



# Metropolitan Human Relations Commission

**April Commission Meeting**  
**April 7, 2025 | 12:00 PM**  
**Metro Conference Room**  
**2310 Parnell Avenue Fort Wayne, IN 46805**

<b>Meeting called by:</b>	Statutory Monthly Meeting
<b>Type of meeting:</b>	Commission Meeting on the first Monday of each month.
<b>Note taker:</b>	Nikki Quintana, Executive Director

<b>Metro Commissioners:</b>	Tabitha Ervin, Chair; Aisha Arrington, Vice Chair; Lana Keesling; Larry Wardlaw; Tony Burrus; John P. Gardner; and William Zemaitis, Jr.
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<b>Agenda:</b>	Call to Order Roll Call of Commissioners Reading of Minutes Office Report Old Business New Business Concerns/Comments from the Public Adjournment
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<b>Call to Order/Roll Call:</b>	12:03 P.M.
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<b>Commissioners Present:</b>	Ervin (online) Arrington (in-person) Wardlaw (not present) Burrus (in-person) Keesling (in-person) Gardner (in-person) Zemaitis (in-person)
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<b>Other Persons Present:</b>	Nikki Quintana, Executive Director Lakisha Woods, Staff Attorney Leslie Hernandez, Administrative Assistant Camille Morrow, Investigator India Boeck, Investigator
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- March 3<sup>rd</sup> meeting minutes were approved unanimously.

## Office Report

### EEOC

#### **Employment Case Processing (10/1/24 – 9/30/25)**

**Intakes (by 9/30/25): 120 (contract number) 56 (current status)**

**Contract number of case closures by 9/30/25: 250**

- 102 No Probable Cause Cases
- 10 Settlements (\$30,700)
- 1 Withdrawals
- 2 Lack of Jurisdiction
- 3 Right to Sue or Full Credit Transfer to the EEOC

### HUD

#### **Housing Case Processing (7/1/24 - 6/30/25):**

**46 Cases closed for Contract**

- 9 HUD Settlement
- 2 Lack of Jurisdiction/Withdraw/Admin
- 31 No Reasonable Cause
- 1 Withdraw after Resolution
- 3 Reasonable Cause
- 0 Judicial Closures

**25 Pending (Open being investigated)**

#### **Attended Events/Outreach:**

March 6, 2025: Director Quintana attended the International Women's Day luncheon by Amani Family Services.

March 12, 2025: Senior Investigator Sorg conducted anti-harassment training at Brooks Construction.

March 12, 2025: Investigator Kemp and Staff Attorney Woods attended the Women's Fund Women in the Workplace Luncheon.

March 19, 2025: Senior Investigator Sorg conducted Upstar fair housing training for new realtors.

March 26, 2025: Investigators Brake, Kemp, and Guayamo attended the EEOC webinar on Intersectional Discrimination.

March 27, 2025: Staff Attorney Woods and Director Quintana conducted a pre-recorded training for the Fair Housing Center of Central Indiana's annual fair housing conference.

#### **Personnel Issues:**

Two new investigators are in training. Investigator's Morrow and Boeck introduced themselves to the commissioners.

#### **Budget/Calendar of Events:**

Admin Hernandez reviewed the current budget and calendar of events. Director Quintana noted that we will no longer be participating in the Homeownership Tour event, as it has been cancelled.

#### **Legal Update/Matters:**

**Mediations:** There were five mediations conducted in the month of March. Four mediations were successful, and one mediation failed.

### **New Business:**

- **Fair Housing Summit – April 23<sup>rd</sup>**
  - **Registration Open**
- **Onboarding New Commissioners**

Director Quintana is coordinating training with commissioners Gardner and Zemaitis.
- **2023-2024 Annual Report**

Metro's annual report is almost complete and will be sent out in the next few weeks.
- **Current Case Age: 173.73**

### **Old Business:**

### **Concerns From the Public:**

**Meeting Adjourned at 12:34 p.m.**