

METROPOLITAN HUMAN RELATIONS COMMISSION

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Leslie Alford

COMMISSION VICE CHAIR

(To be determined)

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Ronda Irby – Investigator

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Shannon Van Ryn – Investigator

Pauletta Couch – Administrative Assistant

Kirstin Cronkhite – Executive Secretary

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
 2011 BUDGET COMPARISON

	2009 ACTUAL	2010 ACTUAL THRU 30-Jun-2010	2010 REVISED BUDGET	2011 SUBMITTED	\$ INCREASE (DECREASE) FROM 2010 APPR	% CHANGE FROM 2010 APPR TO 2011
5111 TOTAL WAGES	386,189		429,322	426,488	(2,834)	- 0.66%
5131 PERF - EMPLOYERS SHARE	39,132		33,272	36,251	2,979	
5132 FICA	39,923		32,843	32,626	(217)	
5134 LIFE MEDICAL & HEALTH INSURAN	108,000		118,800	122,400	3,600	
5136 UNEMPLOYMENT COMPENSATION	442		429	426	(3)	
5137 WORKERS COMP INSURANCE	803		792	868	76	
513A PERF - EMPLOYEES/PD BY CITY	16,193		12,880	12,668	(212)	
Total 5100	\$590,681	\$304,187	\$628,338	\$631,727	\$3,389	0.54%
5212 STATIONERY & PRINTED FORMS	48		210	210	-	
5213 COMPUTER SUPPLIES	63		528	528	-	
5219 OTHER OFFICE SUPPLIES	6,621		7,000	5,500	(1,500)	
5231 GASOLINE	221		-	-	-	
5247 INSTRUCTIONAL SUPPLIES	17		2,000	1,500	(500)	
5299 OTHER MATERIALS & SUPPLIES	302		324	324	-	
Total 5200	\$7,273	\$1,564	\$10,062	\$8,062	(\$2,000)	- 19.88%
5311 LEGAL SERVICES	2,136		3,000	3,000	-	
5317 INSTRUCTIONAL SERVICES	443		1,500	1,500	-	
531K SEMINAR FEES	717		1,000	1,000	-	
531R ADMIN SERVICES POOL	925		-	-	-	
5322 POSTAGE	1,913		2,500	2,500	-	
5323 TELEPHONE & TELEGRAPH	1,743		2,500	1,500	(1,000)	
5324 TRAVEL EXPENSES	1,924		2,000	2,000	-	
5325 COUNCIL AND/OR BOARD TRAVEL	-		1,000	1,000	-	
532C CELL PHONE	1,276		2,028	2,028	-	
532L LONG DISTANCE CHARGES	211		400	300	(100)	
5331 PRINTING OTHER THAN OFFC SUPPL	2,434		3,500	3,000	(500)	
5342 LIABILITY INSURANCE	469		2,944	2,652	(292)	
5369 CONTRACTED SERVICE	1,395		2,000	2,000	-	
536N GARAGE CONTRACT - NONTARGET	36		-	-	-	
5377 CC BUILDING PARKING	600		450	450	-	
5391 SUBSCRIPTIONS AND DUES	362		1,140	500	(640)	
Total 5300	\$16,585	\$10,511	\$25,962	\$23,430	(\$2,532)	- 9.75%
Total 5400	\$-	\$-	\$-	\$-	\$-	
Total	\$614,539	\$316,261	\$664,362	\$663,219	(\$1,143)	- 0.17%