



Metropolitan Human Relations Commission

June Commission Meeting
June 5, 2023 | 12:00 PM
Metro Conference Room
2310 Parnell Avenue Fort Wayne, IN 46805

Meeting called by:

Statutory Monthly Meeting

Type of meeting:

Commission Meeting on the 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/Roll Call:

12:02 P.M.

Commissioners Present:

Arrington (in-person)
Ervin (in-person)
Keesling (in-person)
Burrus (in-person)
Maples (in-person)
Wardlaw (in-person)
Lombard (virtual)

Other Persons Present:

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

- May 1st meeting minutes were approved unanimously.

OFFICE REPORT

EEOC

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

- Director Quintana stated that we have modified our EEOC contract for our intake goal. Our original goal was 100 and it has been upped to 130. With two new investigators and down one investigator, we have decided to keep our case closure goal at 230.
- **Intakes (by 9/30/23): 130 (contract number) 82 (current status)**
- **Contract number of case closures by 9/30/23: 230**
 - 97 No Probable Cause Cases
 - 22 Settlements (\$86,528.00)
 - 4 Withdrawals
 - 1 Lack of Jurisdiction
 - 6 Right to Sue or Full Credit Transfer to the EEOC

HUD

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

62 Cases closed for Contract

- 8 HUD Settlement
- 7 Lack of Jurisdiction/Withdraw/Admin
- 44 No Reasonable Cause
- 0 Withdraw after Resolution
- 1 Reasonable Cause
- 2 Judicial Closures

19 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

May 2, 2023: Senior Investigator Barnhart attended a fair housing training related to design and construction requirements.

May 13, 2023: Investigators Kinchen and Benson and Senior Investigators Barnhart and Sorg hosted an information booth at the DisAbilities Expo.

May 17, 2023: Senior Investigator Sorg and Director Quintana provided diversity and inclusion training for Fire Policy City County Federal Credit Union.

May 17, 2023: Senior Investigator Barnhart and Director Quintana conducted discrimination training for Faztek.

May 17, 2023: Director Quintana presented on the Equity for All Study at the Black Chamber of Commerce.

May 18, 2023: Senior Investigators Sorg and Barnhart conducted fair housing training per an agreement.

May 23, 2023: Senior Investigator Sorg and Director Quintana conducted anti-discrimination training for the Fort Wayne Fire Department new recruits.

May 24, 2023: Staff Attorney Gosheff and Director Quintana attended the Greater Fort Wayne Inc. leader's luncheon.

May 31, 2023: Senior Investigator Barnhart and Director Quintana presented on the Equity for All study for Faztek.

PERSONNEL ISSUES:

The open investigator position was posted on May 24th.

BUDGET/CALENDAR OF EVENTS:

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

LEGAL UPDATE/MATTERS:

Mediations: The Commission conducted no mediations in the month of May.

NEW BUSINESS:

- **2023 Fair Housing Summit Recap- Conference Evaluation Feedback**

Director Quintana stated that we didn't get a lot of attendees to participate in the event evaluation but from the ones we did receive, we had a 4.68 out of 5. We did get great feedback from the ones that we received. Our sessions were also evaluated, and they had good feedback as well, no session received less than a 4.65 out of 5. Director Quintana reviewed feedback for the breakout sessions.

Commission Chair Arrington asked what we could do for next year's event to receive more evaluations.

Commission Vice Chair Ervin suggested that we should have the evaluations on the table but also email it afterwards to all the attendees since a lot of people tend to leave quickly after a conference.

Director Quintana added that it is something we're thinking about, we're looking into the possibility of having something emailed from Eventbrite.

Commission Chair Arrington added that she does tend to do more email evaluations.

Commissioner Dr. Lombard suggested that maybe doing a raffle for people that complete an evaluation may be a good way to say thanks for taking the time to fill it out.

- **Team Building Approval**

- Staff best practices & legal update
- Request to cover teambuilding event at Build Guild and team lunch.

Request: \$800

Motion to approve: Commissioner Keesling

2nd: Commissioner Dr. Lombard

Approved unanimously.

Commissioner Dr. Lombard asked Director Quintana how often she'd like to have team building days.

Director Quintana responded she'd love to do them quarterly but realistically it would probably be two or three times a year.

Commissioner Dr. Lombard suggested that Director Quintana could present two team building days next time so that she has them approved for the year.

- **HUD Training Funds**

Director Quintana requested an increase in EEOC and HUD budgets for travel and training. This will allow us to make up for the past few years that we haven't been able to travel for training because of COVID.

EEOC Travel & Training - \$5,000 increase

HUD Travel & Training - \$15,000 increase

Motion to approve: Commissioner Burrus

2nd: Commissioner Wardlaw

Approved unanimously.

- **Current Case Age: 121.84**
- Commissioner Maples thanked Staff Attorney Gosheff for the great determination hearings we've been holding.

OLD BUSINESS:

CONCERNS FROM THE PUBLIC:

MEETING ADJOURNED at 12:28 pm