

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, DECEMBER 12, 2023; 12:00 PM

VIRTUAL VIA ZOOM [HTTPS://US02WEB.ZOOM.US/J/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUHUMUNSUNP4WLZNDK9TBXZIMLY1UT09)
PWD=MUHUMUNSUNP4WLZNDK9TBXZIMLY1UT09

AMID CONCERNS ABOUT THE SPREAD OF COVID-19 (CORONAVIRUS) WITHIN OUR COMMUNITY, AS AN ONGOING MITIGATION MEASURE, IN COMPLIANCE WITH CDC RECOMMENDATIONS, THE COMMISSION WILL HOST ITS NEXT MONTHLY MEETING, SCHEDULED FOR DECEMBER 12,, 2023 AT NOON THROUGH A VIRTUAL FORMAT. THIS ACTION HAS BEEN TAKEN DUE TO SAFETY CONCERNS ASSOCIATED WITH COVID-19. THE HEALTH AND SAFETY OF COMMUNITY MEMBERS, VISITORS, CUSTOMERS AND OUR STAFF AT THE DAVENPORT CIVIL RIGHTS COMMISSION IS ALWAYS A TOP PRIORITY. IT IS WITH THIS IN MIND THAT WE HAVE TAKEN THIS STEP TO MITIGATE THE POSSIBILITY OF COMMUNITY TRANSMISSION. IF YOU WOULD LIKE TO SIGN UP TO ATTEND OUR NEXT MEETING, PLEASE REGISTER IN ADVANCE FOR THIS MEETING- YOU WILL FIND THE LINK IN THE AGENDA UNDER ROLL CALL. AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

I. Roll Call

- A. VIRTUAL VIA ZOOM [https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUHuMUNSUnp4WIZndk9tbXZiMIY1UT09)
pwd=MUHuMUNSUnp4WIZndk9tbXZiMIY1UT09

II. Approval of Agenda

III. Approval of Minutes

- A. October 2023 Minutes

IV. Directors Report

- A. October 2023 Director's Report
- B. November 2023 Director's Report
- C. Case Status Report October and November 2023

V. New Business

VI. Old Business

- A. Director's Vacation Pay

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
VIRTUAL VIA ZOOM [https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09)
[pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09)

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 8:52 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
October 2023 Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	October 2023 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 9:05 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
Tuesday, October 10 2023; 12:00 PM

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, October 10, 2023, online using Zoom. Commission Chair Michael Guster, presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Frank Holley
Angela Reyes
Jeff Transou

COMMISSIONERS ABSENT

Charlene Upchurch-Taylor (excused)

OTHER PERSONS PRESENT:

Director Lacey
Carol Johnson
Others from the community

AGENDA

Commissioner Guster called for the approval of the agenda. Commissioner Boyd made a motion to approve the agenda, Commissioner Holley second the motion. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

On motion by Commissioner Holley, seconded by Commissioner Boyd, the minutes of the regular meeting on September 23, 2023, were moved. All Commissioners approved.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters for the month of September. There were six cases resolved in mediation and conciliation in the month of September. Three employment cases closed in mediation and conciliation during the month of September. Two cases involved race and sex discrimination, these were companion cases which involved employment discrimination against a black male employee who was physically assaulted by a white female coworker. The black male employee who was a victim of assault was subsequently terminated, whereas the white female employee was allowed to remain employed. This case settled for \$32,000.00 and relief in the public interest. The third employment case that was settled was resolved by counsel. Three public accommodation cases closed in the month of September, all cases involved claims of race discrimination. One case involved an allegation of racial profiling in a retail establishment; that case settled for \$2500.00. The second case also involved allegations of racial profiling in a retail establishment, and resolved for \$4,000.00. The third case settled for \$500.00 and also involved retail harassment.

The Director stated she and Commissioner Guster hosted a community meeting that was led by Department of Justice CRS Carol Johnson. The Director stated she was here today to do a presentation to discuss some of the services the agency has to offer.

Director Lacey stated she met with Commissioners Reyes and Holley to go over the fiscal year 2025 budget request. The group went over the 2024 budget and discussed the increase in cases and the number of current staff. Follow Up with the Mayor and City Administration was discussed.

Upcoming outreach activities discussed were the LGBTQ+ history event that the Commission would be hosting at the Davenport Library, Main St. branch, at 6:30 p.m. Another event hosted by Progressive Action for the Common Good, is a movie showing of "I'm the Future Standing on the Shoulders of the Past", on October 23rd at the Putnam Museum from 2 to 4 p.m. Another event, Native American Heritage, will be presented in collaboration with the Civil Rights Commission at the Fairmount branch of the Davenport Library on November 9th, 2023 at 6:30 p.m. It was stated by Director Lacey that the Quad City Tenants Alliance would be hosting a town hall on October 24, 2023 at 5:30 p.m. at Zion Lutheran Church. Commissioner Guster stated he could attend that town hall event.

The Director was asked about an update on the biased racial statements made in the Commission office, discussion ensued of a need for a resolution. The Director stated she was told by the City's Human Resources Director there was "appropriate action taken." Director Lacey stated it was unclear what the action was, and that there were no real conflict resolution efforts undertaken to resolve the issue and there was no apology or recognition of wrongdoing involved.

Director Lacey discussed the latest Case Status Reports, which she stated there are currently 241 open cases. The Director stated there are 147 employment cases, 43 open housing cases, 36 education cases, and 16 public accommodation cases. Director Lacey stated the Commission's needs are an attorney for litigation, three civil rights specialists (we currently have 1), and two housing analysts (we currently have none), two investigators with one part time which would be 24 hrs a week. Commissioner Holley stated that staffing levels should reflect the workload.

Director Lacey stated since June 21, 2023 there were 28 cases in housing, and they now have 43 open housing cases. The Director stated that 8 cases is average.

Issues with elevator access were then discussed briefly. Commissioner Holley stated there are many questions about enforcement. Director Lacey stated she has been informed by the Fire Marshal that elevators are a state concern and aren't required under the city's code unless the building is six stories or higher which is then a city task. For the Commission, it would be a viable case against the landlord for a broken elevator or the failure to install an elevator in new construction. It was discussed that the Fire Marshal stated that he would like a local solution.

NEW BUSINESS

A. Department of Justice Community Relations Service Presentation

Carol Johnson spoke to the Commission on the agency's services, Title 10 of the Civil Rights Act of 1964. Consultation was discussed when there's tensions in the community to mediate. Bringing groups together to solve issues was discussed, the 2009 Hate Act that was added to protections, and the Spirit Program discusses different issues.

(At this point, Commissioner Reyes had to leave the meeting at 1:02 p.m.)

Discussion ensued of Davenport needing DOR (discussions on race), this, and a smaller community group. Commissioner Guster reiterated that a certain, current situation in City Hall involving racial slurs is alleged, he stated he is concerned about leadership taking no real action. Commissioner Guster stated the City and its leadership seem insensitive, and too nonchalant about this and other situations that have occurred involving discrimination. Commissioner Guster stated the Commission's Director isn't invited to staff meetings, and the window in the office is still not bulletproof. Commissioner Holley asked how the Commission could approach the City with these issues in a good way.

B. Equal Employment Opportunity Commission Updated Guidance on Hostile Working Environment

What makes a hostile work environment? Words said or heard that are slanderous or racist. Director Lacey stated the EEOC has an update to their guidance. The Director stated small groups for suggestions would be online and that she would set it up.

C. Davenport Civil Rights Commission Budget Process Presentation Request

The Commission discussed having City staff come and present the budget to the Commission, possibly at the November meeting.

D. Davenport Civil Rights Commission Budget Increase Request

The Commission discussed adding how many cases we've had in the previous 2-3 years, showing comparisons, etc., then sending that to Mallory Merritt in finance,

OLD BUSINESS

There was no old business.

PUBLIC COMMENT

There were no comments from the public.

ADJOURN

Commissioner Boyd made a motion to adjourn the meeting, it was seconded by Commissioner Holley. All Commissioners approved the motion to adjourn.

NEXT MEETING

The next regular meeting of the Commission is November 14 , 2023, at 12 noon.

Submitted by Jeff Transou, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
October 2023 Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	October 2023 Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 9:08 AM

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR October 2023

I. CASE STATUS

1. No "right to sue" letters were issued in the month of October.
2. No cases resolved in mediation and conciliation in the month of October.

II. OTHER ACTIVITY

1. Director organized planning sessions to discuss upcoming outreach and education initiative on racial trauma for the community in collaboration with Transitions Mental Health, St. Ambrose School of Social Work and the Davenport Branch of the NAACP. This training will focus on the ways that racism and racial discrimination may impact emotional well-being, causing racial trauma. These experiences can affect physical and mental health and can create PTSD. We will learn about the impact of racial trauma and provide tips for active coping to reduce stress. The first event is tentatively scheduled for February 4, 2023 at the MLK Interpretative Center. There will be a second component of the training for mental health providers, scheduled for the Fall of 2024, there will be additional details when the specifics are finalized.
2. Director completed case processing documentation.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director worked on case resolution documents.
6. Director worked on litigation.
7. Director conducted research on housing discrimination and affordable housing within the city.
8. Director conducted research on the impact of racial harassment in the workplace.
9. Director worked on FY2025 budget request.
10. Director worked on FY2024 budget increase request.
11. Director attended community meetings on resident concerns with rental housing within the City of Davenport.
12. Director attended the Quad Cities Tenants Alliance Town Hall, there was extensive discussion regarding concerns with the quantity and quality of rental housing within the city.
13. Director is working with DOJ CRS staff to plan and schedule upcoming training with the Commission.
14. Asst. Director/Housing Programs Manager worked on investigations.
15. Asst. Director/Housing Programs Manager worked on housing investigations.
16. Asst. Director/Housing Programs Manager worked on housing inquiries.
17. Asst. Director/Housing Programs Manager worked on case resolutions.
18. Civil Rights Specialist worked on intakes.
19. Civil Rights Specialist worked on case investigations.
20. Civil Rights Specialist worked on case resolutions.

III. OLD BUSINESS

1. Ongoing discrimination, harassment and bullying of Commission staff.
2. Legal Department refusal to accept Commission referral.
3. Use of racial slurs in City Hall. City's failure to initiate complaint investigation.

IV. NEW BUSINESS

1. Upcoming outreach activities and community events:
 1. Staff is in the planning stages to host a collaborative exhibit with the Davenport Library, showcasing information from the National Holocaust Museum.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
November 2023 Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	November 2023 Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 10:09 AM

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR November 2023

I. CASE STATUS

1. No "right to sue" letters were issued in the month of November.
2. No cases resolved in mediation and conciliation in the month of November.

II. OTHER ACTIVITY

1. Director participated planning sessions to discuss upcoming outreach and education initiative on racial trauma for the community in collaboration with Transitions Mental Health, St. Ambrose School of Social Work and the Davenport Branch of the NAACP. The first event is tentatively scheduled for February 4, 2023 at the MLK Interpretative Center. There will be a second component of the training for mental health providers, scheduled for the Fall of 2024, there will be additional details when the specifics are finalized.
2. Director completed case processing documentation.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director worked on case resolution documents.
6. Director worked on litigation.
7. Director worked on the FY2025 budget request.
8. Director worked on the FY2024 budget increase request and attempted to obtain further clarity from the Finance Department on the suggested budget amendment for security updates as proposed to the Commissioners.
9. Director is working with DOJ CRS staff to plan and schedule upcoming training with the Commission.
10. Asst. Director/Housing Programs Manager worked on investigations.
11. Asst. Director/Housing Programs Manager worked on housing investigations.
12. Asst. Director/Housing Programs Manager worked on housing inquiries.
13. Asst. Director/Housing Programs Manager worked on case resolutions.
14. Asst. Director/Housing Programs Manager worked with Davenport Public Library and the Sage Sisters of Solidarity and the Native American Coalition of the Quad Cities on planning and hosting a Native American History program, "We Are Still Here: An Indigenous Journey."
15. Civil Rights Specialist worked on intakes.
16. Civil Rights Specialist worked on case investigations.
17. Civil Rights Specialist worked on case resolutions.

III. OLD BUSINESS

1. Ongoing discrimination, harassment and bullying of Commission staff.
2. Legal Department refusal to accept Commission referral.
3. Use of racial slurs in City Hall. City's failure to initiate complaint investigation.

IV. NEW BUSINESS

1. Retaliatory actions against Commission staff and further examples of different treatment.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report October and November 2023

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 9:39 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Vacation Pay

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	12/11/2023 - 9:39 AM