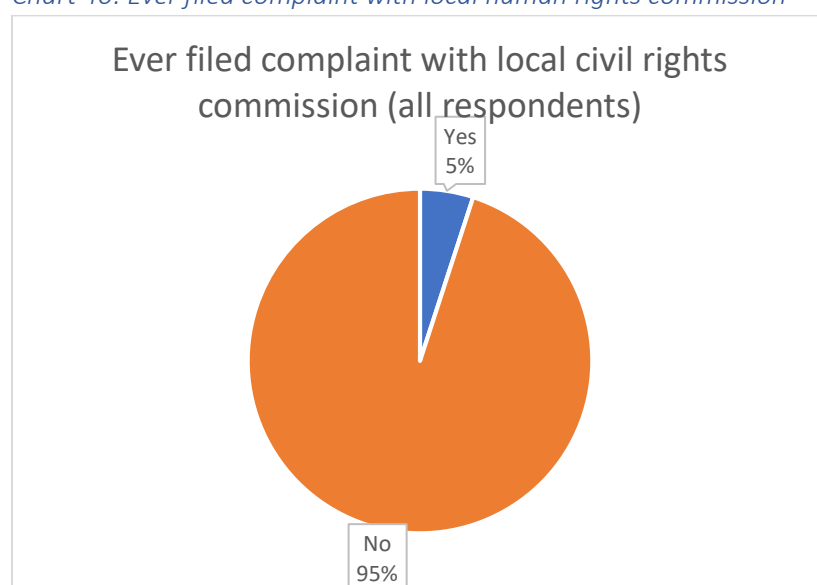
comparison, 34% of non-Hispanic respondents and 37% of non-LGBTQ+ respondents indicated they had heard of Metro.

For those indicating no knowledge above the credibility interval were 64% of LGBTQ+ respondents and 61% of white respondents. Below the listed interval were 51% of Hispanic respondents and 35% of Black respondents. For comparison, 55% of non-LGBTQ+ respondents and 57% of non-Hispanic respondents responded with no.

For those reporting not sure, it was 14% of LGBTQ+ respondents. For comparison, 8% of non-LGBTQ+ respondents answered with not sure.

Chart 40 indicates a small minority of all respondents – 5% – had ever filed a complaint with Fort Wayne’s civil rights agency.

Chart 40: Ever filed complaint with local human rights commission



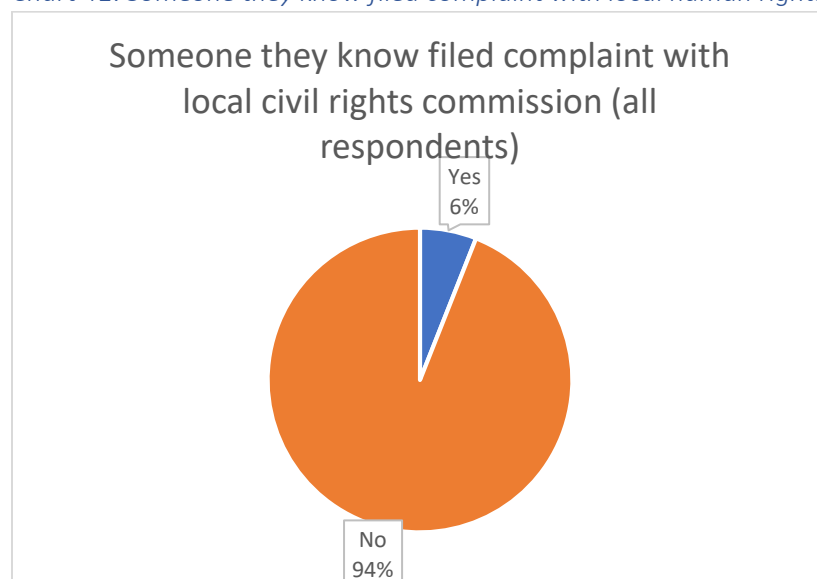
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics for Chart 40’s question using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

12% of both Black and Hispanic respondents had filed a complaint with Metro plus 7% of those who speak a language other than English at home. Answers below the credibility interval were 3% of white and multiracial respondents. For comparison, 4% of non-Hispanic respondents and 5% of those who speak English at home had filed a complaint.

Chart 41 asked if all respondents knew someone who had filed a complaint with Metro with 6% of respondents answering yes.

Chart 41: Someone they know filed complaint with local human rights commission



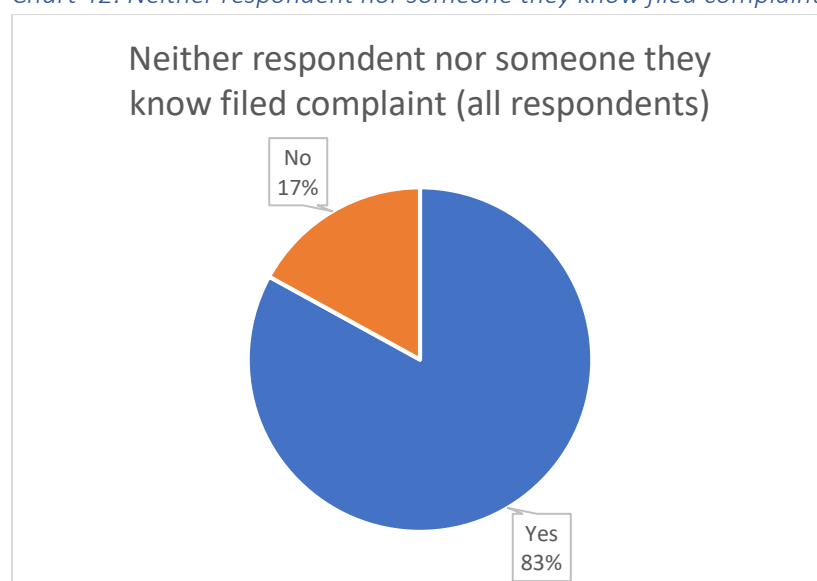
Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

CRI evaluated the demographics for Chart 41 using the following categories: gender, race, ethnicity, disability status, LGBTQ+ identity, and language spoken at home.

14% of Black respondents, 13% of those who speak a language other than English at home, 11% of LGBTQ+ respondents, 9% of respondents identifying as having a disability, and 0% of multiracial respondents indicated they knew someone who had filed a complaint with Metro. For comparison, 5% of both those who speak English at home and white respondents and 6% both of people without a disability and non-LGBTQ+ respondents knew of someone.

Chart 42 reflects the answers to the question asking if neither the respondent nor someone they knew filed a complaint with Metro, with 83% indicating they did not know anyone nor themselves.

Chart 42: Neither respondent nor someone they know filed complaint with local human rights commission



Source: Metro Employment, Housing, and Public Accommodations Discrimination Survey, 2022, 2022

Those answering in the affirmative above the credibility interval for Chart 42 were 94% of multiracial respondents. Affirmative answers below the interval were 76% of Hispanic respondents, 75% of those who speak a language other than English at home, and 68% of Black respondents. For comparison, 84% of both those who speak English at home and non-Hispanic respondents and 86% of white respondents answered with yes.