



# ANNUAL REPORT



FAIR

HOUSING

COUNCIL



ANNUAL REPORT 2009

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## Letter from Michael Vruno, Board of Directors Chairperson

The most important thing I can tell you is this: the Metropolitan Milwaukee Fair Housing Council's work is as important as ever. Are we a 'post-racial' nation? Hardly. People of color, persons with disabilities, families with children and others continue to experience illegal discrimination and are routinely denied housing, one of our most basic needs. Please review some of the examples of the Fair Housing Council's cases in this report, and you'll see for yourself how discrimination affects the ability of many people to participate in the housing market.

What can we do? We can donate our time and financial support to the Fair Housing Council and its satellite offices. We can educate ourselves about the scope of the problem. We can talk with our friends, family and colleagues about how housing discrimination and residential segregation plague our communities, even in the 21st century. We can make responsible choices about how we participate in the housing market. We can refuse to be apathetic.

Please join me in supporting the work of this excellent organization and protecting the rights of all people to equal housing opportunities.

Sincerely,

Michael Vruno  
Board of Directors Chairperson

## Providing Quality Service for 32 Years

Prompted by prevailing patterns of racial and economic segregation, widespread discrimination in the housing market and an inadequate number of fair housing enforcement agencies, 40 citizens organized the Metropolitan Milwaukee Fair Housing Council (MMFHC) in 1977. A non-profit, membership-based organization, MMFHC is comprised of men and women who share a desire to create open and inclusive communities throughout Wisconsin.

Shortly after its formation, MMFHC received funding to embark on an ambitious full-service fair housing program. This continues today, as MMFHC seeks to guarantee all people equal access to housing opportunities while creating and maintaining racially and economically integrated housing patterns. MMFHC serves Milwaukee, Washington, Waukesha, Ozaukee, Racine, Dane, Outagamie, Brown, Winnebago and Calumet Counties, and conducts some out-of-service-area activities as well.

MMFHC operates two satellite offices, the Fair Housing Center of Greater Madison (FHCGM) and the Fair Housing Center of Northeast Wisconsin (FHCNW). FHCGM has been in existence since 1998, and FHCNW's work began in 2002.

During the past 32 years, MMFHC has established an impressive record of accomplishments and assumed a leadership role in the struggle for equal opportunity in housing.

## Enforcement Program

### Enforcement Program Activities

MMFHC provides complaint intake, case management and investigative services to persons who allege violations of local, state and federal fair housing laws. MMFHC counsels clients on their options for administrative and judicial remedy, assists clients in filing complaints with administrative enforcement agencies and makes referrals to attorneys. In addition, MMFHC conducts investigations into systemic forms of discrimination in the housing market and maintains a pool of volunteers who assist in fair housing enforcement activities.

## Intake of Fair Housing Complaints

MMFHC received 183 housing discrimination complaints in 2009. Due to the complex nature of discrimination, some complaints were based on more than one protected class.

The protected class basis of complaints in 2009 was as follows:

### Metropolitan Milwaukee

Disability	40
Race	35
Sex	19
Familial Status	11
National Origin	6
Age	5
Lawful Source of Income	5
Marital Status	3
Religion	1
Sexual Orientation	1

### Dane County

Disability	19
Race	9
Arrest/Conviction Record	6
Sex	4
Familial Status	3
Age	3
Marital Status	2
National Origin	2
Religion	1
Sexual Orientation	1
Student Status	1
Lawful Source of Income	1
Section 8 Participation	1

### Northeast Wisconsin

Race	16
Disability	15
Sex	4
Familial Status	4
Sexual Orientation	3
Age	1
Lawful Source of Income	1

### Out of Service Area Complaints

Disability	9
Race	5
Marital Status	4
Familial Status	3
National Origin	3
Sex	2
Age	1

### Referral of Complaints

The following are the numbers of complaints referred to administrative enforcement agencies and MMFHC Cooperating Attorneys.

MMFHC Cooperating Attorneys	5
U.S. Department of Housing and Urban Development	8
Wisconsin Equal Rights Division	9

# COMPLAINTS

## Race discrimination complaint settles: Appleton landlords pay \$22,5000

Appleton, Wisconsin - Lakisha Jackson, an African American resident of Appleton, has settled a race-based housing discrimination complaint against Alice and David Evers and their business, Evers Rentals, of Combined Locks, Wisconsin. The Evers, who own 24 three-bedroom duplexes in the Appleton area, will pay Jackson \$22,500 to settle the complaint.

Jackson's complaint, which alleged that the Evers falsely represented their housing as unavailable because of Jackson's race, stemmed from a series of interactions that she and her fiancé had with Alice Evers in March 2008. Jackson and her fiancé, who is African, made an appointment to see apartments owned by the Evers. Alice Evers showed them two units on March 9, 2008, including a duplex at 13 Century Court, in Appleton. On March 17, 2008, Jackson called Evers to say they were interested in

renting the unit at 13 Century Court and asked Evers to mail them an application. On March 20, 2008, when they had not yet received an application, Jackson's fiancé called Evers again. Evers told him that the unit they were interested in was no longer available because the current tenants had decided to stay. In fact, the current tenants had already provided Evers with a letter indicating that they planned to move out by mid-April. Further, Evers did not sign a lease agreement with new tenants until April 7, 2008, when she rented 13 Century Court to a white family.

On March 22, 2008, Jackson saw a "for rent" sign outside 13 Century Court. Jackson contacted the Metropolitan Milwaukee Fair Housing Council (MMFHC), which took a fair housing complaint from her and counseled her on her options for legal remedy. MMFHC also conducted a testing investigation

through its Fair Housing Center of Northeast Wisconsin satellite office, which is located in Appleton.

As part of the investigation, which occurred in April 2008, both an African American and white tester contacted Alice Evers to view an apartment that she owned at 5053 Anita Street (the unit on Century Court had already been rented). When the African American tester met with Alice Evers and was shown the unit, the tester told Evers that her spouse worked at Fox Valley Technical College and they wanted to move to be closer to his workplace. Evers told the tester that she had already accepted other applications for it and was "pretty sure" she had the unit rented. In contrast, she made no such comments about other applicants to the white tester during the white tester's visit, and told the white tester it would be available in May. Evers told the African

American tester that the initial payment for the unit would be the total of the first month's rent, the last month's rent, and a security deposit. Evers also told the white tester that the initial payment included the first month's rent, the last month's rent, and a security deposit, but she offered the white tester the opportunity to pay the last month's rent over the course of the first four months of the lease. The African American tester was offered no such payment plan. Evers told the African American tester that she would call the tester if the unit was in fact available. In contrast, Evers provided the white tester an application and gave her information about the application process.

The African American tester called Evers the day after she was shown the unit and asked if it was available and whether the

tester could submit an application. Evers told her she didn't want to give the tester "false hope," and that she would notify the tester if the unit at 5053 Anita Street or any other units were available. The African American tester never received further communication from Evers.

A white tester contacted Evers several days after her visit to 5053 Anita Street and asked if the unit was available. Evers said that she was processing paperwork to rent the unit, but that her son had several units near Fox Valley Technical College for rent. Evers gave the white tester her son's phone number. In contrast, Evers never told the African American tester about these units, even though the tester had told her that she and her husband wanted to live near the college.

With assistance from MMFHC, Jackson filed complaints with the U.S. Department of Housing and Urban Development and the Wisconsin Equal Rights Division (ERD) in June 2008. In September 2008, the ERD issued a Charge and Initial Determination finding probable cause to believe that the Evers had violated the Wisconsin Open Housing Law. The Evers elected to move the case to court in September 2008. MMFHC then referred Jackson to Attorney Michael J. Cohn of Pledl & Cohn, S.C., who represented her. Jackson filed a lawsuit in federal court in September 2009, and the settlement was reached in December. "Testing evidence provided by the Fair Housing Council was critically important in this case," noted Attorney Cohn. "Without testing evidence, it can be very difficult for victims of housing discrimination to hold housing providers accountable for violating the law."

## Madison landlords discriminate against families with children: Fair Housing Council prevails in complaint

Madison, Wisconsin – The Metropolitan Milwaukee Fair Housing Council (MMFHC) has prevailed in a fair housing complaint against Madison landlords Gordon, Elizabeth and Bruce Becker, the owners and managers of the Lexington Green apartment complex on Heritage Circle. The Beckers compensated MMFHC \$4710 for costs incurred while investigating discrimination against families with children, and paid MMFHC’s attorney’s fees.

MMFHC filed the complaint with the Wisconsin Equal Rights Division (ERD) in 2007, alleging that the Beckers violated Wisconsin Open Housing Law by steering prospective tenants with children to first floor units, resulting in segregation of families with children. In November 2007, the ERD issued a charge and initial determination that there was probable cause to believe that the Beckers violated the Wisconsin Open Housing Law by discriminating on the basis of family status in the privileges, services or facilities that are available in connection with housing. The complaint was then assigned to Wisconsin Administrative Law Judge John L. Brown, who held a hearing in August 2008. On March 31, 2009, Brown issued a written decision in favor of MMFHC. The Beckers complied with the financial terms of the settlement at the end of 2009.

In late 2006, MMFHC’s Fair Housing Center of Greater Madison (FHCGM) satellite office conducted an investigation of discrimination against families with children at Lexington Green, an apartment complex with over fifty units. FHCGM utilized an investigative method known as “testing.” Three pairs of testers visited Lexington Green and interacted with the Beckers. In each test, one tester had at least one minor child and the other tester did not, but their other characteristics such as income, marital status, age, rental history and race were similar. None of the testers expressed a preference for either first-floor or second-floor units. In the first test, Gordon Becker showed the tester with a child a second-floor unit and a first-floor unit before he knew she had children. Once he learned that she had children, he told the tester, “I didn’t ask you what

you want, but when you have little people, I’d like to have you on the first floor.” In a subsequent phone call, he told this tester that the second-floor apartment was no longer available because of her children, although in fact it was not yet rented. In contrast, Gordon Becker showed both second-floor and first-floor units to a tester without children and made no attempt to restrict her choice to one floor or the other. In two subsequent tests, the Beckers showed only first-floor units to testers with children, and showed first-floor and second-floor units to testers without children. As noted in the written decision of Administrative Law Judge Brown, the Beckers’ standard practice for 10 years when interacting with prospective tenants with children was to say nothing about the availability of second-floor apartments, even when second-floor apartments were available. In contrast, apartment seekers without children were told about and shown units on both floors. At the time of the ERD’s investigation into MMFHC’s complaint, which took place in October 2007, only 3 of 53 tenants at Lexington Green were under age eighteen, and all lived in first-floor units.

According to information provided by the Beckers and their attorney, the Beckers developed their standard practice of steering families with children to first-floor units for two reasons: experience led them to believe that families with children preferred lower units, and they assumed that young children living in second-floor units would create noise problems for tenants living beneath them. Testimony indicated that this latter belief was not based on any specific experience at the complex. It also failed as a legal defense; as Administrative Law Judge Brown noted in his written decision, “There is no exception under the statute allowing a rental agent to restrict the availability of housing for prospective tenants because of family status based on a fear that such prospective tenants will cause noise problems because of their having young children.”

MMFHC was represented in this case by Attorney Michael J. Cohn of Pledl & Cohn, S.C.

## Complaint resolved: Washington County condos will be made accessible

MMFHC successfully conciliated a housing accessibility complaint against Verrada Development, its owner, David Cull, and its architect, Steve Sharpe.

MMFHC’s complaint, filed with the US Department of Housing and Urban Development (HUD) in May 2008, was based on a testing investigation at Arbor Pointe Condominiums, a 50-unit complex in Slinger, in Washington County. MMFHC’s investigation uncovered inaccessible entrances on lower units, bathroom and patio doors with inadequate width, electrical outlets at inaccessible heights, and bathroom walls that were not reinforced for grab bar installation. In May 2008, MMFHC filed a complaint with HUD, alleging that the respondents had violated the accessibility requirements of the Federal Fair Housing Act. As part of the conciliation agreement, the respondents have agreed to design and construct all future and current multifamily housing in compliance with the Federal Fair Housing Act’s accessibility requirements. In addition, Verrada Development will establish, for a period of three years, an escrow account to pay for modifications to ground-floor units in order to make them physically accessible. Verrada Development will also pay MMFHC \$1500.00 toward its costs and attorneys’ fees, and will use the US Department of Housing and Urban Development’s (HUD) Equal Housing Opportunity Poster in its sales office and the HUD Fair Housing/Disability logo in all printed materials, signs and advertisements.

MMFHC was represented in this case by Attorney Michael J. Cohn of Pledl & Cohn, S.C.

## Sixty-unit condo complex complaint in Brown County resolved

MMFHC successfully conciliated a housing accessibility complaint against Tycore Built and EFJ Consulting Engineers.

MMFHC’s complaint, filed with the US Department of Housing and Urban Development (HUD) in May 2008, was based on a testing investigation at Shadow Ridge Condominiums, a 60-unit complex in the Town of Lawrence in Brown County. MMFHC’s investigation uncovered inaccessible entrances and patio doors, bathroom and patio doors with inadequate width, electrical outlets and thermostats at inaccessible heights, and bathroom walls that were not reinforced for grab bar installation. In May 2008, MMFHC filed a complaint with HUD, alleging that the respondents had violated the accessibility requirements of the Federal Fair Housing Act. As part of the resulting conciliation agreement, Tycore Built will establish, for a period of two years, an escrow account to pay for retrofitting condominium units at their owners’ request in order to make them physically accessible. Tycore Built will also pay MMFHC \$400.00 toward its costs and attorneys’ fees, and will use the US Department of Housing and Urban Development’s (HUD) Equal Housing Opportunity Poster in its sales office and the HUD Fair Housing/Disability logo in all printed materials, signs and advertisements. Lastly, Tycore Built has agreed to send all its employees involved in design of housing to fair housing training, and will train all new employees within the next two years on fair housing, with an emphasis on disability issues and accessibility. HUD will monitor compliance with the conciliation agreement for a period of three years.

MMFHC was represented in this case by Attorney Michael J. Cohn of Pledl & Cohn, S.C.

## Outreach and Education Program

The MMFHC Education and Outreach Program provides fair housing presentations and seminars to consumers, advocates and the general public. Staff also conduct training for property owners and managers, real estate agents and other members of the housing industry, and provide fair housing technical assistance to government agencies, civil rights organizations, social service agencies and housing providers.



### Fair Housing Presentations and Seminars

The MMFHC Outreach and Education Program provides presentations and seminars to community-based organizations, social service agencies, educational institutions, advocacy groups, neighborhood organizations, religious congregations and the general public.

In 2009, Outreach and Education Program staff conducted 52 fair housing presentations and seminars in the metropolitan Milwaukee area, 27 in Dane County, and 19 in the FHCNW service area. These presentations and seminars reached over 2710 individuals. Audience members received valuable information on the purposes and provisions of federal, state and local fair housing laws; the nature and prevalence of illegal housing discrimination; how to recognize a possibly discriminatory experience; the remedies available to victims of illegal housing discrimination, and more.

### Fair Housing Training for Housing Providers

In 2009, MMFHC staff conducted 22 Fair Housing Rental Management Training Seminars throughout its service area. Over 525 individuals received training; these individuals own or manage thousands of rental units. The seminars cover in-depth information about local, state and federal fair housing laws; how to make reasonable accommodations and modifications for tenants with disabilities; advertising rental units in compliance with fair housing laws; non-discriminatory negotiation with prospective tenants, and much more. Attendees learn how to implement fair housing practices at every stage of a housing transaction, from showing available units to terminating tenancies.

### Community Events

MMFHC staff participated in 15 community events such as Juneteenth Day celebrations, commemorations of the Dr. Martin Luther King, Jr. Holiday, community festivals and neighborhood fairs. Staff use these opportunities to recruit volunteers, distribute educational materials and build relationships with other organizations.

### Information and Referral Services

In 2009, MMFHC provided information and referral services to over 1090 callers with non-fair housing inquiries. Such inquiries are most commonly related to issues such as housing subsidies or financial assistance, tenant rights, housing repairs and other landlord-tenant concerns. When callers with non-fair housing questions contact MMFHC, they are provided general information about the protections provided by fair housing laws and are referred to an appropriate community group, government agency, social service agency or source of legal assistance.

## Inclusive Communities Program

The Inclusive Communities Program provides technical assistance to community organizations, developers and local policy makers on inclusionary housing policies and the promotion of racial and economic integration. This Program also provides assistance with consumers' access to pro-integrative housing choices, and conducts research, analysis and documentation of fair and affordable housing opportunities and impediments.

The Inclusive Communities Program's 2009 activities to promote racially and economically integrated communities include the following:

- Served on the Southeast Wisconsin Regional Planning Commission Regional Housing Study Advisory Committee.
- Participated in the Milwaukee Housing Coalition and the Waukesha Housing Action Coalition, which are groups of legal, disability rights and advocacy organizations working to increase housing choices for low-income Milwaukee-area households.
- Surveyed public housing residents and Rent Assistance recipients to better understand factors contributing to their housing choices and residential segregation.
- Provided technical assistance to the Waukesha County Housing Trust Fund Campaign.
- Provided technical assistance to U.S. Representative Gwen Moore's office regarding fair housing aspects of the Section 8 Voucher Reform Act (SEVRA).
- Participated with other civil rights and fair housing experts on the Poverty & Race Research Actions Council's Civil Rights Task Force on Federal Housing Policy.

## Fair Lending

The Fair Lending Program conducts intake of predatory lending and other fair lending complaints, and provides case management and counseling for complainants on their options for remedy. In addition, it promotes fair lending and seeks to eradicate predatory lending practices through a community coalition, the Strategies to Overcome Predatory Practices (STOPP) Initiative. Staff also monitor financial institutions' fair lending practices, and provide technical assistance and education for lenders and the general public.

In 2009, MMFHC Fair Lending Program activities included:

- Conducted complaint intake and assisted 409 households that had encountered lending-related problems; 78% of these households were in predominantly minority or racially integrated neighborhoods.
- Investigated loans that may be fraudulent or predatory, discussed options for remedy with clients, reported concerns to appropriate regulatory agencies, and helped borrowers negotiate loan modification or repayment agreements with lenders.
- Conducted 37 presentations on fair lending rights to over 990 individuals.
- As Vice-Chair of the Board of Directors of the National Community Reinvestment Coalition (NCRC), the Fair Lending Program Director participated in NCRC's Bankers Community Council and the Mortgage Finance Community Council, which meets regularly with executives from the nation's largest mortgage lenders and mortgage insurers to address predatory lending practices and foreclosure prevention, as well as to craft national anti-predatory lending legislation.
- Met with local lenders, offering suggestions to help them refine their operations to better serve low and moderate income communities and communities of color.
- As an appointed member of the Speaker of the Assembly's STOP Foreclosure Task Force, the Fair Lending Program Director provided technical assistance to Wisconsin legislators interested in creating new measures to assist borrowers facing foreclosure and to prevent future foreclosures.
- Provided leadership for the newly formed Milwaukee Homeownership Consortium (MHC), chairing its Foreclosure Outreach Workgroup, and participating in the MHC's Resource and Oversight Workgroup.
- Coordinated all aspects of the production and publicized two day-long foreclosure prevention events in Milwaukee, providing in-person meetings to hundreds of delinquent borrowers who were able to meet with a nonprofit homeowner counselor and/or with their servicer on the spot, make progress toward understanding their options and work out solutions to avoid foreclosure.
- Collaborated with partner organizations in Dane County to present a foreclosure prevention event in Madison, connecting borrowers with housing counselors and other resources.
- Provided foreclosure prevention outreach information and education from a booth at the Milwaukee Juneteenth Day celebration, as well as several dozen other community events and workshops.
- Collaborated with Milwaukee Public Television to present their Facing the Mortgage Crisis series, which included two live Town Hall television programs, the creation of a foreclosure resource website and printed materials, as well as foreclosure-focused programming on Black Nouveau and Adelante!
- Secured spots on Milwaukee radio talk shows on four stations, publicizing the availability of free, professional foreclosure prevention assistance.
- Worked with coordinators of Money Smart Week to provide expert foreclosure prevention assistance through a live phone bank heavily publicized on all of the local television stations.

In 2009, MMFHC staff played leadership and advocacy roles in a variety of other organizations, promoting MMFHC's mission and raising its visibility. A sampling of staff activities follows:

# LEADERSHIP & ADVOCACY



### Felita Daniels Ashley

- Member, Wisconsin Fair Housing Network

### Kristi Clover

- Member, Brown County Homeless and Housing Coalition
- Member, Fox Cities Housing Coalition
- Member, Toward Community
- Member, Winnebago Land Housing Coalition

### Lemuel Eaton

- Member, Office of the Commissioner of Insurance, Property and Casualty Committee
- Member, Office of the Commissioner of Insurance, Title Insurance Advisory Committee
- Member, Milwaukee Foreclosure Mediation Program

### Tobi LeMahieu

- Member, City of Madison Housing Committee and Housing Affordability Subcommittee
- Member, Madison Affordable Housing Action Alliance

### Bethany Sanchez

- Vice-Chair, National Community Reinvestment Coalition Board of Directors
- Mayoral Appointee, Steering Committee of the Milwaukee Foreclosure Partnership Initiative
- Vice-Chair, Milwaukee Housing Trust Fund Advisory Board
- Vice-Chair, Urban Economic Development Association of Wisconsin Board of Directors
- Chair, Foreclosure Outreach Workgroup of the Milwaukee Homeownership Consortium
- Member, State of Wisconsin STOP Foreclosure Task Force

### Kori Schneider-Peragine

- Member, Regional Housing Study Advisory Committee of the Southeastern Wisconsin Regional Planning Commission
- Recipient, 2009 Individual Professional Award, Wisconsin Fair Housing Network
- Board Member, Citizen Action of Wisconsin
- Member, Poverty and Race Research Action Council's Civil Rights Task Force on Federal Housing Policy

### Megan Wanke

- Recipient, Alverno College Young Professional Achievement Award

### Carla Wertheim

- Faculty Member, National Fair Housing Alliance Fair Housing School

### William R. Tisdale

- Member, U.S. Congresswoman Gwen Moore's Advisory Committee on Housing National Community Reinvestment Award, National Community Reinvestment Coalition

## 2009 MMFHC Staff

William R. Tisdale, President and Chief Executive Officer

Carla Wertheim, Executive Vice President

Robert Arthur, Research Coordinator

Margaret Bowitz, Director – Case Management and Training Services

Jennifer Cherry, Research Assistant

Maira Clark, Fiscal Manager

Kristi Clover, Program Services Coordinator\*

Barbara Collins, Program Assistant II

Leticia Cureno, Fair Lending Services Coordinator

Felita Daniels Ashley, Program Services Administrator

Gabriella Dieguez, Program Assistant II

Lemuel Eaton, Fair Lending Services Administrator

Kathy Groat, Program Manager\*

Barbara Guyer, Administrative Services Manager

Gail Hyde, Senior Accountant

Ingrid Jagers, Project Assistant II

Tobi LeMahieu, Program Services Administrator\*\*

Nick Novak, Deputy Director – Program Operations\*\*

Deanna Richardson, Senior Administrator – Enforcement Program

Bethany Sanchez, Director – Fair Lending Program

Erika L. Sanders, Director – Program Operations

Rachel Scalise, Program Assistant II - Support Services

Christine Schneider, Project Coordinator - Special Projects

Kori Schneider Peragine, Senior Administrator - Inclusive Communities Program

Tracy L. Stewart, Investigations Coordinator\*\*

Megan Wanke, Intake Analyst/ Support Services Coordinator

Kathleen Williams, Program Assistant II

Pao Yang, Program Assistant\*

\* Fair Housing Center of Northeast Wisconsin office staff

\*\* Fair Housing Center of Greater Madison office staff

## 2009 Funding Sources

US Department of Housing and Urban Development Fair Housing Initiatives Program

State of Wisconsin Department of Commerce

State of Wisconsin Department of Administration

City of Appleton CDBG Program

City of Green Bay CDBG Program

City of Madison CDBG Program

City of Milwaukee Community Development Block Grant (CDBG) Program

Milwaukee County CDBG Program

Waukesha County CDBG Program

City of Neenah CDBG Program

City of Oshkosh CDBG Program

City of Wauwatosa CDBG Program

Dane County CDBG Program

Community Shares of Wisconsin

Greater Milwaukee Foundation

National Community Reinvestment Corporation

Wells Fargo Foundation

Associated Bank

M & I Foundation

Mortgage Guaranty Insurance Corporation (MGIC)

National City Bank

Helen Bader Foundation

Women's Fund of Greater Milwaukee

## 2009 MMFHC Board of Directors

Michael Vruno, Chairperson

Keith Cowan, Vice Chairperson

James Connolly, Secretary

Johnny Kimble, Jr., Treasurer

Carol Lobes

Richard Strode

William R. Tisdale

Slack Ulrich

Henry Venzant

Mary Yank

## 2009 MMFHC Advisory Committee

Timothy J. Elverman, Chairperson

The Honorable Carl Ashley

Mary Bruce

Representative Tamara Grigsby

Mildred Harpole

Milwaukee County Supervisor Willie Johnson, Jr.

Reverend Jamie Washam

Ruth Zubrensky

## 2009 FHCGM Advisory Committee

Carol Lobes, Chairperson

Reverend Gregory Armstrong

Carousel Andrea Bayrd

Valerie Brown

Paul Fieber

Fabiola Hamdan

Toriana Pettaway

Merry Fran Tryon

## 2009 FHGNW Advisory Committee

Kathy Groat, Chairperson

Gayle Hardt

Stephen Hintz

Rosemary Jonas

Pastor G. Manns

Lisa Schneider

Scott Schnurer

## Legal Counsel

General Counsel – Katherine L. Charlton, Hawks Quindel, S.C.

Litigation Counsel – Michael J. Cohn, Pledl & Cohn, S.C.

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