



Common Council 2026 Budget Hearing

*Human Rights Commission
September 10, 2025*

Filed in Clerk's Office

SEP 10 2025

Bianca Tirado
City Clerk, South Bend, IN



Mission Statement

To provide service to the citizens of South Bend through impartial, unbiased decisions regarding discrimination charges filed with the South Bend Human Rights Commission under the ordinance in areas of employment, housing, public accommodation and education, based on race, religion, color, sex, national origin or ancestry, sexual orientation or gender identity, disability and in housing familial status. To stimulate community awareness of equal protection of the law in protected areas through education, collaboration, and coordination with other community agencies.

The South Bend Human Rights Commission was formed in 1956.

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LET'S CELEBRATE WINS

- Recovered over \$200,000 lost revenue from HUD (funds were requested and drawn down from 2019, 2021, 2022 & 2023 grants)
- Contracted three outside attorneys to mediate, conciliate and conduct public hearings to assist in closing cases
- Executive Director conciliated 3 successful cases (a legal savings of approximately \$2,000)
- Executive Director will be a certified Mediator in October 2025 (will generate additional legal savings)
- Fully staffed and all team members are HUD certified
- Published 2024 Annual Report
- Increased housing workshop, luncheon attendance and sponsorships

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MORE WINS TO CELEBRATE

- 847 Calls from January 2025 to Date
- 175 Referrals (State and local agencies)
- Decreased the number of investigations days by 30 days (on average)
- Documents converted to Spanish using the Translation App
- 2025 Ford Escape for onsite and field interviews/investigations
- Created High School and College Internships (unpaid)
- Mom and Baby Friendly (designated safe space for nursing and changing)
- Advertisement in English and Spanish (4 radio stations)

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Meet the HRC Team

Promoting and Protecting Human Rights within the City of South Bend and St. Joseph County



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Human Rights Commission Roles

Executive Director

Provides strategic leadership for the administration, operation, and functions of the Human Rights Commission in accordance with the City of South Bend Human Rights Ordinance and St. Joseph County Human Rights Ordinance. Manages and guides staff in the identification, investigation, mediation, and adjudication of human rights discrimination claims in housing, employment, public accommodations, and education. The Executive Director also develops and implements educational workshops and training on discrimination for local and regional businesses, realtors, housing authorities, school systems, parks, and applicable public works units. Complete required community grants and establish community relationships. Maintain and update HRC ordinances, policies and rules and regulations.

Housing Manager & Employment Managers

Complete required HUD and EEOC grants, maintain HUD and EEOC databases and create reports. Manage and conduct online and in person workshops and training opportunities for community. Enforces anti-discrimination legislation and conducts educational presentations concerning Americans with Disabilities Act, discrimination in employment, education, public accommodation, sexual harassment and some housing. Makes recommendations to the Executive Director concerning discrimination complaints. Conducts investigative work regarding complaints filed with the Commission. Interviews Complainants and Respondents, performing conciliatory work and other related tasks. Keeps a breast of all new laws and cases concerning discrimination and Civil Rights. Assist in training of other investigative staff and supervise staff.

Intake Coordinator

Intake and draft all complaints. Responsible for collecting relevant information from clients and coordinating services with staff Investigators and Housing and Employment Managers. Maintain and track expenses, PCard transactions, reimbursements, payments through DFO. Creates and distributes all HRC notices. Maintains internal tracking database, EEOC database and HUD database. Coordinates and distributes Commission Board Packets.

Investigator II

Conducts investigative work regarding complaints filed with the Commission. Interviews Complainants and Respondents, performing conciliatory work and other related tasks. Intakes and drafts complaints in Housing and other areas when required. Prepares Final Investigative Reports. Conducts Fact Finding Conferences, On-site Investigations, Witness Interviews and Conciliation Conferences. Presents educational seminars to business, community and government groups relative to discrimination. Maintains files and all documentation concerning discrimination in cases in a confidential manner.

Investigator III

Includes the Investigator II duties in addition to: Training all Intake Coordinators and assisting in the training of other investigative staff. Supervises the intake process, ensuring timely and accurate collection of relevant information from clients. Review and audit call logs, board minutes, reports and the intake database. Provide resources and support to the Intake Coordinators.

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We Are Here To Serve



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An Ability to Reach More Residents

- 1 Intake Coordinator Bilingual Team Member
 - Spanish and English
- 2 Investigators Bilingual Team Members
 - Spanish and English
- 1 Investigator Bilingual Team Member
 - Swahili, English and Spanish
- 1 Manager Bilingual Team Member
 - Ora, English and French
- Hearing Impair Process (Goshen College)
 - All Team Members

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CITY OF SOUTH BEND, IN

Community Engagement



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CITY OF SOUTH BEND, IN Jan – Sept 2025 Outreach, Workshops & Education

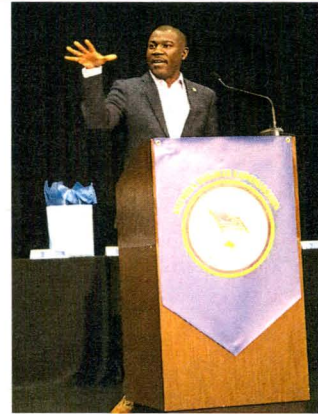


- **January**
 - MLK Celebration Breakfast
- **February**
 - Department Retreat & Training
 - Fair Housing Workshop
 - Meet the Mayor Night
 - Disaster Recovery Discrimination - A Realtor Perspective
- **March**
 - Youth Service Bureau
- **April**
 - HRC Award Luncheon
 - Fair Housing Summit
 - EEOC Investigator Training
- **May**
 - Thought Leadership Conference
 - Realtor Steering Training
 - Engaging Women's Conference
 - Meet the Mayor Night
 - Darden Poster Winner Pizza Party
 - Coffee & Conversation Cloud Walking Cafe
- **June**
 - Fair Housing Basic Training
 - ND Juneteenth Celebration
 - SBPD Community Cookout
 - IBE Juneteenth Celebration
 - Fair Housing Disability Training
 - Salvation Army KROC Agency Day Outreach
- **July**
 - Linden Avenue Farmer's Market
 - HRC Open House
 - Reading How I Did It at St. Joseph County Library
 - Fair Housing Harassment Training
 - Meet the Mayor Night
- **August**
 - SBPD Night Out Against Crime
 - Understanding & Addressing Common Fair Housing Challenges
 - Balancing Local Ordinances with Fair Housing Protections
- **September**
 - Community Resources Fair – Excel Center
 - Fair Housing Sales & Lending Training
 - EEOC Legal Training
 - Upholding Civil & Human Rights in Indiana / Midwest

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2025 Housing Luncheon



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9-27-2025

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Positive Impact Grows

- Promoting Equality Through Education
- Community Engagement and Awareness
- Strengthening Partnerships for Inclusion
- Text Messaging System
- Continued Legal Education / Continued Realtor/Broker Education

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2026 HRC Budget Overview

Expenditure Summary

Includes only City-controlled funds and excludes interfund transfers/allocations

	2023 Actuals	2024 Amended	2025 Budget	2026 Proposed Budget	% change YOY	Notes
Human Rights - General (Fund 101)	\$255,741	\$ 534,259	\$ 701,063	\$ 639,908	-8.72%	
Salaries & Wages	141,006	253,672	404,762	428,563	5.88%	
Fringe Benefits	46,737	95,259	181,601	178,745	-1.57%	
Supplies	2,497	4,506	5,500	2,000	-63.64%	
Education & Training	3,496	5,956	8,000	4,500	-43.75%	
Grants & Subsidies	1,500	-	9,000	0	-100.00%	
Other Services & Charges	51,739	82,681	73,700	8,400	-88.60%	
Printing & Advertising	7,096.74	28,650	8,000	5,000	-37.50%	
Professional Services	1,079	10,521	2,500	4,000	60.00%	
Repairs & Maintenance	6,972	14,514	10,000	5,200	-48.00%	
Travel	12,884.53	2,874.47	7,000.00	3,500	-50.00%	
Grand Total	275,007	498,633	710,063	639,908	-9.88%	

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Federal Funding Pause Impact

- Funding Pause Effects
 - The suspension of federal funding will directly reduce future resources available to local organizations and programs.
- Decreased Funding for Commission
 - Reduced support means the South Bend Human Rights Commission will receive less funding in 2025, which have not been released yet and with possible further cuts in 2026.
- Program Support Challenges
 - Ongoing funding reductions threaten the Commission's ability to sustain vital programs and initiatives for the community.
- Applying for Additional Grants
 - 1st Source Foundation Grant
 - Gates Foundation Grant
 - Community Foundation of St. Joseph County Grant
 - Affordable Connectivity Program Funds

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EEOC Cases

2024

Employment Cases

(January - December)

131 Cases

EEOC awarded HRC

\$69,100 for 2024

(funds pending 2025)

2025

Employment Cases

(January - **September**)

121 Cases

EEOC will award HRC

\$58,120 for 2025

(will receive funds in 2026)

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2026 EEOC Budget Overview

	2023 Actuals	2024 Actuals	2025 Budget	2026 Proposed Budget	% change YOY	Notes
HRC - EEOC (258-04-402-45)	\$ 96,499	\$ 143,559	\$ 129,396	\$ 135,182	4.47%	
Salaries & Wages	66,439	68,507.00	72,100	75,903	5.27%	
Fringe Benefits	26,109	29,052.00	31,296	30,779	-1.65%	
Supplies	1279.87	2,000.00	3,000	3,000	0.00%	
Education & Training	0	3,000.00	8,000	5,000	-37.50%	
Other Services & Charges	0	-	-	-	0.00%	
Printing & Advertising	0	3,000.00	5,000	4,000	-20.00%	
Professional Services	1,667	26,000.00	2,000	10,500	425.00%	
Travel	1,005	12,000.00	8,000	6,000	-25.00%	
Grand Total	96,499	143,559	129,396	135,182	4.47%	

2026 Grant Funds Projected \$72,650

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HUD Cases

2024

Housing Cases

(January - December)
26 Cases

HUD awarded HRC
\$76,900 for 2024
(total received funds)

2025

Housing Cases

(January - **September**)
21 Cases
12 Closed Cases
9 Current Open Cases

HUD will award HRC
\$45,400 for 2025
(will receive funds in 2025)

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2026 HUD Budget Overview

	2023 Actuals	2024 Actuals	2025 Budget	2026 Proposed Budget	% change YOY	Notes
HRC - HUD (258-04-402-046)	\$ 99,977	\$ 124,246	\$ 225,782	\$ 249,465	10.49%	
Salaries & Wages	54,943	70,174.89	74,100	78,005	5.27%	
Fringe Benefits	20,591	25,957.73	31,682	31,060	-1.96%	
Supplies	0	477.76	9000	5,500	-38.89%	
Education & Training	0	3300	8,000	5,000	-37.50%	
Other Services & Charges	0	0	31000	80,500	159.68%	
Printing & Advertising	23,500	6,835.26	47,000	25,000	-46.81%	
Professional Services	0	0	10,000	14,400	44.00%	
Repairs & Maintenance	0	0.00	0		0.00%	
Travel	1,063	7,599.63	15,000	10,000	-33.33%	
Capital	0	0	0	-	0.00%	
Grand Total	99,034	106,746	225,782	249,465	10.49%	

2026 Grant Funds Projected \$64,000

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Additional Grant Funds Received in 2025

\$10,000 City of South Bend Community Investment
Providing Education & Training to South Bend Residents

\$30,000 St. Joseph County
Investing Housing County Cases

\$13,000 City of Mishawaka (pending)
Providing Education & Training to Mishawaka Residents

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Human Rights Commission 2026 Goals

- Increase Award Luncheon Attendance and Sponsorships
- Increase City of SB Community Investment Grant to \$25,000
- Increase City of Mishawaka Grant to \$25,000
- Renegotiate St. Joseph County Grant to \$50,000
- Increase Community Outreach to 35 Events
- Increase Community Partnerships
- Increase advertisement
- Develop a Fall Disability Workshop
- Build relationships – SBCSC, La Casa, Homeschool Communities, Boys & Girls Club

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10 2025

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Questions?

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