



METROPOLITAN HUMAN RELATIONS COMMISSION

December 2, 2019
4:30 PM
METRO CONFERENCE ROOM
2310 PARNELL AVENUE
FORT WAYNE, IN 46805

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

Metro Commissioners: Kody Tinnel, Chair; Lana Keesling, Vice Chair; Jesus Trevino; Dorian Maples, Larry Wardlaw, Michelle Chambers, and Aisha Arrington.

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 4:37 p.m.

Commissioners Tinnel, Keesling, Trevino, Wardlaw and Maples present.

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

November 4th meeting minutes were read and approved.

OFFICE REPORT

EEOC

EMPLOYMENT CASE PROCESSING (10/1/19 – 9/30/20):

- **Intakes (by 9/30/20): 110 (contract number) 22(current status)**
- **Case Closures: 57 plus PC (contract 260)**
 - o 53 No Probable Cause
 - o 2 Settlements
 - o 2 Withdrawals
 - o 0 Lack of Jurisdiction
 - o 0 Right to Sue or Full Credit Transfer to the EEOC

HUD

HOUSING CASE PROCESSING (7/1/19 - 6/30/20):

18 Cases closed for contract

- o 4 HUD Settlements
- o 1 Lack of Jurisdiction/withdraw/admin
- o 12 No reasonable
- o 1 Reasonable cause
- o 2 Conciliated Reasonable cause (\$)

24 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

November 4, 2019: Investigators Nancarrow, Holifield, Burks, Senior Investigator Woods and Director Quintana attended NBI Employment Legal Update training.

November 6, 2019: Senior Investigator Sorg conducted Harassment Training per a settlement agreement.

November 7, 2019: Director Quintana attended Leadership Fort Wayne.

November 8, 2019: Investigators Guayamo, Myers, Burks and Senior Investigator Sorg attended Fair Housing Training in Indianapolis.

November 14, 2019: Director Quintana partnered with NIHRA, Ivy Tech, and EEOC to hold Workplace Civility Training.

November 15, 2019: Investigators Nancarrow, Muhammad and Director Quintana attended an unconscious bias training at Parkview.

November 18, 2019: Senior Investigator Sorg conducted Harassment Training per a settlement agreement.

November 19, 2019: Director Quintana conducted Metro Process: Intake to Public Hearing training at the Allen County Bar Association. Senior Investigator Woods and Staff Attorney Gosheff attended.

November 20, 2019: Admin Hernandez, Staff Attorney Gosheff, and Director Quintana attended Fair Housing Summit meeting with Community Development.

November 20, 2019: Senior Investigators Sorg and Woods conducted Fair Housing Training for First Choice Housing.

November 26, 2019: Director Quintana conducted Anti-Discrimination: Employment Best Practices training at St. Anne's.

PERSONNEL ISSUES:

- New Investigator: DeMarkus Muhammad – starts shadowing investigators this week
- New Staff Attorney: Jenny Gosheff – introduced herself, she has completed and submitted the Amicus Brief

BUDGET/CALENDAR OF EVENTS:

- Admin Hernandez reviewed the rolling budgets.

LEGAL UPDATE/MATTERS:

- **Mediations:** No Mediations

NEW BUSINESS:

- Office Repairs –
 - Ramp and rail have been repaired but the handicap button wasn't placed. Signage will be placed while it gets fixed.
 - DeMarkus' window had a crack in it but will be replaced tomorrow.
 - The paint in our office is peeling and Director Quintana will be reaching out to Dan Brenner to see if we can start working on getting it fixed.
- Strategic Planning & Outreach/Education
 - Ideas for updates to our conference room and lobby will be presented at a later time. Commissioner Trevino will be speaking to someone in his office about their current media setup because they have installed new smart screens.
 - El Mexicano Newspaper– Renewal - \$3900 a year/ \$325 a month for a half page color ad. They will be locking in our price. We are not able to track how many complainants contact us because of this ad. Commissioner Tinnel motioned to approve the renewal and Commissioner Maples second it.
 - We will be putting together a strategic outreach plan that will most likely encompass radio and billboards but Director Quintana along with the leadership team other ways we can do outreach. This year we we'll be working on doing other things, like partnerships, with agencies. For example, aside from the Fair Housing Summit we already do, we'd like to possibly do a Disability Forum. Director Quintana will be discussing different ideas with leadership team.
- Faces of Fairness- Wrap-up: Director Quintana spoke about the participants of the campaign and their national origin. Todd Steele sent data for our social media campaign. Our campaign reached a total of 90,527 people. We were able to reach 49% of the 21 years and older residents of Fort Wayne. We are not able to get demographics aside from sex and language. We found that 48% were female and 51% were male. Also that 6% spoke another language other than English. Metro's Facebook page also increased from 357 to 740 page likes, which equals to 107% in growth.
- Metro is looking at holding the annual Fair Housing Summit in the Coliseum in 2020. The date hasn't been locked in but we're looking at April 29, 2020. Tim Wise is the keynote speaker we're interested in bringing. He has a documentary called "White Like Me". His discussions tend to be on difficult topics and are very thought provoking. We want Commissioners to be aware and also weigh in before a contract is signed. Director Quintana spoke to another FHAP agency that has used him as a speaker and she only had great things to say and recommended that we use him. They stated they would have Mr. Wise back again. They had 85% good

feedback and 15% didn't like him. Mr. Wise has spoken 100s of times and has covered various other fair housing speaking engagements. We can choose what he will talk about. Director Quintana explained we would want to speak about institutionalized discrimination and effects of this in housing from a historical perspective to present day. Director Quintana, for full disclosure, made Commissioners aware that Tim Wise has been protested by the KKK, Nazis, and other white supremacy groups before. Mr. Wise has also been known to curse in his speeches but Director Quintana explained that if asked he would not curse. His speaking fee is \$5,000. Metro didn't cover any costs last year but we'd like to cover some costs this year as the program will be growing attendance. The Commissioners were asked to give feedback to Director Quintana by Friday, December 6. This information would also be given to the Mayor's office due to the partnership with Community Development; they also wanted to make sure it was reviewed by leadership.

Commissioner Maples mentioned that she enjoyed Tim Wise's documentary and believes that all Commissioners should be present in support of Metro at the Fair Housing Summit.

Commissioner Tinnel stated that learning should be uncomfortable and maybe if we had a keynote speaker like this, we may have a better outcome with attendance.

- Current Case Age: 229.15

OLD BUSINESS:

- Commissioner Tinnel stated that he will be taking a leadership role in another board so he would be interested in staying on the Commission just not as the Commission Chair and will consider staying as Vice Chair. Commissioner Tinnel nominated Commissioner Keesling as Chair and Commissioner Tinnel as Vice Chair. Nomination was voted on and approved.
- Commissioner Keesling's commission expires at the end of December and she won't have her commission until it is renewed on January 7th. She can attend the next commission meeting but will not have voting rights.
- Commissioner Tinnel will be reaching out to Commissioner Chamber to see what her plan is in the Commission.

CONCERNS FROM THE PUBLIC:

None

MEETING ADJOURNED at 5:26 pm