



Metropolitan Human Relations Commission

February Commission Meeting
February 5, 2024 | 12:00 PM
Metro Conference Room
2310 Parnell Avenue Fort Wayne, IN 46805

Meeting called by:

Statutory Monthly Meeting

Type of meeting:

Commission Meeting on the first Monday of each month.

Note taker:

Nikki Quintana, Executive Director

Metro Commissioners:

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

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/Roll Call:

12:08 P.M.

Commissioners Present:

Arrington (in-person)
Wardlaw (in-person)
Keesling (in-person)
Maples (in-person)
Lombard (in-person)
Burrus (in-person)
Ervin (not present)

Other Persons Present:

Nikki Quintana, Executive Director
Lakisha Woods, Staff Attorney
Leslie Hernandez, Administrative Assistant

- December 4th meeting minutes were approved unanimously.

Office Report

EEOC

Employment Case Processing (10/1/23 – 9/30/24)

Intakes (by 9/30/24): 120 (contract number) 47 (current status)

Contract number of case closures by 9/30/24: 260

- 67 No Probable Cause Cases
- 4 Settlements (\$20,176.23)
- 3 Withdrawals
- 0 Lack of Jurisdiction
- 0 Right to Sue or Full Credit Transfer to the EEOC

HUD

Housing Case Processing (7/1/23 - 6/30/24):

20 Cases closed for Contract

- 6 HUD Settlement
- 1 Lack of Jurisdiction/Withdraw/Admin
- 13 No Reasonable Cause
- 0 Withdraw after Resolution
- 0 Reasonable Cause
- 0 Judicial Closures

25 Pending (Open being investigated)

Attended Events/Outreach:

December 5, 2023: Senior Investigator Barnhart attended the IAOHRA National Human Rights Day panel session.

December 6, 2023: Director Quintana attended the graduation ceremony for the first class of graduates of the Inclusion Institute of The League.

December 7, 2023: Director Quintana presented on the Equity for All Study at the Greater Fort Wayne Hispanic Chamber of Commerce quarterly meeting.

December 8, 2023: Director Quintana attended the Indiana Latino Expo Awards to receive the 2023 Indiana Latino Civil Rights Leader Award.

December 13, 2023: Senior Investigator Barnhart, Staff Attorney Woods, and Director Quintana attended the EEOC/FEPA quarterly meeting.

December 13, 2023: Senior Investigator Sorg conducted new realtor fair housing training at Upstar Upstate Alliance of Realtors.

December 14, 2023: Admin Hernandez and Director Quintana attended the first AMP Lab Challenge Meeting.

January 10, 2024: Staff Attorney Woods and Director Quintana attended the Northeast Indiana Human Resources Association legal update training.

January 4, 2024: Director Quintana attended the monthly Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment meeting.

January 15, 2024: Senior Investigator Sorg and Director Quintana attended the Dr. Martin Luther King, Jr. Unity Day event presented by the Dr. Martin Luther King, Jr. Club.

January 17, 2024: Investigator Kelsaw attended the Equal Employment Opportunity Commission online ADA training.

January 17, 2024: Investigators Guayamo and Eanes and Senior Investigator Sorg conducted anti-harassment training at Public Service Credit Union.

January 18, 2024: Admins Bermudez, Hernandez, Investigator Benson, Staff Attorney Woods, and Director Quintana attended the Indiana Tech Dr. Martin Luther King, Jr. Community Celebration breakfast.

January 22, 2024: Admin Hernandez and Director Quintana attended the Amp Lab at Electric Works project three roll-out.

January 24, 2024: Director Quintana attended the Urban League: Join the Movement event at the Arts United Center.

January 24, 2024: Staff Attorney Woods and Director Quintana attended the Women's Network leadership development luncheon.

January 31, 2024: Investigator Brake attended the Equal Employment Opportunity Commission webinar Initiative on AI and Algorithmic Fairness: Disability Focused.

Personnel Issues:

We are still receiving applications for the investigator position and will start interviews this month.

Budget/Calendar of Events:

Admin Hernandez reviewed current budget status and went over calendar of events.

Legal Update/Matters:

Mediations: The Commission conducted 2 mediations. One was successful and one failed.

New Business:

- **2024 Team Building**

We'd like to have team building events in March and October and an annual team meeting in June or July.

Director Quintana requested an approval of \$2,500 for team building for the whole year.

Motion to approve: Commissioner Keesling

2nd: Commissioner Lombard

Approved unanimously.

- **2024 Media Plan**

Our 2024 Media Plan will cost \$20,000 and will be focused mostly on housing.

Director Quintana requested an approval of \$20,000 for the complete media plan with \$12,000 being used from HUD dollars, \$3,000 from EEOC dollars and \$5,000 from HUD partnership funds.

Commissioners and Director Quintana discussed the media plan and concluded that Director Quintana will bring any Partnership funds and SEE funds to the Commission after it is approved by HUD for their approval as well. Admin Hernandez will also present separate budgets for Partnership and SEE funds to keep Commissioners updated.

Motion to approve: Commissioner Burrus

2nd: Commissioner Keesling

Approved unanimously.

- **2024 HUD Partnership Funds**

Metro received \$15,000 in partnership funds from HUD. Director Quintana requested approval to use \$5,000 for the 2024 media plan, \$7,500 for our 2024 Fair Housing Summit keynote, \$1,000 for videographer for the 2024 Fair Housing Summit, and \$1,500 for Metro marketing items to include our event bags to use at our 2024 Fair Housing Summit and booths.

Motion to approve: Commissioner Lombard

2nd: Commissioner Keesling

Approved unanimously.

- **2024 HUD SEE Funds**

Metro received \$12,000 in SEE funds from HUD. Director Quintana requested approval to use these funds to cover litigation costs for ongoing housing cases.

Motion to approve: Commissioner Lombard

2nd: Commissioner Burrus

Approved unanimously.

- **Amp Lab at Electric Works Project**

Metro has been chosen as a challenge three partner. The goal is to learn how Metro can reach high school students and young adults and educate them on civil rights.

- **Fair Housing Summit 2024**

- **April 24th at the Coliseum Conference Center**

- **Office Updates**

- New shades will be installed soon.
- We're still working on getting a baby changing station.
- We have a new cleaning company as well.

- **Current case Age: 133.09**

- **Officer Elections for 2024**

Commissioners discussed the current setup and voted to keep the roles as they are with Aisha Arrington as Commission Chair and Tabitha Ervin as Commission Vice Chair.

Motion to approve: Commissioner Keesling

Approved unanimously through roll call vote.

Old Business:

Concerns From the Public:

Meeting Adjourned at 12:40 pm