



# METROPOLITAN HUMAN RELATIONS COMMISSION

**February 7, 2022**  
**12:00 PM**  
**METRO CONFERENCE ROOM**  
**2310 PARNELL AVENUE**  
**FORT WAYNE, IN 46805**  
**Teleconference: 260-427-8590 PIN: 138781**

**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 12:06 p.m.

Commissioners Arrington, Maples, Wardlaw, Burrus, and Dr. Lombard present.

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

- January 3<sup>rd</sup> 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**
  - 49 No Probable Cause Cases
  - 9 Settlements (\$102,438.47)
  - 2 Withdrawals
  - 0 Lack of Jurisdiction
  - 0 Right to Sue or Full Credit Transfer to the EEOC

### HUD

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

##### **21 Cases closed for contract**

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

##### **33 Pending (Open being investigated)**

#### **ATTENDED EVENTS/OUTREACH:**

January 11, 2022: Investigator Nancarrow and Senior Investigator Woods conducted anti-harassment training per a settlement agreement.

January 14, 2022: Senior Investigator Woods attended the Work to Include meeting.

January 20, 2022: Senior Investigator Woods, Staff Attorney Gosheff, and Director Quintana attended the MLK Breakfast at Indiana Tech.

January 21, 2022: Investigators attended the virtual Fair Housing Center of Central Indiana- Fair Housing Hot Topics training.

January 26, 2022: Senior Investigators Sorg and Woods, and Director Quintana worked a Metro information table and conducted Know Your Rights training at PFW for Social Justice Week.

#### **PERSONNEL ISSUES:**

- None

#### **BUDGET/CALENDAR OF EVENTS:**

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

#### **LEGAL UPDATE/MATTERS:**

Mediations: The Commission had no mediations this month.

#### **NEW BUSINESS:**

- **2022 Marketing Plan**  
This year Metro's media outreach plan will include broadcast radio, streaming audio, and

digital/social media (Facebook & Instagram posts). This plan includes five flights of radio and streaming audio. This plan will also include three consecutive weeks of streaming audio versus last year's plan of every other week. The schedule also includes social media posts that will highlight our Fair Housing event and other Metro projects including the survey.

Commission Chair Arrington asked why we are not using more funding in April with the Fair Housing event, if we are trying to draw more awareness?

Director Quintana stated we can ask and change the schedule if this would be beneficial for the Fair Housing event.

Commissioner Wardlaw shared the schedule does show how this reinforces our drive and encourages the public. For the Fair Housing event we reach out to the core group of agencies and individuals we have worked with in the past. He stated that he understood the concern and we could possibly add premium back into April.

Commission Chair Arrington explained how April is a big month for the agency.

Director Quintana explained we could look at the schedule and make changes.

Commissioner Wardlaw suggested possibly dropping the streaming audio from May and into April.

Commissioner Dr. Lombard commented that he assumed that this plan was based on prior work with Liechty Media. Liechty Media are the professionals we hired to create this, and he does not want to necessarily second guess them and switch around months without understanding their reasoning. From a budget perspective the dollar amounts seem reasonable.

Commission Chair Arrington agrees with Commissioner Dr. Lombard about how they are professionals and is just making sure they understand our mission.

Commissioner Wardlaw explained Liechty Media does understand our mission because they have worked with us in the past. We can discuss with Liechty Media if it is appropriate to make the switch.

Director Quintana reassured the Commissioners the schedule can be switched around and she will discuss with Liechty Media to determine if this is appropriate. It is not unusual to make changes to the media plan throughout the year.

Commissioner Wardlaw made a motion to approve. Commissioner Dr. Lombard seconds. The Commissioners voted unanimously to approve.

- **Metro Survey- Update**

Staff Attorney Gosheff and Director Quintana continue to work on the survey with the PFW Community Research Institute and SurveyUSA. The draft of the survey has been finalized and sent to SurveyUSA. Once we receive the survey back from SurveyUSA, we will review it again and making additional changes if needed.

Commissioner Wardlaw asked if the Commissioners can have the final survey.

Director Quintana stated that we will be sure to send the final survey to the Commissioners.

- **2022 Fair Housing Conference**

Director Quintana explained the event is April 27<sup>th</sup> at the Coliseum Conference Center. We will be having Pulitzer Prize winner Dr. Matthew Desmond coming as the keynote and we are working on finalizing the breakout sessions. We should have the Eventbrite link open for registration in the next couple of weeks. Further, it has been decided, to keep the event free of charge to the public.

**Current Case Age: 143.04**

**OLD BUSINESS:**

- None

**CONCERNS FROM THE PUBLIC:**

**MEETING ADJOURNED at 12:28 pm**