



METROPOLITAN HUMAN RELATIONS COMMISSION

February 3, 2020
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: Lana Keesling, Chair; Kody Tinnel, Vice Chair; Jesus Trevino; Dorian Maples; Larry Wardlaw; 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 4:35 p.m.

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

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

January 6th 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) 29(current status)**
- **Case Closures: 121 plus PC (contract 260)**
 - o 115 No Probable Cause
 - o 4 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):

29 Cases closed for contract

- o 4 HUD Settlements
- o 1 Lack of Jurisdiction/withdraw/admin
- o 19 No reasonable
- o 5 Reasonable cause
- o 2 Conciliated Reasonable cause (\$)

25 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

January 6, 2020: Staff Attorney Gosheff and Director Quintana attended Northeast Indiana Human Resources Association Legal Update.

January 9, 2020: Staff Attorney Gosheff and Director Quintana attended half day training at Fair Housing Center of Central Indiana.

January 15, 2020: Senior Investigator Sorg conducted Diversity and Anti-Harassment training per a settlement agreement.

January 15, 2020: Senior Investigator Woods conducted Fair Housing training.

January 16, 2020: Director Quintana attended Leadership Fort Wayne.

January 17, 2020: Senior Investigators Woods and Sorg, Staff Attorney Gosheff and Director Quintana attended Respectful Workplace training conducted by the EEOC at Metro.

January 17, 2020: Investigator Nancarrow attended the Fort Wayne Census meeting on behalf of Metro.

January 20, 2020: Senior Investigators Woods and Sorg, Investigator Burks, and Director Quintana worked a Metro booth for the Martin Luther King, Jr. Day celebration at the Grand Wayne Center.

January 23, 2020: Admin Hernandez, Investigators Burks and Myers, Senior Investigator Woods, and Director Quintana attended the Martin Luther King, Jr. Day celebration at Indiana Tech University.

January 23, 2020: Senior Investigator Sorg and Director Quintana attended the Greater Fort Wayne Inc. leadership luncheon.

January 22 and 27, 2020: Director Quintana met with community leaders who are focused on Disability Employment including Kevin Morse, Greater Fort Wayne Inc., Luke Labas, The League, Susan Rinne and Jeff Scherer, Work to Include, and Charity Murphy, Allen County Government.

January 27 and 28, 2020: Senior Investigator Sorg and Director Quintana conducted a short version of Workplace Civility training in conjunction with City HR: Handling Conflict in the Workplace training.

January 28, 2020: Director Quintana attended a focus group discussion on Diversity, Equity, and Inclusion at Purdue Fort Wayne.

January 28, 2020: Staff Attorney Gosheff and Director Quintana attended the City Council meeting regarding the Disorderly Houses Ordinance.

January 29, 2020: Director Quintana conducted Anti-Harassment and Workplace Civility training at Public Service Credit Union.

January 29, 2020: Director Quintana conducted Workplace Civility training for Brightpoint management.

PERSONNEL ISSUES:

- No updates

BUDGET/CALENDAR OF EVENTS:

- Admin Hernandez reviewed the rolling budgets and calendar for February and March.

LEGAL UPDATE/MATTERS:

- **Mediations:** No Mediations in January

NEW BUSINESS:

- **Diamonds and Denim-** We would like to purchase 4 tickets at \$60 a ticket for a total of \$240 like we have in the past. Motion to approve – Commissioner Wardlaw, 2nd – Commissioner Trevino. Approved.
- **Disability Expo-** sponsorship \$500 (booth and ¼ pg ad)
Motion to approve - Commissioner Tinnel, 2nd – Commissioner Trevino – Approved.
- **Annual Report-** We’ve been working with Beth Heironimus, she created our annual report last year, and we’d like to stick with her. She quoted us for \$750 for the creative portion of the 6 page report and will be providing us with her contact for printing.
Commissioner Keesling suggested we bring the annual report to the City Council table to speak about Metro and what we do.
Commissioner Tinnel suggested we present it in March and Director Quintana agreed.
Motion to approve \$750 for creative work for 2019 annual report was presented by Commissioner Tinnel. 2nd – Commissioner Arrington. Approved.
The price for printing the report will be presented to the Commissioners at a later date.
- **Office Repairs-** Director Quintana will be meeting with Barry Marquart soon to go over all the repairs and updates needed. It looks like the timeline for everything to be completed could be around 12 – 18 months as there is a lot of work to do. Specifically, the restrooms in the back of the office would need to be accessible under ADA.
- **Marketing Plan** – We have been working with Todd from Liechty Media for our marketing plan for this year. Todd had a death in the family so this has been placed on hold for a little bit. Director Quintana will be meeting with Todd soon to go over prices and the goal for this year and will be presenting it in the next meeting.
- **Disorderly Houses Ordinance** – Director Quintana and Staff Attorney Gosheff attended the City Council meeting last week after submitting Metro’s opinion on the ordinance. The ordinance was tabled and Metro was asked to go back to the table in two weeks.
- **Annual Fair Housing Event** – The summit will be on April 29, 2020. All speakers have confirmed, so we will be having six breakout sessions. This will remain a free event and we will be providing lunch. Our goal for this year is to have 300 attendees. We also want to host an elected official’s breakfast before the event, where Sara Pratt will be speaking.

Commissioner Tinnel asked when the marketing will begin for the event.

Director Quintana stated that the marketing will begin this month.

- **Current Case Age:** 236.54

OLD BUSINESS:

- Commissioner Wardlaw asked if Steve Gerber had submitted anything in writing yet.
Director Quintana stated that we haven't received anything as of yet but Staff Attorney Gosheff will be reaching out to him.

CONCERNS FROM THE PUBLIC:

MEETING ADJOURNED at 5:07 pm