

METROPOLITAN HUMAN RELATIONS COMMISSION

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COMMISSION VICE CHAIR

(To be determined)

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Shannon Van Ryn – Lead Investigator

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Dennis Sorg - Investigator

Sara Nikki Castillo – Investigator

Lakisha Woods – Investigator

Samantha Cheney – Administrative Assistant IV

Kirstin Cronkhite – 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. Recently, the MHRC has entered into partnership with the Department of Justice (“DOJ”) to enhance and coordinate enforcement efforts which will serve to enhance the growth of the contractual commitment and case closure rates, and thereby increase revenue generated.

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 - 0100
 2013 BUDGET COMPARISON

	2011 ACTUAL	2012 ACTUAL THRU 30-Jun-2012	2012 REVISED BUDGET	2013 SUBMITTED	\$ INCREASE (DECREASE) FROM 2012 REVISED	% CHANGE FROM 2012 REV TO 2013
5111 TOTAL WAGES	399,469		371,857	365,441	(6,416)	- 1.73%
5131 PERF - EMPLOYERS SHARE	44,459		57,209	56,222	(987)	
5132 FICA	38,711		43,765	43,010	(755)	
5134 LIFE MEDICAL & HEALTH INSURAN	122,400		141,600	141,600	-	
5136 UNEMPLOYMENT COMPENSATION	426		572	562	(10)	
5137 WORKERS COMP INSURANCE	868		704	540	(164)	
513A PERF - EMPLOYEES/PD BY CITY	15,691		17,163	16,866	(297)	
5161 WAGE SETTLEMENT/SEVERANCE PAY	500		-	-	-	
Total 5100	\$622,523	\$281,225	\$632,870	\$624,241	(\$8,629)	- 1.36%
5212 STATIONERY & PRINTED FORMS	162		120	144	24	
5213 COMPUTER SUPPLIES	574		350	252	(98)	
5219 OTHER OFFICE SUPPLIES	3,108		3,600	3,240	(360)	
5231 GASOLINE	188		-	-	-	
5247 INSTRUCTIONAL SUPPLIES	59		1,200	1,200	-	
5299 OTHER MATERIALS & SUPPLIES	273		324	324	-	
Total 5200	\$4,364	\$1,631	\$5,594	\$5,160	(\$434)	- 7.76%
5311 LEGAL SERVICES	2,958		5,000	5,000	-	
5317 INSTRUCTIONAL SERVICES	1,296		2,000	2,000	-	
531K SEMINAR FEES	1,783		1,000	1,000	-	
5322 POSTAGE	955		1,500	1,080	(420)	
5323 TELEPHONE & TELEGRAPH	553		-	-	-	
5324 TRAVEL EXPENSES	843		1,800	1,800	-	
5325 COUNCIL AND/OR BOARD TRAVEL	-		1,000	1,000	-	
5329 EEOC TRAVEL EXPENSES	17		-	-	-	
532C CELL PHONE	1,908		2,000	-	(2,000)	
532L LONG DISTANCE CHARGES	26		-	720	720	
5331 PRINTING OTHER THAN OFFC SUPPL	2,359		1,200	1,380	180	
5342 LIABILITY INSURANCE	2,652		3,705	2,721	(984)	
5369 CONTRACTED SERVICE	1,747		1,990	1,990	-	
5377 CC BUILDING PARKING	600		564	564	-	
5391 SUBSCRIPTIONS AND DUES	652		900	1,200	300	
Total 5300	\$18,348	\$9,140	\$22,659	\$20,455	(\$2,204)	- 9.73%
Total 5400	\$-	\$-	\$-	\$-	\$-	
Total	\$645,235	\$291,996	\$661,123	\$649,856	(\$11,267)	- 1.70%