



Annual Report 2020

Educate. Empower. Enforce.





Our Mission

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

Our Vision

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

Board of Commissioners

Commission Chair Lana Keesling,
City Council Appointee

Commission Vice Chair Aisha Arrington,
Mayoral Appointee

Commissioner Larry Wardlaw,
Mayoral Appointee

Commissioner Dorian Maples,
Mayoral Appointee

Commissioner Tabitha Ervin,
Mayoral Appointee

Commissioner Rick Trevino,
City Council Appointee

Commissioner Kody Tinnel,
City Council Appointee



Dear friends and neighbors,

It is my pleasure to chair the Fort Wayne Metropolitan Human Relations Commission and work along with my fellow commissioners and the Metropolitan Human Relations' staff. While 2020 proved to be an unprecedented year, I'm very proud of the staff and Executive Director, Nikki Quintana, for their extraordinary work. The pandemic posed numerous challenges for the agency, who serves the public to enforce

civil rights laws in the city and provide training and resources to the community. The staff led by Nikki weathered the challenge and continued to serve the public at the top level that they are known.

Nikki and the staff found safe alternatives during the pandemic to continue to serve the public safely. They modified their standard operations to work remotely while continuing to investigate cases and educate the community. They were provided funding to add technology to every investigator so that they could safely work from home to continue operating. An example of their commitment to continue outreach included The Fair Housing Summit. It was modified from an in-person program to a webinar series, and still provided the top-notch education that it has done in the past. Other training and investigations were completed via phone or video conferencing making sure outreach continued and the community had resources.

While in 2020 the number of trainings provided was down a bit from 2019, Metro still managed to provide 48 training sessions with 1281 people being reached in the pandemic year. Further, the total number of cases investigated and closed for 2020 for employment, housing and metro only was 324.

As we move into 2021 and we work towards getting back to normal, Metro remains committed to helping our community by providing resources and education. We look forward to continued growth and collaborations within our community.

Sincerely,

Lana Keesling, *Commission Chair*



Dear friends and neighbors

As the Executive Director of the Fort Wayne Metropolitan Human Relations Commission (Metro), I am pleased to acknowledge this report and the work of Metro staff and Commissioners. Metro has continued its commitment to enforce civil rights laws in the City of Fort Wayne. This year was unlike any year prior as we worked through the COVID-19 pandemic and the increasing civil rights issues that were

occurring nationwide.

The Commission focused on innovative ways to serve the public effectively and efficiently, including using technology to provide virtual trainings and developing processes for remote investigations when possible. The Commission joined thousands across the country and issued a statement condemning the violence that has claimed the lives of black persons in America including George Floyd, Ahmaud Arbery, Breonna Taylor, and far too many others. This year, Metro took further steps to educate the community by providing additional trainings related to the Trauma of Racism and the importance of diversity and inclusion.

Despite the challenges of this year, the Metro staff has worked diligently to investigate discrimination cases and educate the citizens of Fort Wayne. This year Metro investigated and closed over 300 complaints and assisted over 1,200 citizens who contacted our office concerning potential discrimination. Further, Metro has continued to maintain strong partnerships with local organizations, businesses, and professionals. I continue to be proud of the accomplishments made by the Metro staff and look forward to the impact we will make in 2021.

Sincerely,

Nikki Quintana, *Executive Director*

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Outreach and Education

The Commission provides education for the citizens of Fort Wayne by doing trainings in the areas of diversity, anti-harassment, fair housing, and employment discrimination. The Commission also partners with organizations in the community to be a part of various outreach events. This year due to the pandemic the Commission modified many of our outreach initiatives and trainings to be done virtually. Specifically, the Commission held our annual Fair Housing Summit as a webinar series through the month of September, we also held a COVID-19 in Employment training with the Equal Employment Opportunity Commission via Zoom, and did some in-person events where COVID-19 protocols and social distancing standards were met.



Director Quintana speaks during Welcome Week

2020 Outreach Statistics

1,281
48

People reached through trainings and events

Events or trainings

35 Diversity, harassment, workplace civility, and metro process trainings

12 Fair housing trainings

1 Booths and events

23

Community organizations, businesses, and housing providers given FREE training services

1,255

Inquiries (phone, walk-in, email) — or total # of citizens who contacted our office

2020 Fair Housing Summit

For the second year in a row the Commission partnered with the City of Fort Wayne Office of Housing and Neighborhood Services to put on our annual Fair Housing Summit. This year the program was a four-week webinar series that included one of the nation's most prominent anti-racist educators and authors, Tim Wise. The Summit was scheduled to be an in-person but due to the COVID-19 pandemic, it was a virtual event that took place on four Tuesdays in September. Each Tuesday featured a different speaker or speakers presenting about a topic related to fair housing via a Zoom meeting. The sessions included Sexual Harassment in Housing, Discrimination in Zoning, and the Eviction Crisis in Fort Wayne.

2020 Fair Housing Summit
The Eviction Crisis in Fort Wayne
Featuring Kelly Lundberg and Andrew Thomas
City of Fort Wayne's Office of Housing & Neighborhood Services and Indiana Legal Services



2020 Fair Housing Summit
Sexual Harassment in Housing
Featuring Amy Nelson
Executive Director of The Fair Housing Center of Central Indiana



2020 Fair Housing Summit
Keynote Address
Featuring Tim Wise
Author of "White Like Me"



2020 Fair Housing Summit
Discrimination in Zoning
Featuring Sara Pratt
Counsel, Relman Colfax PLLC



Trauma of Racism Training

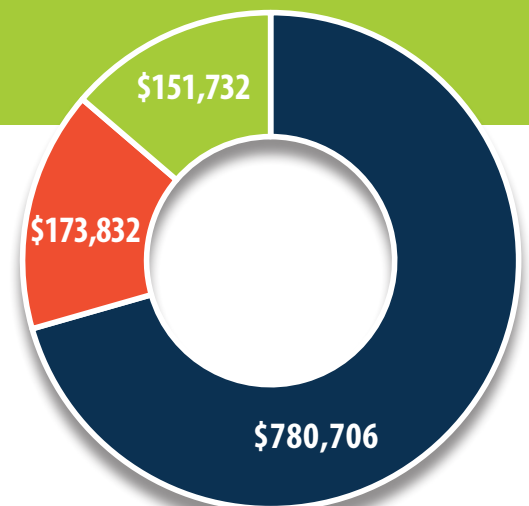


In response to the death of George Floyd the Commission also hosted two Trauma of Racism trainings where Aaron and Janell Lane, of Courageous Healing Inc., discussed the affects of racism on marginalized groups, bias, microaggressions, and how to navigate racism in the workplace.

Financial Summary

As part of the cooperative agreement between HUD, EEOC and the City of Fort Wayne, the Commission operates by utilizing funding from all three sources. Below is a breakdown on the budgets utilized for the 2020 calendar year.

■ Property Tax	\$780,706
■ EEOC	\$173,832
■ HUD	\$151,732



Case Processing Procedure

Both dual filed employment and city ordinance cases		
Drafted Complaints	Cases Investigated	Monetary Settlement
279	266	\$59,833

Employment

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

213 No Probable Cause

10 Cause

7 Withdrawal

6 Administrative

13 Settlement

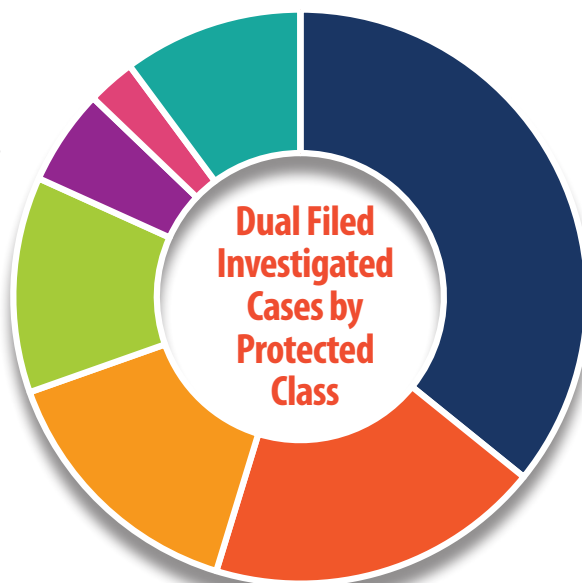
0 Right to Sue

Types of Closures for Dual Filed Investigated Cases

230 Dual Filed Cases Closed

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

**Some cases include multiple basis.*



Race	131	53%
Retaliation	69	28%
Sex	54	22%
Disability	44	18%
National Origin	21	8%
Religion	11	4%
Age	37	15%
Color	0	0%

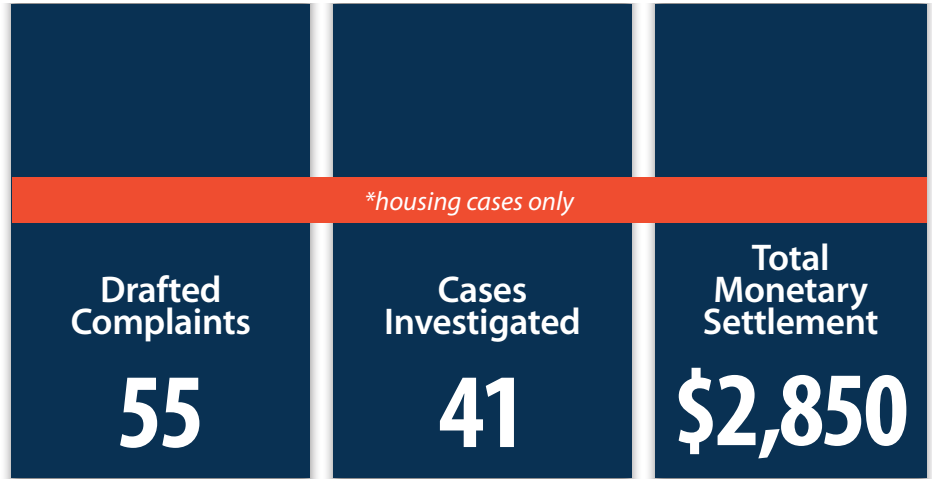
City Ordinance

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

Types of Closures			
Education	5	20%	
Public Accommodation	11	73%	
Employment	1	7%	

Housing

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



Race	18	44%
Color	0	0%
Religion	0	0%
National Origin	1	2%
Sex	8	20%
Disability	17	41%
Familial Status	5	12%
Retaliation	2	5%

Investigated Housing Cases by Protected Class

*Reflects number of cases that contained the protected class.

*Some cases include multiple basis.

Types of Closures



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