



METROPOLITAN HUMAN RELATIONS COMMISSION

April 4, 2022
12:00 PM
METRO CONFERENCE ROOM
2310 PARNELL AVENUE
FORT WAYNE, IN 46805
Teleconference: 260-427-8590 PIN: 724412

Meeting called by: STATUTORY MONTHLY MEETING
Type of meeting: FIRST MONDAY OF EACH MONTH
Note taker: Abigail Reyes, ADMINISTRATIVE ASSISTANT IV

Metro Commissioners: Aisha Arrington, Chair; Tabitha Ervin, Vice Chair; Dorian Maples; Lana Keesling; Larry Wardlaw; Dr. David Lombard; and Tony Burrus

Agenda

Call to Order
Roll Call of Commissioners
Reading of Minutes
Office Report
Old Business
New Business
Concerns/Comments from the Public
Adjournment

Call to Order and Roll Call at 12:00 p.m.

Commissioners Present: Arrington (in-person)
Ervin (Video Conference/Telephone/Electronic)
Maples (in-person)
Keesling (Video Conference/Telephone/Electronic)
Wardlaw (in-person)
Burrus (in-person)

Other Persons Present: Nikki Quintana, Executive Director
Jenny Gosheff, Staff Attorney
Abigail Reyes, Administrative Assistant IV

- March 7th meeting minutes were approved.

OFFICE REPORT

EEOC

EMPLOYMENT CASE PROCESSING (10/1/21 – 9/30/22)

- **Intakes (by 9/30/22): 90 (contract number) 20 (current status)**
- **Contract number of case closures by 9/30/22: 265**
 - 66 No Probable Cause Cases
 - 10 Settlements (\$\$117,438.47)
 - 2 Withdrawals
 - 1 Lack of Jurisdiction
 - 0 Right to Sue or Full Credit Transfer to the EEOC

HUD

HOUSING CASE PROCESSING (7/1/21 - 6/30/22):

34 Cases closed for contract

- 6 HUD Settlement
- 0 Lack of Jurisdiction/withdraw/admin
- 28 No reasonable cause
- 0 Withdraw after Resolution
- 2 Reasonable cause

30 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

March 2, 2022: Investigator Nancarrow and Senior Investigator Woods conducted anti-harassment per a settlement agreement.

March 8, 2022: Director Quintana attended Amani's International Women's Day celebration via Zoom.

March 9, 2022: Staff Attorney Gosheff and Director Quintana conducted anti-harassment training per a settlement agreement.

March 22, 2022: Investigator Kelsaw attended the Easterseals Arc Assistive Technology in the Workplace webinar

March 29, 2022: Investigator Irby attended the Easterseals Arc Assistive Technology in the Workplace webinar.

March 30, 2022: Investigator Guayamo and Director Quintana conducted sexual harassment training per a settlement agreement.

March 31, 2022: Director Quintana conducted metro process training at Purdue Fort Wayne.

PERSONNEL ISSUES:

- We have a new investigator, Sierah Barnhart, who will start on April 18

BUDGET/CALENDAR OF EVENTS:

Admin Reyes reviewed current budget status and went over calendar of events.

LEGAL UPDATE/MATTERS:

Mediations: The Commission had one mediation this month. This mediation was successful.

NEW BUSINESS:

- **Victim’s Assistance Diamonds & Denim Event**

In the past, Metro has bought tickets for a table. Director Quintana asks the Commissioners for approval to purchase four tickets to attend the Diamonds & Denim Event in the month of May. Director Quintana states each ticket is \$75 a person, \$300 for four people. Commissioner Wardlaw makes motion to approve the purchase of four tickets. Commissioner Keesling seconds. The Commissioners voted unanimously to approve.

- **Marketing Proposal for Metro Survey**

This was presented in last month’s meeting by One Lucky Guitar (OLG) with Bridget Malinowski. The initial proposal was for \$25,000 to include the Fair Housing Summit presentation and all the items that were to be included with the Fair Housing Summit. In last month’s meeting, it was tabled to determine if we were going to present any items at the Fair Housing Summit.

Director Quintana proposed the same marketing plan excluding the Fair Housing Summit items due to not having sufficient time to create items for the Fair Housing Summit. The new plan would be for \$22,000.

Director Quintana states the surveys were all completed, and the Commission will work with Rachel Blakeman to go through data. Rachel will provide the Executive Summary hopefully by the end of May and from there we will be meeting with OLG.

Commission Wardlaw asks if they will still see the level in between. He knows there will be a summary, but will the Commission see the data before.

Director Quintana shares that they should be able to give the Commissioners a general overview before the marketing plan is rolled out.

Commissioner Wardlaw agrees about seeing the overview because he says they would want to know what is happening before having the marketing organization prepare and take it for the word to the community.

Director Quintana states she does have questions about the timing of things. We want to make sure when we bring it to the commission it is available to the public the next day or very soon after.

Commissioner Burrus states maybe soon after because if we any discussion or if we have questions after, that could lead to possible changes.

Commissioner Wardlaw states we need to present this marketing proposal and consider the vote on this.

Commissioner Wardlaw asks if there is a reaction to the information that has been worked on with Rachel, is there a nugget of which we need to know if there is a wow factor.

Director Quintana shares that she does not know the numbers off the top of her head, but that the large data set is going to give us some interesting data to pull from.

Commissioner Wardlaw says he is curious, has his suspicions on how much of the community does know what we do, that will be interesting to see in the data.

Director Quintana states she believes most of the data set will come from employment and housing sections.

Commission Chair Arrington asks if we need to talk about timing first, or do we need to go over the marketing plan now.

Director Quintana answers we can move forward just with the new proposal as we can't do the Fair Housing Summit portion. Director Quintana clarifies that the survey data presented to Commissioners will be the highlights.

Commissioner Wardlaw states OLG and your meeting with Rachel, it is to enlighten us, with the highlights.

Commissioner Burrus states it will give us an idea of what we will use the contract for.

Commission Chair Arrington asks if the numbers seem fair to everyone. She directly asks Commissioner Wardlaw if this seems fair to him due to his area of expertise.

Commissioner Wardlaw states from his perspective it is a fair proposal. As far as hours and time for an agency to prepare the naming and look. With the packaging of the executive, we are still counting on Rachel and Andy to give us the summary, because I believe OLG will take it to the next level as far as where the community will be able to understand. He confirms he believes it is a reasonable proposal

Commissioner Ervin makes a motion for approval of the \$22,000 marketing proposal.

Commissioner Keesling seconds the motion. The Commissioners voted unanimously to approve.

- **2022 Fair Housing Summit**

An update of the event is we are almost sold out. We currently have 330 registered, and we are looking to see if we can expand it further.

Commissioner Wardlaw agrees with expanding it out. Commissioner Wardlaw asks if the Coliseum does have the space.

Director Quintana confirms the Coliseum does have the space.

Commissioner Wardlaw makes the comment of the Facebook post are well done.

Director Quintana informs the Commission Admin Reyes is creating the graphics and that together we are creating the language for the Facebook posts and stats Admin Reyes has done a great job with her posts.

Current Case Age: 183.27

OLD BUSINESS:

- None

CONCERNS FROM THE PUBLIC:

MEETING ADJOURNED at 1:13 pm