

METROPOLITAN HUMAN RELATIONS COMMISSION

COMMISSION CHAIR

Larry Wardlaw

COMMISSION VICE CHAIR

Quinton Ellis, Esq.

COMMISSIONERS

Kevin Hughes

C. Lockwood Marine

Dorian Maples

Jesus Rick Trevino, Esq.

Michelle Chambers

STAFF

Dawn D. Cummings - Executive Director

Sara N. Quintana – Legal Counsel

Delinda Wyatt – Lead Investigator

Shannon Norris – Lead Investigator

Ronda Irby – Investigator and Mediation Specialist

Matthew Holland – Investigator

Dennis Sorg - Investigator

Lakisha Woods – Investigator

Samantha Cheney – Administrative Assistant IV

Amber Nancarrow – Administrative Assistant III

METROPOLITAN HUMAN RELATIONS

The Metropolitan Human Relations Commission ("MHRC") was established in 1952 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 increased revenue from EEOC and HUD, thereby reducing the Commission's reliance on property tax dollars.

VISION STATEMENT

MHRC is focused on, 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 will be fair, impartial and thorough in assertively enforcing the law, and aggressive in promoting community outreach and training initiatives.

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 expand outreach to local businesses and smaller employers, to aid them in training on civil rights issues, and provide support and encourage policies which promote and foster fair employment and equal opportunity for Fort Wayne citizens.
- 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, equipment, or personnel they may have and can share in order to help avoid duplicity/redundancy/ and cost in operations.
- XI. To coordinate regionally and state-wide with other similarly situated local civil rights enforcement agencies to gain expertise, foster relationships, gain efficiencies of scale and promote sharing of best practices and resources to further aid in supporting the mission of MHRC to the local community.
- XII. 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
 2014 BUDGET COMPARISON

	2012 ACTUAL	2013 ACTUAL THRU 30-Jun-2013	2013 REVISED BUDGET	2014 SUBMITTED	\$ INCREASE (DECREASE) FROM 2013 REVISED	% CHANGE FROM 2013 REV TO 2014
5111 TOTAL WAGES	364,701		365,441	367,598	2,157	0.59%
5131 PERF - EMPLOYERS SHARE	51,550		56,222	66,444	10,222	
5132 FICA	38,029		43,010	45,383	2,373	
5134 LIFE MEDICAL & HEALTH INSURAN	141,600		141,600	141,600	-	
5136 UNEMPLOYMENT COMPENSATION	572		562	593	31	
5137 WORKERS COMP INSURANCE	704		540	487	(53)	
513A PERF - EMPLOYEES/PD BY CITY	15,477		16,866	17,797	931	
Total 5100	\$612,634	\$311,313	\$624,241	\$639,902	\$15,661	2.51%
5212 STATIONERY & PRINTED FORMS	91		144	420	276	
5213 COMPUTER SUPPLIES	73		252	252	-	
5219 OTHER OFFICE SUPPLIES	3,191		3,240	1,620	(1,620)	
5247 INSTRUCTIONAL SUPPLIES	643		1,200	480	(720)	
5299 OTHER MATERIALS & SUPPLIES	258		324	324	-	
Total 5200	\$4,256	\$1,027	\$5,160	\$3,096	(\$2,064)	- 40.00%
5311 LEGAL SERVICES	3,697		5,000	4,020	(980)	
5317 INSTRUCTIONAL SERVICES	2,213		2,000	1,020	(980)	
531K SEMINAR FEES	758		1,000	1,000	-	
5322 POSTAGE	717		1,080	1,500	420	
5324 TRAVEL EXPENSES	2,439		1,800	1,800	-	
5325 COUNCIL AND/OR BOARD TRAVEL	69		1,000	1,000	-	
5326 MILEAGE	61		-	-	-	
532C CELL PHONE	2,036		720	720	-	
5331 PRINTING OTHER THAN OFFC SUPPL	1,088		1,380	840	(540)	
5342 LIABILITY INSURANCE	3,705		2,721	2,905	184	
5369 CONTRACTED SERVICE	1,930		1,990	1,272	(718)	
5377 CC BUILDING PARKING	-		564	564	-	
5391 SUBSCRIPTIONS AND DUES	860		1,200	1,020	(180)	
Total 5300	\$19,572	\$7,271	\$20,455	\$17,661	(\$2,794)	- 13.66%
Total 5400	\$-	\$-	\$-	\$-	\$-	
Total	\$636,461	\$319,611	\$649,856	\$660,659	\$10,803	1.66%