



# METROPOLITAN HUMAN RELATIONS COMMISSION

**February 6, 2023**  
**12:00 PM**  
**METRO CONFERENCE ROOM**  
**2310 PARNELL AVENUE**  
**FORT WAYNE, IN 46805**  
**Teleconference: 260-427-8590 PIN: 939310**

**Meeting called by:**

STATUTORY MONTHLY MEETING

**Type of meeting:**

FIRST MONDAY OF EACH MONTH

**Note taker:**

Leslie Hernandez, 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)  
Lombard (in-person)  
Burrus (in-person)  
Wardlaw (in-person)  
Keesling (in-person)

**Other Persons  
Present:**

Nikki Quintana, Executive Director  
Jenny Gosheff, Staff Attorney  
Leslie Hernandez, Administrative Assistant IV

- January 9<sup>th</sup> meeting minutes were approved.

## OFFICE REPORT

### EEOC

#### **EMPLOYMENT CASE PROCESSING (10/1/22 – 9/30/23)**

- **Intakes (by 9/30/23): 100 (contract number) 39 (current status)**
- **Contract number of case closures by 9/30/23: 230**
  - 37 No Probable Cause Cases
  - 11 Settlements (\$28,905.00)
  - 1 Withdrawals
  - 1 Lack of Jurisdiction
  - 4 Right to Sue or Full Credit Transfer to the EEOC

### HUD

#### **HOUSING CASE PROCESSING (7/1/22 - 6/30/23):**

##### **30 Cases closed for contract**

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

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

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

January 9 - 12, 2023: Investigator Eanes virtually attended the NFHTA Fundamentals of Fair Housing training.

January 12, 2023: Staff Attorney Gosheff and Director Quintana presented the Equity for All Study to Parkview Hospital Equity and Inclusion and Human Resources teams.

Director Quintana added that she has gotten more requests to present the Equity for All Study. She will be presenting on it at NIHRA on March 1<sup>st</sup>.

January 16, 2023: Investigators Kelsaw, Eanes, Guayamo, and Senior Investigator Sorg worked a booth at the Dr. Martin Luther King, Jr. Unity Day Celebration.

January 19, 2023: Investigator Benson and Director Quintana attended the Dr. Martin Luther King, Jr. Community Celebration breakfast.

January 19, 2023: Investigator Kelsaw and Senior Investigator Barnhart virtually attended the Fair Housing Center of Central Indiana Housing Impacts training.

January 20, 2023: Director Quintana attended the Mayor's Commission committee meeting.

January 24, 2023: Director Quintana conducted anti-harassment training for the Allen County Public Library.

January 30, 2023: Investigator Barnhart and Director Quintana conducted anti-harassment training for the Purdue Extension Office.

#### **PERSONNEL ISSUES:**

The three new investigators are now taking intakes and are beginning to work their own caseload.

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

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

## **LEGAL UPDATE/MATTERS:**

**Mediations:** The Commission conducted two mediations this month. Both mediations were successful.

## **NEW BUSINESS:**

- **Partnership Funds**

- **Equity for All Ad Campaign starting April** – We are working with One Lucky Guitar (OLG) for the creative part of the campaign. There will be six social media ads and two print ads. In the past Metro hasn't really been able to gear our outreach for businesses but we know that the Equity for All Study is a resource for business leaders and executives.
- **Recording of new radio ads** – We recorded six new radio ads and used part of our partnership funds for that.
- **New standing signage** – We also ordered new standing signs for our outreach events to match our new look, new website and our Equity for All Study since our old signs were outdated.

Commission Chair Arrington asked where the partnership funds came from. Director Quintana clarified that Metro received \$25,000 in partnership funds from HUD. Metro also received \$24,000 in HUD SEE funds, which are special enforcement funds. We are working with PFW to do research on a particular case.

- **Training partnership with Amani Family Services**

- **Cultural Competency** – Metro has had requests for training on cultural competency. We are looking to partner with Amani Family Services and refer those training requests to them since they provide these specific type of trainings. Metro may be a part of these trainings so that we can talk about our services and why these types of trainings are important.

Commissioner Dr. Lombard provided feedback on a training he received from Amani in the past and suggested that Director Quintana sit on a few trainings to observe.

- **Office Updates**

- **New Furniture** – Our new furniture has been delivered and installed. We've uncovered an issue with our cable management with all the cables under our desks, so we are in contact with New Era to come in and create a quote for us since a lot of these issues are safety concerns. We will be presenting that in the next meeting. There are also other office supply requests that have been made due to the new furniture and offices being rearranged and we will also be bringing this to the table in the next meeting.
- **Restrooms** – We're still working on getting the needed updates for our restrooms. We are waiting to get toilet paper covers, new signage, and the doors painted. These are things we've been working on since November 2022. Another thing that we're working on is to make at least one of them a family friendly restroom with a baby changing station. We haven't received approval and we were told this must go through City legal, so we're looking into this too.

- **2023 Fair Housing Summit**

- **April 26<sup>th</sup> at Memorial Coliseum**
- **Keynote: Dr. Andre Perry**

- **Referral Tracking** – Director Quintana stated she worked with Admin Hernandez and Admin Bermudez, and we now have a plan in place to track our referrals moving forward.
- **Current Case Age: 127.95**

**OLD BUSINESS:**

**CONCERNS FROM THE PUBLIC:**

**MEETING ADJOURNED at 12:36 pm**