



METROPOLITAN HUMAN RELATIONS COMMISSION

May 3, 2021
4:30 PM
METRO CONFERENCE ROOM
2310 PARNELL AVENUE
FORT WAYNE, IN 46805
Teleconference: 260-427-8590 PIN: 770576

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; Aisha Arrington, Vice Chair; Dorian Maples; Larry Wardlaw; Tabitha Ervin; and Dr. David Lombard.

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 4:32 p.m.

Commissioners Keesling, Arrington, Burrus, Ervin, Maples, Wardlaw and Lombard present.

Other Persons Present: Nikki Quintana, Executive Director
Leslie Hernandez, Administrative Assistant IV

- April 12th meeting minutes were read and approved.

OFFICE REPORT

EEOC

EMPLOYMENT CASE PROCESSING (10/1/20 – 9/30/21)

- **Intakes (by 9/30/21): 110 (contract number) 51 (current status)**
- **Contract number of case closures by 9/30/21: 265**
 - o 172 No Probable Cause Cases
 - o 16 Settlements (\$71,283.00)
 - o 7 Withdrawals
 - o 4 Lack of Jurisdiction
 - o 1 Right to Sue or Full Credit Transfer to the EEOC

HUD

HOUSING CASE PROCESSING (7/1/20 - 6/30/21):

41 Cases closed for contract

- o 3 HUD Settlements (\$1000)
- o 0 Lack of Jurisdiction/withdraw/admin
- o 37 No reasonable
- o 0 Reasonable cause
- o 3 Conciliated Reasonable cause (from previous contract year \$2,500)

15 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

April 8, 2021: Senior Investigator Sorg, Staff Attorney Gosheff and Director Quintana attended the Fair Housing Center of Central Indiana Annual Fair Housing Conference. Director Quintana and Staff Attorney Gosheff pre-recorded a session on National Origin discrimination for that and they sat in on that training and were there to answer any questions that people may have.

April 13, 2021: Senior Investigator Sorg and Director Quintana conducted Diversity and Inclusion Training for the Airport Authority.

April 19, 2021: Director Quintana attended the Work to Include- Fort Wayne monthly meeting.

April 20 & 22, 2021: Director Quintana conducted Commissioner training.

April 21, 2021: Staff Attorney Gosheff and Director Quintana attended EEOC Taps training.

April 23, 2021: Director Quintana attended the Community Development Block Grant Scoring Committee meeting.

April 26, 2021: Director Quintana was interviewed about the Metro Process by Commissioner Ervin for the Fort Wayne Ink Spot. Director Quintana thanked Commissioner Ervin for interviewing us.

April 27, 2021: Director Quintana attended the NIHRA: Diversity, Equity, and Inclusion Committee meeting.

April 27, 2021: Director Quintana attended the Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment Committee meeting.

April 2021: Throughout the month of April the staff attended virtual United Front trainings.

PERSONNEL ISSUES:

- None

BUDGET/CALENDAR OF EVENTS:

Admin Hernandez reviewed budgets and calendar.

Commissioner Keesling suggested Admin Hernandez present HUD's and EEOC's budgets with an added column to reflect the revised budget totals with what has been approved in previous meetings. This way Commissioners will be able to quickly see that we're still within the amount that has been approved and what has been approved won't have to be acknowledged every month.

Commissioners and Director Quintana agreed that would be a good change.

LEGAL UPDATE/MATTERS:

Mediations: The Commission had one conciliation. This conciliation failed.

NEW BUSINESS:

- **Outreach and Education**

- Metro on the Move

Director Quintana – The staff has come up with the name “Metro on the Move”.

Commissioners stated they liked the new name.

Director Quintana – We did get the green light to partner with The League, Amani Family Services, and the downtown Allen County Public Library. We did have a meeting with WorkOne and hopefully there will be opportunity to partner on training in the future.

- Metro Video

Director Quintana – January of this year as part of the Outreach and Education plan we submitted a video request. We'll be working with One Lucky Guitar and our very first meeting will be happening later this month to start talking on what the vision is for that video.

- **Office Updates**

- Water Fountain – We've had the hallways, conference rooms and a couple offices repainted while working with Barry Marquart. We're now working with him on getting our water fountain fixed in the lobby. There have been some issues with it, so they'll be coming back tomorrow to fix that. If you notice some of these things under construction, it's just because we're trying to get these updates done.

- **Commissioner Training** – We have one more training with Commissioner Lombard and Commissioner Burrus and they will then start shadowing determination hearings.

- **Final Order: Amy Swick v. Trubble Brewing (EO-0032-A20/ 24D-2020-00052)**

Director Quintana reviewed the facts of the case and requested to adopt the Final Order. A motion to adopt the Final Order was made by Commissioner Wardlaw. 2nd – Commissioner Arrington. Approved. Commissioners Keesling, Arrington, Maples, Wardlaw, Burrus, Ervin and Lombard voted to adopt the Final Order. The Final Order was signed by Commissioners.

Current Case Age: 123.02

- **Personnel Committee** – Commissioner Keesling stated the Commission brought back the Personnel Committee around 2013/2014. When it was brought back it was Commissioner Keesling, Kody Tinnel and Rick Trevino on it. Commissioners Keesling is still on the committee and Kody has stated he'd like to stay on it. The committee does not meet often, and it depends on what's going on. At this point they only meet towards the end of the year in the 3rd/4th quarter. We have one opening and we mentioned it last meeting. We have 3 Commissioners

willing to step up to be on it. It's great to have everyone that wants to step up. Commissioner Keesling recommended to give the position to Commissioner Ervin since she was the first to respond. At the end of this year Commissioner Keesling might step back from it since she's been on it since it started.

All Commissioners agreed with the recommendation to give Commissioner Ervin the position.

OLD BUSINESS:

- None

CONCERNS FROM THE PUBLIC:

MEETING ADJOURNED at 4:59 pm