



Metropolitan Human Relations Commission

January Commission Meeting
January 5, 2026 | 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: Tabitha Ervin, Chair; Aisha Arrington, Vice Chair; Tony Burrus; John P. Gardner; John McGauley; Larry Wardlaw; and William Zemaitis, Jr.

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: 12:00 P.M.

Commissioners Present: Ervin (in-person)
Arrington (in-person)
Burrus (in-person)
Gardner (in-person)
McGauley (in-person)
Wardlaw (in-person)
Zemaitis (in-person)

Other Persons Present: Nikki Quintana, Executive Director
Lakisha Woods, Staff Attorney
Leslie Hernandez, Administrative Assistant

- December 1st meeting minutes were approved unanimously.

Office Report

EEOC

Employment Case Processing (10/1/25 – 9/30/26)

Intakes (by 9/30/26): 120 (contract number) 21 (current status)

Contract number of case closures by 9/30/26: 67

- 53 No Probable Cause Cases
- 11 Settlements (\$62,560.00)
- 0 Withdrawals
- 1 Lack of Jurisdiction
- 2 Right to Sue or Full Credit Transfer to the EEOC

HUD

Housing Case Processing (7/1/25 - 6/30/26):

20 Cases closed for Contract

- 3 HUD Settlement
- 3 Lack of Jurisdiction/Withdraw/Admin
- 13 No Reasonable Cause
- 0 Withdraw after Resolution
- 1 Reasonable Cause
- 0 Judicial Closures

32 Pending (Open being investigated)

Attended Events/Outreach:

December 2, 2025: Senior Investigator Eanes attended notary of the public continued education.

December 2, 2025: Investigator Guayamo and Senior Investigator Sorg conducted anti-harassment training for the Fort Wayne Fire Department.

December 3, 2025: Senior Investigator Sorg conducted fair housing training for Upstar Upstate Alliance of Realtors.

December 4, 2025: Director Quintana attended the Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment monthly meeting.

December 9, 2025: Staff Attorney Woods and Director Quintana conducted training for Allen County government.

December 10, 2025: Investigators Guayamo, Kelsaw, Kemp, and Morrow attended the International Association of Human Rights Agencies Human Rights Day webinar.

December 11, 2025: Investigators Boeck, Brake, Guayamo, Kelsaw, and Kemp attended the Fair Housing Center of Central Indiana's Fair Housing Disability webinar.

December 16, 2025: Investigator Brake attended the Fair Housing Center of Central Indiana's Fair Housing Hot Topics webinar.

December 16, 2025: Investigator Kemp and Senior Investigator Eanes attended the Fair Housing Center of Central Indiana's Fair Housing Rental Burdens webinar.

December 17, 2025: Staff Attorney Woods attended the Quarterly Department Head meeting.

December 17, 2025: Metro Staff attended a teambuilding event.

Personnel Issues:

Investigators Boeck and Morrow continue through the training process.

Budget/Calendar of Events:

Admin Hernandez reviewed the current budget and calendar of events and answered commissioner's questions.

Legal Update/Matters:

Mediations: There was one mediation conducted in December and this mediation was successful.

Staff Attorney Woods presented a federal case addressing gender-based pay discrimination.

New Business:

- **Award: Commissioner Keesling**

Commission Chair Ervin presented Commissioner Lana Keesling with an award recognizing her service to the commission from 2014 to 2025 and thanked her for her dedication. Commissioners and Director Quintana also expressed their appreciation. Chair Ervin also welcomed Commissioner John McGauley to the commission.

- **Office Updates**

Director Quintana informed the commission that the Metro office now has heat again.

- **2025 Annual Report**

Director Quintana requested approval to use \$9,908 for the creation of our 2025 Annual Report, including 500 printed copies. The funds would be allocated from both EEOC and HUD budgets. The goal is to have it complete for the 2026 Fair Housing Summit.

Motion for approval: Commissioner Zemaitis

Second: Commissioner McGauley

Approved unanimously.

- **Mitch Daniels Leadership Foundation Fellowship 2026-2027**

Director Quintana requested approval to participate in the Mitch Daniels Leadership Foundation Fellowship, pending acceptance. Participation would include attending one session per month in various cities throughout the state. Director Quintana also requested that travel related to the fellowship be covered by the Commission. The fellowship itself is free if accepted.

Motion to approve: Commissioner Burrus

Seconded: Commissioner McGauley

Approved Unanimously

- **Dr. King Unity Day**

Dr. King Unity Day event scheduled for January 19, 2026, from 10:00 a.m. to 2:00 p.m. at the Mirro Center. Director Quintana offered tickets to the event for Commissioners interested in attending.

- **February Fair Housing Series**

Metro will host screenings of the documentary Shame of Chicago: Shame of the Nation every Wednesday in February at 5:30 p.m. at the downtown Allen County Public Library, in partnership with the Fort Wayne Urban League as well as the Office of Housing and Neighborhood Services.

- **2026 Fair Housing Summit- April 22, 2026**

Director Quintana informed the Commission that Metro is close to securing a keynote speaker for the Fair Housing Summit on April 22, 2026.

Current Case Age: 153.55 (dual and metro only cases)

Old Business:

Concerns From the Public:

Meeting Adjourned at 12:31 p.m.