



METROPOLITAN HUMAN RELATIONS COMMISSION

November 4, 2019
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: Kody Tinnel, Chair; Lana Keesling, Vice Chair; Jesus Trevino; Dorian Maples, Larry Wardlaw, Michelle Chambers, 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 4:37 p.m.

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

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

October 7th 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) 12(current status)**
- **Case Closures: 24 plus PC (contract 260)**
 - o 24 No Probable Cause
 - o 0 Settlements
 - o 0 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):

10 Cases closed for contract

- o 3 HUD Settlements
- o 1 Lack of Jurisdiction/withdraw/admin
- o 6 No reasonable
- o 0 Reasonable cause
- o 0 Conciliated Reasonable cause (\$)

29 Pending (Open being investigated)

ATTENDED EVENTS/OUTREACH:

October 3, 2019: Investigator Myers and Director Quintana conducted Fair Housing training per a settlement agreement.

October 7, 2019: Investigators Sorg, Myers, Admin Hernandez attended the monthly Northeast Indiana Human Resources Association.

October 7, 2019: Director Quintana conducting Metro Process training at the Northeast Indiana Human Resources Association monthly meeting.

October 10, 2019: Staff Attorney Middleton and Investigator Sorg conducted Exclusionary Zoning training for the Indiana Planning Commission Association.

October 10 -11, 2019: Director Quintana attended Leadership Fort Wayne.

October 11, 2019: Investigator Sorg attended the Indiana Consortium of State and Local Human Rights Agencies quarterly meeting.

October 16, 2019: Director Quintana attended the Eviction Taskforce meeting.

October 23, 2019: Investigator Myers and Director Quintana conducted Fair Housing training per a settlement agreement.

October 24, 2019: Investigator Myers and Director Quintana conducted Fair Housing training per a settlement agreement.

October 28, 2019: Director Quintana conducted Disability Discrimination training per a settlement agreement.

October 29, 2019: Investigator Woods and Director Quintana conducted Fair Housing hot topics training for the Apartment Association.

October 30, 2019: Staff Attorney Middleton and Director Quintana conducted Disability Discrimination training per a settlement agreement.

October 30, 2019: Investigator Sorg conducted Fair Housing training for Upstar Realtors Association.

PERSONNEL ISSUES:

- New Investigator: DeMarkus Muhammad – Investigator Muhammad introduced himself.

BUDGET/CALENDAR OF EVENTS:

- Admin Hernandez will take questions and comments. Metro attended the October 15, 2019, Budget Hearing both Director Quintana and Commission Chair Tinnel were present. Our 2020 budget was passed.

LEGAL UPDATE/MATTERS:

- **Mediations:** There were three mediations conducted and two mediations were successful.

NEW BUSINESS:

- Faces of Fairness- we had a great response and will be running the posts for two additional weeks. We also have started recording interviews with the eight individuals who are a part of the campaign to discuss the importance of diversity and inclusivity. These recordings will be posted on our Facebook page.

Commissioner Arrington brought forward feedback about the Faces of Fairness campaign and the lack of diversity in the individuals representing the campaign.

Director Quintana stated that the participants were chosen based on the relationship with them and their presence in the community. Director Quintana also stated that she was intentional about the diversity of the individuals in the campaign. That there were individuals of different races, sexes, abilities, and immigration status.

Commissioner Arrington stated this feedback was presented to her by individuals in the community, she agreed with the statements made and said she'd provide us with the feedback.

Commissioner Tinnel stated that this can be something we take into consideration for future campaigns and maybe add more individuals without the funding behind it like the Faces of Fairness had to boost posts on Facebook.

- HUD Grant- just wrapped up and Jenny Gosheff's last day was October 31, 2019.

- Annual Evaluations

- Bianca Reid v. Nicholas Malin-Adams – HU-0031-A18 Final Order

Probable cause was found on January 3, 2018, the Commissioners were presented the recommended finding prior to the meeting.

The Commission attempted conciliation. After the Commission scheduled two case management conferences but Complainant was not present. The Commission tried to make further contacts but Complainant did not respond or cooperate.

The Public hearing was scheduled on October 16, 2019, Complainant failed to appear and Commissioner Tinnel recommended a default finding.

Commissioners signed off on the default finding.

- Current Case Age: 225.48

- Commissioner Maples asked Director Quintana if she knew why the city of Fort Wayne had so many evictions considering Director Quintana attended the Eviction Taskforce meeting.

Director Quintana stated there are a lot of factors that cause such a high amount of evictions in the city. We are ranked number 13 in the nation. Director Quintana stated it could be due to tenants not understanding their rights and landlords not knowing the law. Also it could be that

tenants are not earning a living wage and they are unable to pay rent. Director also stated that it could be due to the laws in Indiana not providing protection for the tenants. There is also a problem with housing providers not wanting to take vouchers anymore.

- Commissioner Tinnel brought up the election of officers and stated that he will be taking a leadership role in another board so he would be interested in staying on the Commission just not as the Commission Chair. Commissioner Tinnel motioned to move the election of officers discussion to the December meeting with no opposition.

OLD BUSINESS:

None

CONCERNS FROM THE PUBLIC:

None

MEETING ADJOURNED at 5:07 pm