

METROPOLITAN HUMAN RELATIONS COMMISSION

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METROPOLITAN HUMAN RELATIONS

The Metropolitan Human Relations Commission (“MHRC”) was established by the Common Council of Fort Wayne to “administer and enforce” anti-discrimination legislation within the territorial boundaries of the City of Fort Wayne. As primary basis for establishing MHRC, the Mayor and Common Council decreed the following:

“Discrimination in social, cultural and economic life in Fort Wayne against any person or persons because of race, sex, color, religion, handicap, ancestry, national origin, or place of birth, is contrary to American principles and is harmful to the social, cultural, and economic life of the city. Discrimination, particularly in employment opportunities, public accommodations and housing, increases the burden and cost of government; and, such discrimination contributes to increased crime, vice, juvenile delinquency, fires and other evils thereby affecting the public safety, public health, and general welfare of the community. It is therefore deemed to be in the best interests of the city to create a metropolitan Commission to administer and enforce anti-discrimination legislation and ordinances, all as authorized by the Indiana Civil Rights Act.”

The Commission continues to maintain a high level of productivity in case resolutions, reducing case age in the office, and implementing stringent case processing protocols to ensure timely resolution of cases. MHRC has set measurable goals to increase quality of compliance with the regulations of its federal partners, the United States Equal Employment Opportunity Commission (“EEOC”), and the United States Housing and Urban Development (“HUD”). MHRC’s contractual commitment continues to increase. This continuing increase translates to increase revenue from EEOC and HUD, thereby reducing the Commission’s reliance on property tax dollars.

VISION STATEMENT

MHRC 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. To achieve this vision, the Commission must be FIT...Fair, Impartial, and Thorough in all material aspects.

GOALS

- I. To continue to expeditiously investigate all credible allegations and/or conditions that create or promote adverse effects on persons and/or sections of the City, or conditions and/or allegations that result in a discriminatory treatment of persons and/or sections of the City on the bases enumerated in Ordinance G-21-78.
- II. To expand outreach activities, especially in housing and public accommodation, to schools and colleges within the territorial boundaries of the City of Fort Wayne. This will include continued partnering with lending institutions and housing providers to promote fair housing and fair lending practices.
- III. To advertise MHRC's educational programs and activities to surrounding localities that do not have MHRC type entity in order to create additional revenue generating scheme for the Commission.
- IV. To partner with employers who have "best practices" type programs in their workplaces. MHRC will encourage the sharing of such programs with smaller businesses in a mentoring kind of spirit.
- V. To provide channels of communication among various racial, religious and ethnic groups in the City.
- VI. To provide community mediation services to assist with inter-group conflicts.
- VII. To develop Commission employees into first rate fair, impartial, and thorough civil rights workers.
- VIII. To expand MHRC's grant writing activities to seek resources that will enable MHRC to partner and share those resources with local organizations that provide human relations type services to residents of the City in the areas of housing, employment, and education, etc.
- IX. To expand the Commission's alternative dispute resolution program (mediation and conciliation). This may even include securing outside mediators to assist in mediating and conciliating cases pending before the Commission.
- X. To actively work with departments of local governments so as to utilize whatever existing programs, equipments, or personnel they may have and can share in order to help avoid duplicity/redundancy/ and costs in operations.
- XI. To ensure that the Commission secures the necessary tools needed to enable it to provide services that are packaged in professionalism but not at the expense of cost effectiveness.

METRO HUMAN RELATIONS
 Dept # 0005 - 0100
 2012 BUDGET COMPARISON

	2010 ACTUAL	2011 ACTUAL THRU 30-Jun-2011	2011 REVISED BUDGET	2012 SUBMITTED	\$ INCREASE (DECREASE) FROM 2011 REVISED	% CHANGE FROM 2011 REV TO 2012
5111 TOTAL WAGES	384,028		426,488	371,857	(54,631)	- 12.81%
5131 PERF - EMPLOYERS SHARE	39,882		36,251	57,209	20,958	
5132 FICA	38,594		32,626	43,765	11,139	
5134 LIFE MEDICAL & HEALTH INSURAN	118,800		122,400	141,600	19,200	
5136 UNEMPLOYMENT COMPENSATION	429		426	572	146	
5137 WORKERS COMP INSURANCE	792		868	704	(164)	
513A PERF - EMPLOYEES/PD BY CITY	15,438		12,668	17,163	4,495	
Total 5100	\$597,963	\$317,173	\$631,727	\$632,870	\$1,143	0.18%
5212 STATIONERY & PRINTED FORMS	209		210	120	(90)	
5213 COMPUTER SUPPLIES	520		528	350	(178)	
5219 OTHER OFFICE SUPPLIES	4,683		5,500	3,600	(1,900)	
5231 GASOLINE	216		-	-	-	
5247 INSTRUCTIONAL SUPPLIES	1,951		1,500	1,200	(300)	
5299 OTHER MATERIALS & SUPPLIES	321		324	324	-	
Total 5200	\$7,899	\$2,274	\$8,062	\$5,594	(\$2,468)	- 30.61%
5311 LEGAL SERVICES	3,000		3,000	5,000	2,000	
5317 INSTRUCTIONAL SERVICES	1,496		1,500	2,000	500	
531K SEMINAR FEES	1,098		1,000	1,000	-	
5322 POSTAGE	938		2,500	1,500	(1,000)	
5323 TELEPHONE & TELEGRAPH	586		1,500	-	(1,500)	
5324 TRAVEL EXPENSES	4,626		2,000	1,800	(200)	
5325 COUNCIL AND/OR BOARD TRAVEL	-		1,000	1,000	-	
532C CELL PHONE	2,000		2,028	2,000	(28)	
532L LONG DISTANCE CHARGES	78		300	-	(300)	
5331 PRINTING OTHER THAN OFFC SUPPL	3,245		3,000	1,200	(1,800)	
5342 LIABILITY INSURANCE	2,944		2,652	3,705	1,053	
5369 CONTRACTED SERVICE	1,991		2,000	1,990	(10)	
536T GARAGE CONTRACT - TARGET	153		-	-	-	
5377 CC BUILDING PARKING	600		450	564	114	
5391 SUBSCRIPTIONS AND DUES	1,133		500	900	400	
Total 5300	\$23,888	\$8,759	\$23,430	\$22,659	(\$771)	- 3.29%
Total 5400	\$-	\$-	\$-	\$-	\$-	
Total	\$629,751	\$328,206	\$663,219	\$661,123	(\$2,096)	- 0.32%

Metropolitan Human Relations 2012-2016 Capital Improvement Program

FUNDING SOURCE CODE:	GRP-Grant Pending	PT-Property Tax
CC-Cumulative Capital Fund	LE-Lease	RB-Revenue Bond
CDBG-Community Development Block Grant	InfraBd-Infrastructure Bond	ST-State Source
CEDIT-Co. Economic Development Income Tax	LRS-Local Roads & Streets	SU-Sewer Utility
CO-County Source	MISC-Miscellaneous	SWU-Stormwater Utility
FED-Federal Source	MVH-Motor Vehicle Highway	TIF-Tax Increment Financing
GOB-General Obligation Bond	PCBF-Park Cumulative Bldg. Fund	UF-User Fee
GRA-Grant Approved	PS-Private Source	WU-Water Utility

Item #	Project Title & Description	Funding Source	Expenditure				
			2012	2013	2014	2015	2016
1	Computer	FED	-	2,000	2,000	2,000	2,000
2	Printer replacement	FED	-	400	400	400	400
3	Vehicle	FED	-	-	-	-	-
4	Upgrade/Coordinate Office Furnishings	FED	-	1,200	1,200	1,200	1,200
5	Office Equipment	FED	-	500	500	500	500
TOTAL			-	4,100	4,100	4,100	4,100