

# **HUMAN RELATIONS COMMISSION**



## **2010 REPORT**

*PREPARED BY*

**Jonathan M. Huff, Executive Director  
Human Relations Commission  
City of Youngstown**



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**Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.**

*Martin Luther King, Jr.*

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# Human Relations Commission

JONATHAN M. HUFF, Executive Director

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## City of Youngstown, Ohio

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Mayor Jay Williams

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**CHAIRPERSON**

Ms. Arlene Floyd

**VICE CHAIRPERSON**

**MEMBERS**

Mr. Jaison Boyd ~ Mr. Porfirio Esparra, Jr.  
Ms. Ina Madison ~ Ms. Carole McWilson

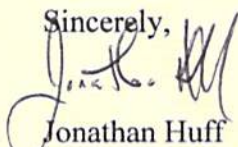
To the Honorable Mayor Jay Williams and members of City Council

On behalf of our Commissioners and Human Relations Commission Staff, I am pleased to present to you our 2010 Report. We feel that this report not only takes a glimpse of the Commission's accomplishments but its continued quest to promote educational outreach and civil rights enforcement for city residents.

In 2010, the City of Youngstown has reached many milestones in its history. The city's first Afro-American Mayor, Jay Williams has been elected to serve for his second term and V & M Star, has invested nearly 700 Million Dollars in this Valley gaining national recognition. Despite the tremendous strides the city has made to combat the ills of a recession, people of this community are still having housing and employment issues. The Human Relations Commission during the past year has been able to assist these individuals in resolving their disputes without having to file formal complaints saving the city money and resources.

While the Human Relations Commission is proud of its accomplishments, we still are aware that discrimination exists in our society. The Commission will stay diligent in its efforts to conduct workshops, presentations and investigate discriminatory practices in the areas of fair employment and fair housing. As the executive director, it has been an honor to serve the citizens of this community and the City of Youngstown.

Sincerely,



Jonathan Huff  
Executive Director

**FAIR  
EMPLOYMENT**

HUMAN RELATIONS COMMISSION  
EMPLOYMENT COMPLAINT LOG  
2009

CASE NO.	DATE FILED	COMPLAINANT
<b>EMPLOYMENT ACTIVITY:</b>		
	<b>Decision:</b>	JACKSON, Roxanne against CCA <b>No discrimination; issue of security, Policy and procedure.</b>
	<b>Decision:</b>	JAMES, Etta against Chevy Centre <b>No discrimination; Advised to request more hours from employer and to go through the channels and if nothing happens to contact the office.</b>
	<b>Decision:</b>	ROBINSON, Omar against Union Square Sparkle Grocery <b>No discrimination; Observed by store Manager talking w/friend &amp; smoking in parking lot on unauthorized break was taken off schedule.</b>
	<b>Decision:</b>	CARREVELLA, Joe against CCA <b>No discrimination; Fired for using profane language, explanation of his mother of wrongful termination does not fall under jurisdiction of Commission.</b>
	<b>Decision:</b>	BAKER, Marchella against St. Elizabeth Health Care Center <b>No discrimination; Advised to talk to Shop Steward and go through the union process.</b>

<b>Decision:</b>	DENNIS, Maria a minor/Fleisher, Tina mother against Chaney High School <b>No discrimination; Case filed with OCRC.</b>
<b>Decision:</b>	WILLIAMS, Kina against Gateway to Better Living <b>No discrimination; Will have to work through union process to resolve Policy and procedure that was broken.</b>
<b>Decision:</b>	MILLER, Michael against Burdman Group <b>No discrimination; Laid off due to economic environment. Advised to stay in contact with Group for future employment opportunities.</b>
<b>Decision:</b>	JACKSON, Bryant against Youngstown Fire Department <b>No discrimination; No Jurisdiction. Fired in probationary period due to 'petty theft charge' in Boardman, OH.</b>
<b>Decision:</b>	(LNU), Delores against Park Vista <b>No discrimination; Advised to go through Union process to get complaint off of her work history record.</b>
<b>Decision:</b>	TRAYLOR, Barbara against R. L. Smith Printing <b>No discrimination. No Jurisdiction. Boardman, OH. Referred to OCRC.</b>
<b>Decision:</b>	ALLEN, Crystal against St. Elizabeth <b>No discrimination. Felt supervisor was harassing her because she was looking over her work.</b>

## **Human Relations Commission Fair Housing**

### **Education & Outreach**

Human Relations Commission (HRC) over the past year has tried to promote fair housing awareness throughout the City of Youngstown through educational programs and outreach. The following are activities the Commission conducted throughout the year (April 2009 – April 2010).

#### **April 2009:**

- In honor of Fair Housing Month the Greater Warren-Youngstown Urban League and the City of Youngstown's Human Relations Commission (HRC) hosted a fair housing Seminar on at the Newport Library. The Akron Fair Housing Contact Services will discuss educational tools to further the understanding of the importance of fair housing.
- The Executive Director, Jonathan Huff attended the Community Reinvestment Act (CRA) Banking meeting where Bill D'Avigion shared with the bankers that 1.3 million dollars of the Neighborhood Stabilization Program (NSP) monies will be used for city demolition. An estimation of 489 homes will be demolished throughout the city and \$ 450, 000 dollars will be used the help rehab homes in the city.

#### **May 2009:**

- The executive director attended the Neighborhood Improvement Corp. (NIC)'s ribbon cutting of its new tool shed at the Habitat for Humanity Restore on Poland road. The (NIC) tool shed lends tools to assist low –to moderate income residents in the city of Youngstown to improve their homes and communities by fixing up blight.

#### **June 2009:**

- The Executive Director, Jonathan Huff presented to the Northeast Ohio Homeowners Association and Concerned Citizens at Price Memorial AME Church to discuss issues of fair housing and the HRC's role in city government.
- The Executive Director, Jonathan Huff attended fair housing tester training conducted by the Akron Fair Housing Contact Services Inc. This training is used

for testers to see if discrimination is actually accruing in neighborhoods. A goal for the Commission is to have the HRC hire people to do random testing on landlords/ realtors in the city to ensure that discrimination is not taking place.

**July 2009:**

- The Human Relations Commission began to distribute fair housing brochures to various housing organizations and block watch groups.

**August 2009:**

- The Executive Director, Jonathan Huff continued to research some of the best practices for fair housing.
- The Human Relations Commission continued to distribute fair housing brochures to various housing organizations and block watch groups.

**September 2009:**

- The Executive Director, Jonathan Huff began to schedule some fair housing workshops and presentations for the fall.
- The Executive Director, Jonathan Huff attended the monthly CRA banking after the group took the summer off. The banker's discussed issues that prevalent to the city.

**October 2009:**

- Francis Fort of The Department of Housing and Urban Development (HUD) Regional office in Cleveland called to inform the HRC that a series of Fair Housing training will be conducted in Cleveland in the month of October. This training is free and open to the public.
- The Executive Director, Jonathan Huff attended the theatrical presentation titled "One Race, One People, One Peace" by a national acclaimed group out of Columbus, Ohio. The event was sponsored by the office of Equal Opportunity and Diversity at Youngstown State University (YSU). This production discussed issues of discrimination.

- The Executive Director, Jonathan Huff, met with Gary Singer of the Mahoning Valley Leap Program to see how the HRC can partner with his program to help out with fair housing needs and concerns.
- Cherie Dimmerling, from the Fair Housing Council of Northeast Ohio sent a copy of the City of Youngstown's Fair housing ordinance to the HRC and Cities Law Department for review.

**November 2009:**

- The Executive Director, Jonathan Huff, attended the Alpha Kappa Alpha (AKA) Sorority Inc. Epsilon Mu Omega Chapter day at City Hall. I discussed the role of the HRC and its function with fair housing in the City of Youngstown.

**December 2009:**

- The Executive Director, Jonathan Huff, attended the 3<sup>rd</sup> Ward Town Hall Meeting at the Jewish Community Center sponsored by Councilman Jamal Brown.

**January 2010:**

- Francis Fort of The Department of Housing and Urban Development (HUD) Regional office in Cleveland called to inform the HRC that additional training on Fair Housing will be conducted in the month of March.
- The Executive Director, Jonathan Huff continued to distribute fair housing material to various block watch and neighborhood groups.

**February 2010:**

- The Executive Director, Jonathan Huff began to plan the fair housing seminar for April of 2010 at the Newport Library.
- Darlene Mink-Crouse of the Real Living Volpini Realty Group asked the Executive Director, Jonathan Huff to present at a seminar on fair housing and civil rights.

**March 2010:**

- The Executive Director, Jonathan Huff attended a two day seminar on Predatory Lending and Mortgage Discrimination in Columbus, Ohio. The seminar was conducted by HUD's National Fair Housing Training Academy (NFHTA).
- The Executive Director, Jonathan Huff presented to the Volpini Realty Group to discuss the importance of Fair Housing and to a number of realtors from the valley.

**April 2010:**

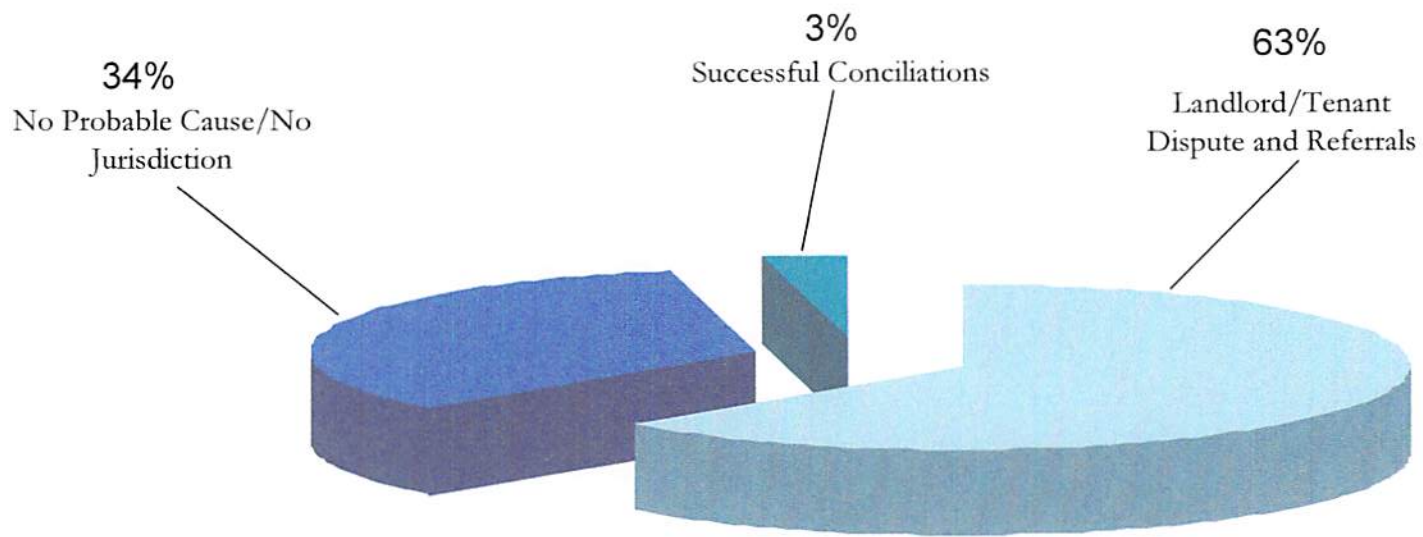
- In Recognition of National Fair Housing Month the Greater Warren-Youngstown Urban League and the City of Youngstown's Human Relations Commission (HRC) hosted a fair housing Seminar on at the Newport Library. The executive director presented a PowerPoint presentation on Fair Housing to city of Youngstown residents.
- The Executive Director, Jonathan Huff and Marnette Nelson of Youngstown Metropolitan Housing Authority (YMHA) scheduled a Fair Housing and Predatory Lending workshop for individuals going through housing counseling/homeownership classes.

## **Human Relations Commission Glossary of Terms Fair Housing**

**Successful Conciliations:** are settlements reached after a preliminary finding of probable cause.

**No Probable Cause:** findings are issued after a full investigation concludes that evidence failed to show a discriminatory act took place.

**Landlord/Tenant Disputes and Referrals:** are inquiries that come to the Human Relations Commission that are issues that fall under the category of being a landlord/tenant dispute. These inquiries are referred to the proper agencies to help assist the individual resolve their housing issue.



Human Relations Commission  
2009 Fair Housing Activity

**CITY  
PROJECTS**

## **2010 CENSUS COMPLETE COUNT COMMITTEE CITY OF YOUNGSTOWN, OHIO**

As a result of the 2010 Census, the City of Youngstown has collaborated with the U.S. Census Bureau to ensure that citizens of Youngstown are counted. The Census is a Constitutional mandate that occurs every ten years, which provides that every individual in this country be counted regardless of age or citizenship status. The data collected from the Census is used for distributing congressional seats to states and the allocation of federal funding to state and local governments.

An accurate population count is especially important for a city such as Youngstown, OH because the level of our population has a direct impact on the amount of federal and state funding that we receive, in addition to other very important political and social implications. Also, urban cities like Youngstown have often suffered from inaccurate population counts due to the fact that many members of our society who are considered "Hard to Count" often reside in our city.

In making preparations for the 2010 Census, The U.S. Census Bureau has asked Mayor Williams to form a Complete Count Committee for the City of Youngstown. The Complete Count Committee is comprised of a cross section of individuals from various sectors of community life to help promote the importance and awareness of the 2010 Census. The goal of the Complete Count Committee is to equip leaders with the information needed to train community members about ways they can promote participation in the 2010 Census.

As the Chair of the Complete Count Committee, it was my duty to help facilitate the 2010 Census campaign for the City of Youngstown. Through various community meetings and events, Census officials helped the Complete Count Committee to develop strategies for an effective work plan in preparation for the April 1, 2010 deadline. As a collective group, we discussed the lessons learned from the 2000 Census, comprised appropriate subcommittees for the Complete Count Committee and brainstormed on what recourses and tools were available to help drive census participation for the Valley.

The 2010 Complete Count Committee was comprised of the following organizations:

**Alpha Kappa Alpha Sorority Inc., Epsilon Mu Omega Chapter  
Associated Neighborhood Centers  
Mahoning Valley Organizing Collaborative (M.V.O.C.)  
Marketplace Solutions  
NAACP  
New Bethel Baptist Church  
Northeast Ohio Homeowners and Concerned Citizens Association  
O.C.C.H.A.**

**St. Patrick's**  
**Omega Psi Phi Fraternity Inc., Psi Omicron Chapter**  
**The Greater-Warren Youngstown Urban League**  
**The Greater Youngstown Point**  
**The Sheridan Block Watch**  
**Youngstown Board of Education**  
**Youngstown City Council**  
**Youngstown Cityscape**  
**Youngstown Metropolitan Housing Authority**  
**Youngstown State University**  
**Youngstown Weed & Seed**

**United States<sup>®</sup>**  
**Census**  
**2010**

**GET INVOLVED! IT'S IN OUR HANDS**