



Metropolitan Human Relations Commission

June Commission Meeting

June 3, 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:

12:02 P.M.

Commissioners Present:

Arrington (in-person)

Ervin (in-person)

Wardlaw (in-person)

Keesling (in-person)

Lombard (virtual)

Maples (virtual)

Burrus (not present)

Other Persons Present:

Nikki Quintana, Executive Director

Lakisha Woods, Staff Attorney

Aaron Bey, Investigator

- The May 6th meeting minutes were unanimously approved after correcting the record to note that Commissioner Maples was present and Commissioner Dr. Lombard was not.

Office Report

EEOC

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

Intakes (by 9/30/24): 120 (contract number) 92 (current status)

Contract number of case closures by 9/30/24: 237

- 128 No Probable Cause Cases
- 15 Settlements (\$73,926.23)
- 5 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):

42 Cases closed for Contract

- 8 HUD Settlement
- 2 Lack of Jurisdiction/Withdraw/Admin
- 32 No Reasonable Cause
- 0 Withdraw after Resolution
- 0 Reasonable Cause
- 0 Judicial Closures

32 Pending (Open being investigated)

Attended Events/Outreach:

May 3, 2024: Director Quintana presented on Metro to students at Wayne High School.

May 7, 2024: Staff Attorney Woods and Director Quintana attended the United Front Keynote.

May 8, 2024: Director Quintana and Investigator Guayamo conducted anti-harassment training per a settlement agreement.

May 8, 2024: Investigator Brake attended the EEOC Equal Pay Act training.

May 9, 2024: Investigator Eanes conducted fair housing training per a settlement agreement.

May 9, 2024: Senior Investigator Sorg conducted fair housing training per request.

May 11, 2024: Investigators Benson, Eanes, Kelsaw and Guayamo, Senior Investigator Barnhart, and Staff Attorney Woods hosted a Metro booth at the AWS DisAbilities Expo.

May 15, 2024: Investigator Brake attended the EEOC disparate impact training.

May 15, 2024: Senior Investigator Barnhart and Staff Attorney Woods conducted fair housing training per request.

May 15, 2024: Senior Investigator Sorg conducted fair housing training per request.

May 16, 2024: All Metro staff attended a team building event.

May 20, 2024: Director Quintana attended the Welcoming Fort Wayne Plan Steering committee meeting.

May 20, 2024: Senior Investigator Sorg conducted anti-harassment training for Wayne Township Trustee.

May 21, 2024: Investigators Kelsaw and Guayamo attended EEOC ARC refresher training.

May 29, 2024: Senior Investigator Sorg conducted anti-harassment training for the Fort Wayne Fire Department.

May 30, 2024: Senior Investigator Sorg conducted fair housing training per request.

Personnel Issues:

We have hired a new investigator, Aaron Bey.

We will likely have an employee going on leave later this month.

Sierah Barnhart's last day with Metro will be June 6th.

Budget/Calendar of Events:

Director Quintana reviewed current budget status and went over calendar of events.

Legal Update/Matters:

Mediations: The Commission did not conduct any in-person mediations for the month of May.

New Business:

- **Unwelcomed Exhibit**

The Fair Housing Center of Central Indiana (FHCCI) will present "*Unwelcomed: A Fair Housing History of Sales & Lending Discrimination*" with new research specific to Fort Wayne. The exhibit, supported by Commissioner Arrington and in partnership with Metro, will be hosted at the Fort Wayne Urban League in October.

- **Teambuilding Event #1**

We had a successful first teambuilding event of the year, utilizing pre-approved funds. Additional events will be planned for later this year.

- **Fiesta Fort Wayne**

August 10, 2024, \$250 booth

Motion: Commissioner Wardlaw

2nd: Commissioner Keesling

Approved unanimously.

- **HLCNI Noche De Gala**

The sponsorship tier includes our logo on a PowerPoint slide and two event tickets.
\$500

Motion: Commissioner Keesling

2nd: Commission Vice Chair Ervin

Approved unanimously.

- **Fort Wayne Urban League Sneaker Ball**

The sponsorship tier includes marketing for Metro, our logo at the event, ¼ page ad, recognition on website, full table, 8 event tickets, and table sponsorship sign. The event will be on September 7, 2024.

Commissioner Arrington added that there will be a lot of publicity surrounding the event and discussed the in-person and social media marketing plans.

\$1,000

Motion: Commissioner Wardlaw

2nd: Commissioner Keesling

Approved unanimously with Commissioner Arrington abstaining.

- **2024 Fair Housing Summit Evaluations**

Director Quintana presented the evaluation results of the 2024 Fair Housing Summit to the commission, highlighting an overall rating of 4.7 out of 5 and also read a few comments. Breakout sessions received average scores of 4.7 and 4.82. Overall, the 2024 Fair Housing Summit received very positive reviews.

Commissioner Keesling suggested expanding the event due to consistent sell-outs over the past two years.

Director Quintana noted that while we allowed up to 380 registrations, only slightly over 300 attended. She explained that an event registration fee may be needed in the future.

When asked about the number of people turned away, Director Quintana estimated it to be around 10 to 20, mentioning that they use Eventbrite's waitlist feature to manage cancellations. She also noted a trend of increasing no-shows and suggested assuming a no-show rate of 20%, in future planning.

The Commissioners agreed it might be beneficial to increase capacity, and Commission Chair Arrington pointed out that charging a fee doesn't always guarantee attendance, as evidenced by sponsor no-shows at other events.

- **Building Updates**

Sink Leak: A technician will inspect the leaking sink this week.

Side Door: We have had issues with the side door latching. Barry has been responsive in sending repair personnel. If problems persist, we will inform Barry.

Furnace: This morning, we detected a burning smell, and Barry sent Mike from Parks to investigate. They discovered the furnace was malfunctioning. Repairs are currently underway.

- **Tech Updates**

We are working with Barry and New Era to have the new conference room equipment installed.

Current Case Age: 146.88

Old Business:

Concerns From the Public:

Meeting Adjourned at 12:36 p.m.