

# 2016 Fort Wayne Metropolitan Human Relations Commission Annual Report

## 2016 Board of Commissioners

*Dorian Maples, Chair*

*Jesus "Rick" Trevino, Vice Chair*

*Larry Wardlaw*

*Michelle Chambers*

*Lana Keesling*

*Kody Tinnel*

*Frances Ganaway*

## Mission Statement

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



Dear Residents of Fort Wayne, Fort Wayne City Council, and The Honorable Tom Henry:

This was a very busy year for Metro. The entire staff has contributed to Metro's success. In 2016, approximately 1,261 citizens contacted Metro. Approximately 1048 of those citizens contacted Metro concerning a potential discrimination issue. During the year, Metro had approximately 174 housing inquiries, 796 employment inquiries, and 78 public accommodations/education inquiries. During the year, Metro closed 344 employment cases that were filed under both federal and local jurisdiction. Metro closed 42 cases under the City ordinance only. And, Metro closed 59 housing cases that were filed under both federal and local jurisdiction.

For those who are unfamiliar with Metro, it may come as a surprise that we do much more than investigate cases of alleged discrimination. The staff of Metro spends countless hours out in the community conducting outreach so that housing providers, employers, business owners, and citizens are aware of their legal obligations and are aware of their legal rights under the civil rights statutes. One of the staff's favorite trainings is the diversity training. With that in mind, I thought it would be beneficial to end 2016 and begin 2017, with a short discussion of diversity in this letter.

A powerful way to end discrimination is to talk about our differences and why we are different. Often these types of talks come in the form of diversity discussions. When we talk about diversity we are not talking about political correctness, being tolerant, or blaming other people. It is about respecting, appreciating and understanding varying characteristics.

Discrimination can be divided into three types: overt, covert, and the unconscious. There are still people who will discriminate and tell you they discriminate. And then there are those who will discriminate but try and hide it to avoid getting into trouble. But unconscious discrimination is a little different. Unconscious discrimination is the result of our deep rooted prejudices and stereotypes that have developed over the years that we may not even recognize. However, talking about our differences and our similarities can help us address unconscious discrimination. One thing to remember is that unconscious discrimination is still illegal and can be uncovered during an investigation.

The key to addressing unconscious discrimination is recognizing and admitting our prejudices and then adjusting our behavior. Prejudice means to pre-judge people by making decisions about people without evidence. Prejudice can also be described as an uncomfortable feeling we get when we are around people who do not look, act, dress, or believe like us. Sometimes we fail to recognize our prejudices by dismissing the person for no reason other than just saying that person just doesn't "fit in" or "we just don't jive."

Four points that we would like people to take from our diversity trainings are as follows: 1) Everyone has their own prejudices; 2) It's not our fault that we have prejudices; 3) There are many factors that contribute to our prejudices, i.e. family, school, church, media, etc.; and 4) Even though it's not our fault we have prejudices, it's our responsibility to recognize the prejudices that we do have and adjust our behavior and compensate for those prejudices.

As humans we have a tendency to treat people differently and sometimes poorly for no other reason than that they are different. Sometimes we do not even recognize that we are doing it. The next time you get that uncomfortable feeling and may try to avoid someone because they look, act, or dress differently or you may even treat them differently, ask yourself why. If you can't give yourself a good reason, ask yourself if a prejudice may be a factor. And if you think it may be because of a prejudice, make the effort to speak to them or treat them better. If you don't, you may miss out on the best customer, employee, tenant, or friend that you could ever have.

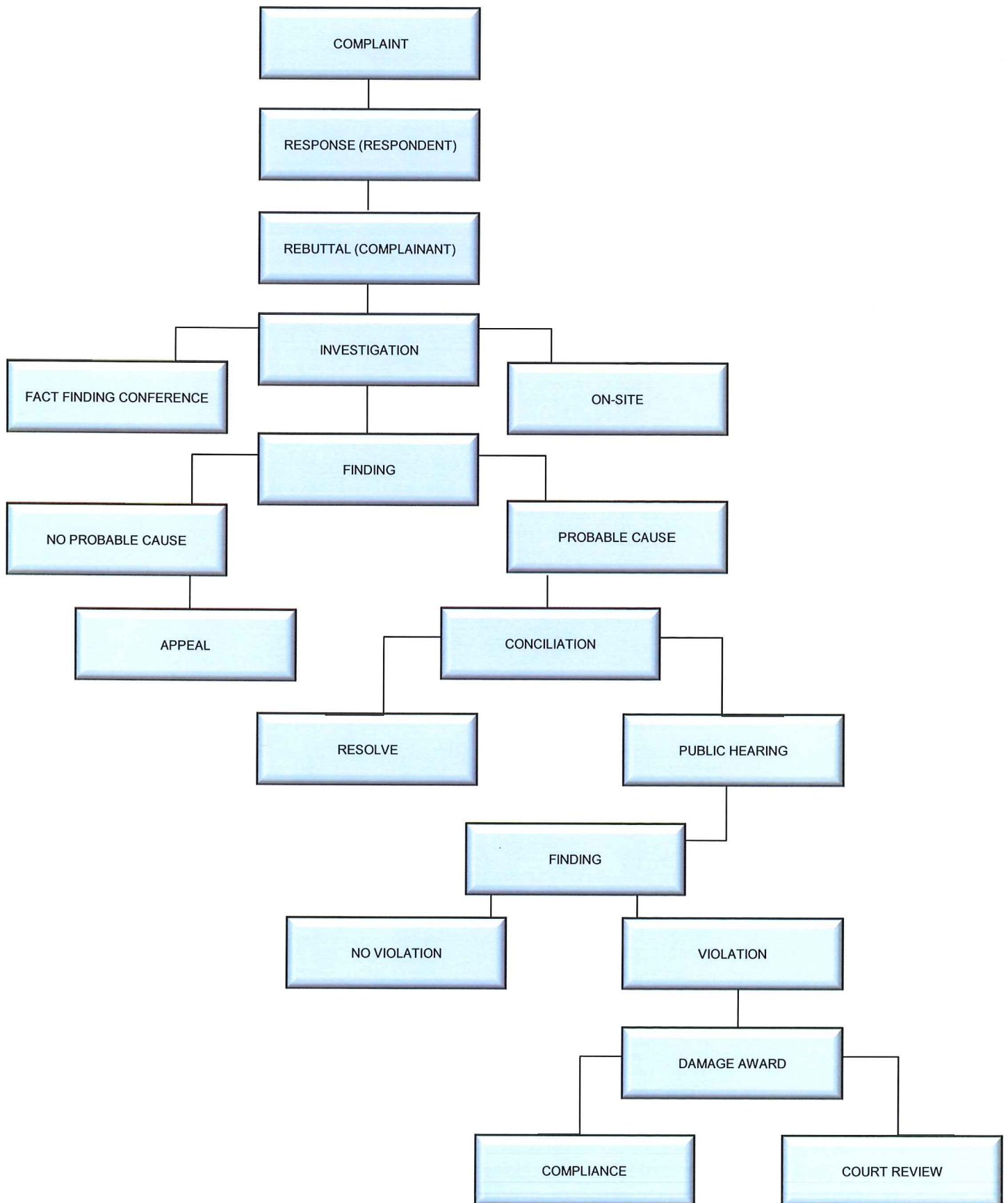
In closing, I would like to welcome Amber Nancarrow and Mark Burks to the investigative staff. Ms. Nancarrow is not a new face to Metro. Ms. Nancarrow served as Metro's front desk administrator for four

years. Mr. Burks comes to us from the admissions office of a local university. Furthermore, I would like to thank Commissioner Maples for her faithful service as Commission Chair for the past two years. We are thankful that you are remaining on the Commission. We would also like to welcome Commissioner Trevino as our new Commission Chair. Commissioner Trevino has served on the Commission for about seven years. We look forward to his leadership during his tenure.

Sincerely,

Dawn D. Cummings  
Executive Director

## CASE PROCESSING PROCEDURE





## 2016 OUTREACH AND EDUCATION

DATE	EVENT
<b>JANUARY</b>	
January 13, 2016	Per the request of SMI, Metro conducted anti-harassment training to management employees
January 14, 2016	Metro tended an information booth at the Adult Education Fair held by the Fort Wayne Housing Authority
January 18, 2016	Metro attended the Dr. Martin Luther King, Jr. breakfast and tended an information booth at Unity Day
January 22, 2016	Diversity training was conducted per a settlement agreement
January 27, 2016	Per the request of SMI, Metro conducted anti-harassment training for employees
January 28, 2016	Metro conducted Metro process training for an IPFW class per request
<b>FEBRUARY</b>	
February 13, 2016	Metro tended an information booth at the Community Resource Fair
February 17, 2016	Per the request of SMI, Metro conducted anti-harassment training for employees
February 18, 2016	Fair housing training was conducted for the Fort Wayne Housing Authority per request
February 18, 2016	Metro conducted Fair Housing training per settlement agreement
February 25, 2016	Metro conducted Metro process training for Disability and Rehabilitative Services per request
February 29, 2016	Metro conducted diversity training for the Sheriff's Academy
<b>MARCH</b>	
March 1, 2016	Metro conducted quarterly fair housing training for Upstar Alliance of Realtors per request
March 8 and 21, 2016	Metro conducted harassment training per settlement
March 10, 2016	Metro tended an informational booth at FWHA's Child Care and Family Fair event
March 16, 2016	Metro conducted diversity training for the U.S. Probation Pre-Trial office
March 24, 2016	Metro attended Focus Group for Crime Victim Care
<b>APRIL</b>	
April 12, 2016	Metro attended the Equal Pay Day Rally at the YWCA
April 12, 2016	Metro conducted fair housing training for the Apartment Association breakfast
April 20, 2016	Metro held its annual fair housing event
April 28, 2016	Metro conducted all day training for Catholic Charities per request
April 29, 2016	Metro conducted diversity training for Wayne Township per request
<b>MAY</b>	
May 4, 2016	Metro conducted diversity training at the League for the Blind per request
May 5, 2016	Metro conducted Metro training at Victim Assistance per request
May 9, 2016	Metro conducted Metro training at Brown Mackie College per request
May 21, 2016	Metro conducted diversity training at Wellspring Interfaith Social Services per request
May 21, 2016	Metro tended an informational booth at the disAbility Expo
May 26, 2016	Metro conducted diversity training per settlement agreement
<b>JUNE</b>	
June 3, 2016	Metro conducted anti-harassment training at Wayne Township per request
June 8, 2016	Metro conducted the quarterly fair housing training with Upstar Alliance of Realtors
June 22, 2016	Metro conducted public hearing training at the Consortium
June 28, 2016	Metro tended an informational booth at the FWHA's Father's Day event
June 30, 2016	Metro conducted Diversity training per settlement agreement
<b>AUGUST</b>	
August 6, 2016	Metro tended an informational booth at Southside Fest
August 31, 2016	Metro conducted Metro training at IPFW per request
August 29-31, 2016	Metro conducted multiple sessions of diversity training for LH Carbide per request
<b>SEPTEMBER</b>	
September 1-14, 2016	Metro conducted multiple sessions of diversity training for LH Carbide per request
September 2, 2016	Metro conducted fair housing training for FWHA's Ready to Rent Program
September 14, 2016	Metro conducted fair housing quarterly training for Upstar Alliance of Realtors per request
September 20, 2016	Metro conducted fair housing training for North Eastern Group Realty per request
September 21, 2016	Metro conducted Metro process training for a human resource class at St. Francis University per request
September 22, 2016	Metro tended an informational booth at the FWHA job fair

September 24, 2016	Metro participated in the T.I.P.S. event sponsored by the Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment
September 27, 2016	Director Cummings attending a round table discussion concerning fair housing issues with Community Development
September 29, 2016	Metro conducted fair housing training per settlement agreement
<b>OCTOBER</b>	
October 4-6, 2016	Entire staff continued diversity training with Trelborg
October 19, 2016	Metro conducted a three-hour fair housing training for the Apartment Association
October 20, 2016	Metro conducted fair housing training for the FWHA's Ready to Rent program
October 31, 2016	Metro conducted diversity training with the Sherriff's department per request
<b>NOVEMBER</b>	
November 10, 2016	Metro conducted fair housing training per request
<b>DECEMBER</b>	
December 1, 2016	Metro attended the YWCA Circle of Women luncheon
December 14, 2016	Metro conducted the quarterly fair housing training at Upstar Alliance of Realtors
December 23, 2016	Metro conducted fair housing training per settlement agreement



## 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: 459

EEOC Only (Outside Jurisdiction)		Dual Filed (Local and Federal)		City Ordinance Only	
Race (Black)	31	Race (Black)	65	Race (Black)	23
Race (Other)	1	Race (Other)	0	Race (Other)	0
National Origin	9	National Origin	12	National Origin	3
Race + Gender	14	Race + Gender	8	Race + Gender	1
Race + Retal	9	Race + Retal	30	Race + Retal	1
Gender (Female)	7	Gender (Female)	15	Gender (Female)	1
Gender ( Male)	4	Gender (Male)	5	Gender (Male)	1
Gender (Preg)	3	Gender (Preg)	11	Gender (Preg)	0
Religion	0	Religion	3	Religion	1
Other Combos	31	Other Combos	49	Other Combos	1
Retaliation	8	Retaliation	19	Retaliation	1
Disability	18	Disability	28	Disability	6
Age	15	Age	0	Age	0
Age + Other	25	Age + Other	0	Age + Other	0
Sex Orientation	0	Sex Orientation	0	Sex Orientation	0
TOTAL	175	TOTAL	245	TOTAL	39

#### SUMMARY

Total Number of cases closed:	344
Total Settlements (All Cases):	\$175,741.32
DUAL FILED CASES (LOCAL AND FEDERAL)	
No Probable Cause:	217
Withdrawals:	10
Administrative Closures:	8
Settlements	61
Right to Sue	6
CITY ORDINANCE CASES	
Education Cases:	5
Public Accommodation:	33
Employment: (Local ordinance only)	4

\*\*Numbers provided by Staff Attorney Sara Quintana

## 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 2016:

<b>Dual Filed</b> (Local and Federal)	
Race ONLY	10
Race + Disability	1
Race + Sex + Familial Status	1
Race + Religion	1
Race + Sex	2
National Origin ONLY	4
Sex ONLY	7
Sex + Disability	1
Sex + National Origin	1
Sex + Familial Status	1
Sexual Harassment + Religion	1
Disability ONLY	14
Familial Status ONLY	5
Retaliation ONLY	3

The numbers depicted above are for cases closed

#### **Summary of Investigated Cases**

Total Number of cases closed:	56
No Probable Cause:	30
Probable Cause	3
Administrative Closures:	5
Settlements:	18
Total Settlement Amount:	\$ 5,145.00

#### **Summary Probable Cause Findings**

Investigated and Conciliated Within 2016	3
Conciliated but Investigated outside of 2016	1
Total Conciliation Amount:	\$ 14,929.98
Public Hearing	2

\*\*Numbers provided by Director Cummings

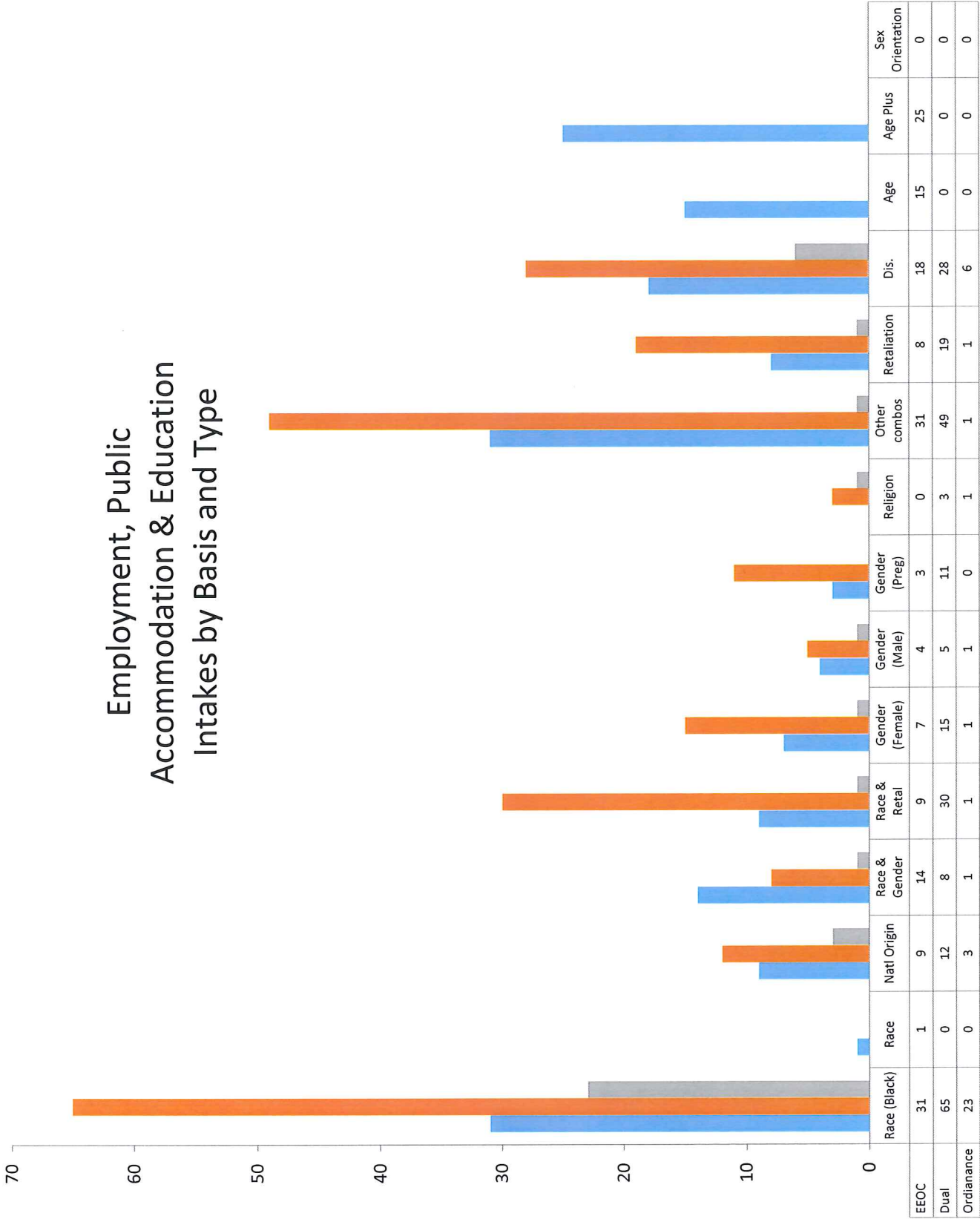
## Budget

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 2016 calendar year.

City: \$712,128.00  
EEOC: \$190,561.00  
HUD: \$143,262.00



Employment, Public  
Accommodation & Education  
Intakes by Basis and Type



■ EEOC (Employment cases 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

