



2017

## Fort Wayne Metropolitan Human Relations Commission Annual Report

In Fort Wayne you have the right to live, work, learn and play free from illegal discrimination. The Metropolitan Human Relations Commission is focused and committed to creating an environment in the City of Fort Wayne that will produce an inclusive community where trust, acceptance, fairness and equality are the City's norms. The Commission is committed to accomplishing this mission by empowering the citizens of Fort Wayne through education on diversity and discrimination issues and, when necessary, enforcing anti-discrimination laws in order to protect our community from unlawful discrimination and also unfounded allegations of discrimination.



EDUCATE · EMPOWER · ENFORCE

# Letter from the Executive Director

As the new Executive Director, it is my privilege to continue to work with a great group of dedicated professionals in enforcing civil rights laws and empowering the citizens of Fort Wayne to know their rights and responsibilities. Prior to being appointed the Executive Director in September of 2017, my role was that of the Staff Attorney. Throughout my five years at Metro, I have taken pride in working alongside the team in reducing case age, improving the investigative process, and promoting the agency through outreach and education.

Metro continues to be a resource to the community giving over forty-five trainings to citizens and businesses. Metro's trainings cover various topics including diversity, fair housing, anti-harassment, disability, and the Metro process. Metro also attended various events to promote diversity and inclusivity within the City. The countless hours dedicated by staff help to encourage those in the community to strive in making Fort Wayne a place where people can live, work, learn and play free from illegal discrimination.

Beyond the outreach done within the community, Metro continues to be tasked with investigating allegations of discrimination in employment, housing, education, and public accommodations. Metro continues to investigate cases in an impartial, effective, efficient, and thorough manner. Last year, approximately 1,346 citizens contacted Metro. Of those citizens, 1,097 contacted Metro concerning a potential discrimination issue. Last year, Metro investigated and closed over 320 cases.

I look forward to the year ahead and continue to work toward Metro's vision of creating a stronger community where all have the equal opportunity to thrive and flourish.

Sincerely,

Nikki Quintana, Esq.  
Executive Director

## Commission Staff

Nikki Quintana, Executive Director

Shannon Norris, Investigator

Ronda Holifield, Investigator

Dennis Sorg, Investigator

Lakisha Woods, Investigator

Joseph Flores, Investigator

Amber Nancarrow, Investigator

Mark Burks, Investigator

Samantha Chenery, Administrative Assistant IV

Leslie Hernandez, Administrative Assistant III

Vacant, Staff Attorney

## Board of Commissioners

Jesus R. Trevino  
Chair  
City Council Appointee

Larry Wardlaw  
Mayor Appointee

Michelle Chambers  
Mayor Appointee

Frances M. Ganaway  
Mayor Appointee

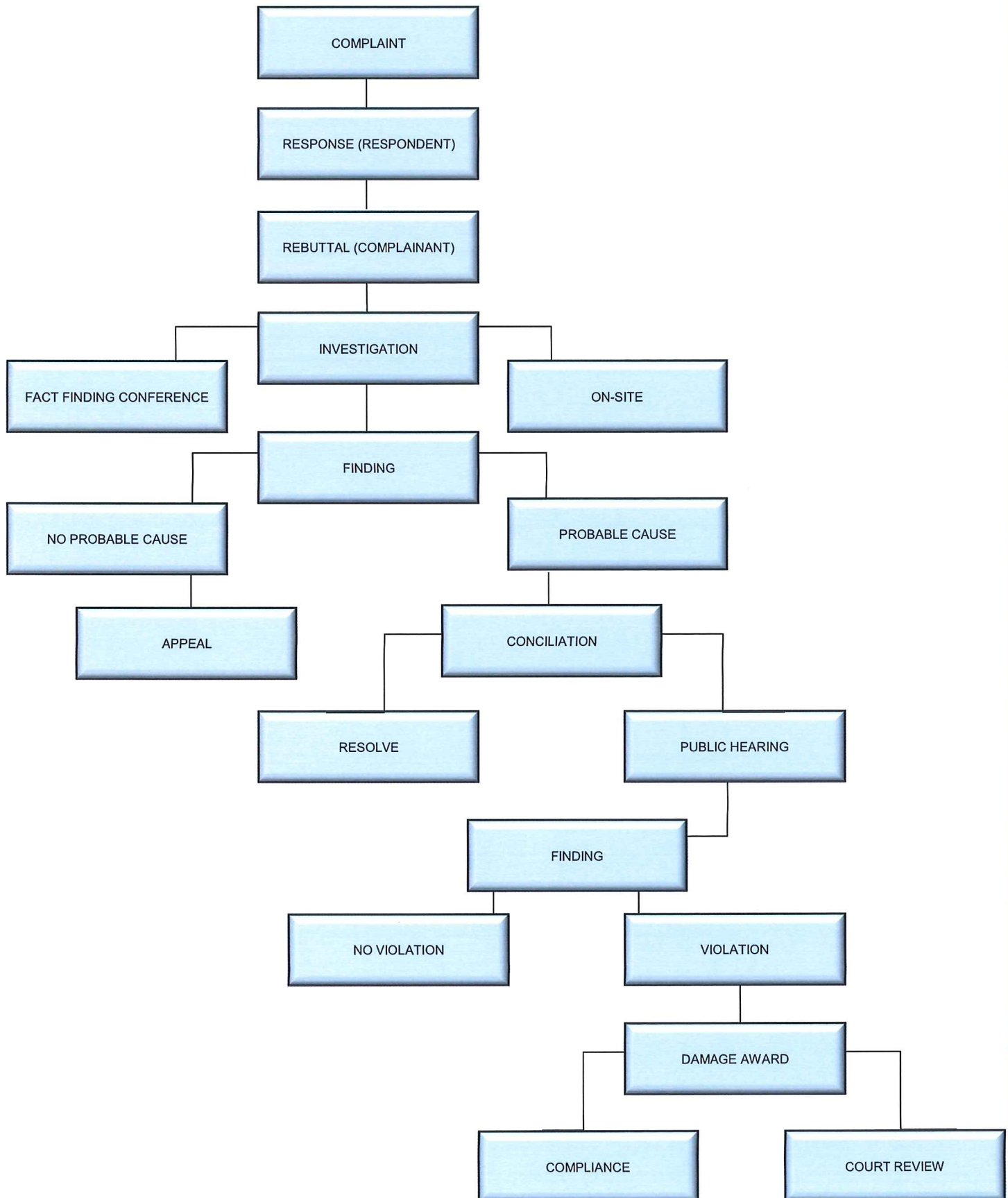
Kody Tinnel  
Vice-Chair  
City Council Appointee

Dorian Maples  
Mayor Appointee

Lana Keesling  
City Council Appointee



# Case Processing Procedure



## 2017 Outreach and Education

DATE	EVENT
<b>JANUARY</b>	
January 11, 2017	Metro conducted fair housing training per private request
January 16, 2017	Metro attended the Dr. Martin Luther King Jr. Breakfast
January 18, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
January 19, 2017	Metro tended a booth at a Fort Wayne Housing Authority event
January 24, 2017	Metro conducted diversity and harassment training for Community Corrections per request
January 26, 2017	Metro conducted Metro Process training for IPFW per request
January 31, 2017	Metro conducted disability training per a settlement agreement
<b>FEBRUARY</b>	
February 8, 2017	Metro conducted diversity training for Community Corrections per request
February 14, 2017	Metro conducted diversity training for Community Corrections per request
February 16, 2017	Metro conducted fair housing training per settlement agreement
<b>MARCH</b>	
March 1, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
March 3, 2017	Metro conducted Metro process training for Summit City South Rotary per request
March 8, 2017	Metro conducted fair housing training per settlement agreement
March 14, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
March 22, 2017	Metro conducted Metro process training for Ivy Tech per request
March 24, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
March 28, 2017	Metro conducted harassment training per settlement agreement
March 28, 2017	Metro conducted diversity training for Job Works per request
March 30, 2017	Metro conducted fair housing training per settlement agreement
March 31, 2017	Metro conducted harassment and diversity training for Wayne Township per request
<b>APRIL</b>	
April 4, 2017	Metro attended Equal Pay Day event sponsored by the YWCA
April 13, 2017	Metro conducted their annual fair housing event
April 20, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
April 22, 2017	Metro attended the Noche de Gala event
April 28, 2017	Metro attended the Diamonds and Denim event sponsored by FWPDP Victim's Assistance
<b>MAY</b>	
May 5, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
May 5, 2017	Metro conducted diversity training per settlement agreement
May 9, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
<b>JUNE</b>	
June 13, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
June 27, 2017	Metro conducted fair housing training for Uptar per request
June 28, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
<b>AUGUST</b>	
August 15, 2017	Metro conducted Metro process training per settlement agreement
August 19, 2017	Metro conducted fair housing training for Fort Wayne Real Estate Investing Association
August 21, 2017	Metro conducted Metro process training per settlement agreement
August 29, 2017	Metro conducted Metro process training for IPFW per request
<b>SEPTEMBER</b>	
September 6, 2017	Metro attended the Fort Wayne Housing Authority Earn and Learn Fair
September 7, 2017	Metro did fair housing training per settlement agreement
September 14, 2017	Metro conducted fair housing training per settlement agreement
September 20, 2017	Metro conducted fair housing trainings for Upstar Realtors Association per request

DATE	EVENT
<b>OCTOBER</b>	
October 9, 2017	Metro conducted Metro Process training for Saint Francis University per request
October 17, 2017	Metro conducted Metro Process training for Kiwanis Club downtown per request
October 19, 2017	Metro conducted fair housing training for the Ready to Rent class at Fort Wayne Housing Authority per request
October 25, 2017	Metro conducted fair housing training for Upstar Realtors Association per request
<b>NOVEMBER</b>	
November 29, 2017	Metro conducted fair housing training at the Apartment Association per request
<b>DECEMBER</b>	
December 12, 2017	Metro conducted a Sexual Harassment training for Asher Agency per request
December 13, 2017	Metro conducted fair housing training at Upstar Realtors Association per request
December 14, 2017	Metro conducted fair housing training for Joshua's Temple (Posterity Heights) per request
December 19, 2017	Metro conducted fair housing training for City Legal and Fort Wayne Police Department per request



## WORKSHARING AGREEMENT CONTRACT NUMBERS

### Employment

Metro has a contract with the United States Equal Employment Opportunity Commission ("EEOC") to enforce certain federal employment civil rights statutes on behalf of the federal government. The Contract has two major performance requirements: 1) Intake of cases that fall outside of Metro's jurisdiction (territorial jurisdiction, timeliness jurisdiction, and statutory jurisdiction); and 2) Case Closures (cases that implicate Title VII and Title VII related statutes).

#### Employment Intakes: 384-

EEOC Only (Outside Jurisdiction)		Dual Filed (Local and Federal)		City Ordinance Only	
Race (Black)	20	Race (Black)	66	Race (Black)	24
Race (Other)	0	Race (Other)	8	Race (Other)	0
Race & Gender	1	Race & Gender	11	Race & Gender	3
Race & Retal.	8	Race & Retal.	27	Race & Retal.	2
Race & Other	10	Race & Other	6	Race & Other	2
Gender (Female)	2	Gender (Female)	8	Gender (Female)	2
Gender (Male)	1	Gender (Male)	5	Gender (Male)	0
Gender (Pregnancy)	0	Gender (Pregnancy)	4	Gender (Pregnancy)	1
Gender & Other	9	Gender & Other	14	Gender & Other	0
Disability	17	Disability	22	Disability	0
National Origin	5	National Origin	8	National Origin	4
Age	7	Age	2	Age	0
Age & Other	6	Age & Other	5	Age & Other	0
Retaliation	11	Retaliation	16	Retaliation	0
Retaliation & Other	6	Retaliation & Other	8	Retaliation & Other	2
Religion	0	Religion	2	Religion	2
Sex Orientation	0	Sex Orientation	0	Sex Orientation	1
Other Combos	12	Other Combos	13	Other Combos	1
<b>TOTAL</b>	<b>115</b>	<b>TOTAL</b>	<b>225</b>	<b>TOTAL</b>	<b>44</b>

SUMMARY	
Total Number of cases closed:	268
Total Settlements (All Cases):	\$87,984.32
DUAL FILED CASES (LOCAL AND FEDERAL)	
No Probable Cause:	151
Withdrawals:	5
Administrative Closures:	6
Settlements	39
Right to Sue	5
CITY ORDINANCE CASES	
Education Cases:	6
Public Accommodation:	40
Employment: (Local ordinance only)	5

\*\*Numbers provided by Staff Attorney Michael Middleton

## Housing

Metro has a cooperative agreement with the United States Department of Housing and Urban Development ("HUD") to enforce the federal fair housing act on behalf of the federal government. One of the requirements for this Agreement is that the City of Fort Wayne's fair housing laws be substantially equivalent to the federal fair housing laws. A second requirement includes a yearly assessment performed by HUD's field offices. During the assessment, HUD rigorously audits Metro's investigative process, Metro's investigations and outcomes, and fiscal spending.

### Housing Cases Investigated 2017:

<b>Dual Filed</b> (Local and Federal)	
Race ONLY	12
Race + Disability	6
Race + Familial Status	1
Race + Retaliation	4
Sex ONLY	6
Disability + Sex	1
Disability ONLY	21
Familial Status ONLY	3
Retaliation ONLY	1

The numbers depicted above are for cases closed

<b>Summary of Investigated Cases</b>	
Total Number of cases closed:	55
No Probable Cause:	37
Probable Cause	1
Administrative Closures:	3
Settlements:	14
Total Settlement Amount:	\$ 4,100.00

<b>Summary Probable Cause Findings</b>	
Investigated and Conciliated Within 2016	1
Total Conciliation Amount:	\$ 500.00
Public Hearing	0

\*\*Numbers provided by Director Quintana



## **Budget**

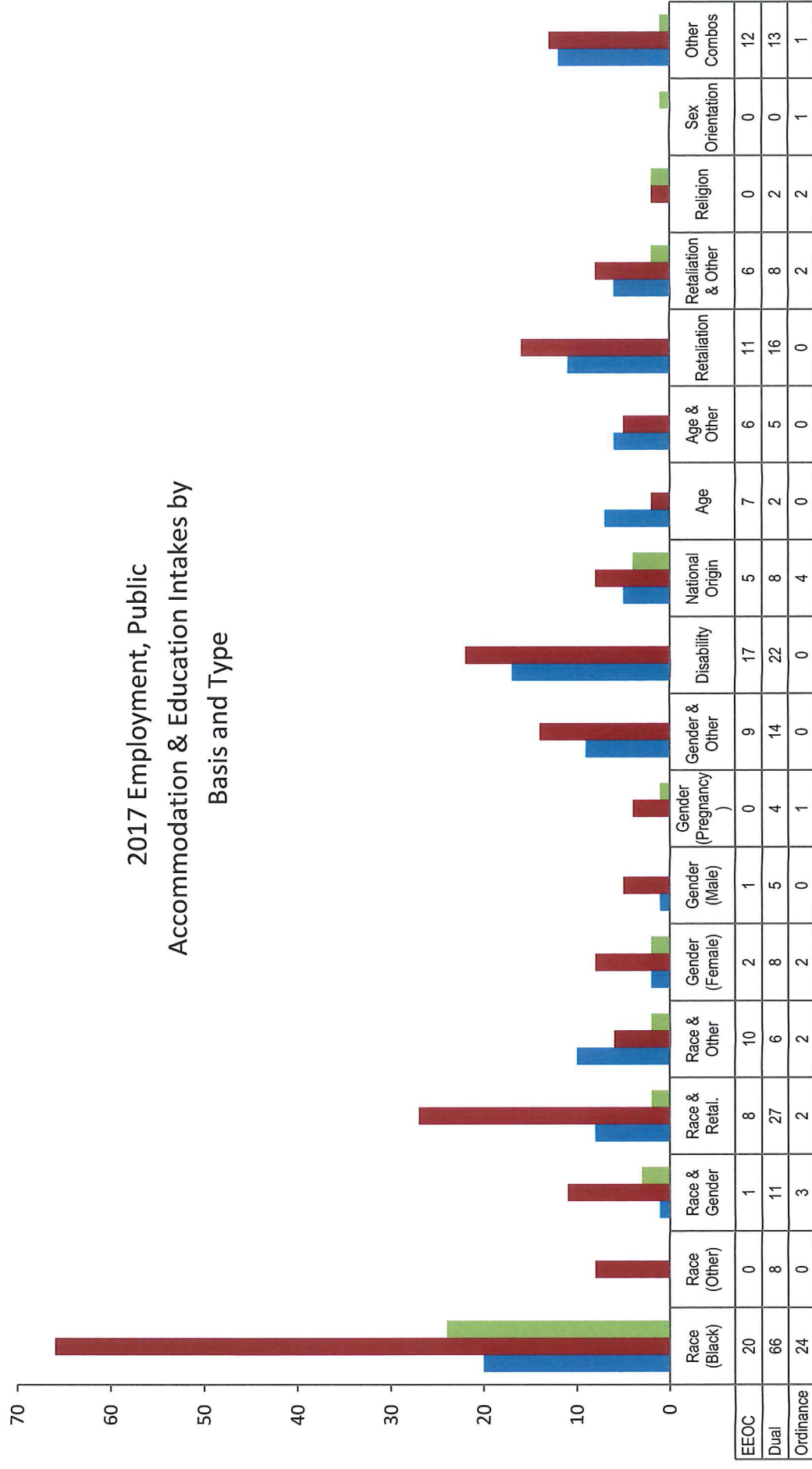
As part of the cooperative agreement between HUD, EEOC and the City of Fort Wayne, Metro operates by utilizing funding from all three sources. Below is a breakdown on the budgets utilized for the 2017 calendar year.

City: \$717,848.00

EEOC: \$172,558.00

HUD: \$147,732.00

# 2017 Employment, Public Accommodation & Education Intakes by Basis and Type



■ EEOC (Employment cases with Federal jurisdiction only)

■ Dual (Employment cases with Federal and local jurisdiction)

■ Ordinance (Employment cases, public accommodation, and education cases under local ordinance only)

Housing cases filed by basis

