

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, DECEMBER 12, 2017; 12:00 AM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. December Minutes for November 2017 Meeting

IV. Directors Report

A. Case Status Report

B. Director's Report

V. New Business

VI. Old Business

A. Board and Commission Appointments

B. E-0038-0017-15

C. Fair Housing Act 50th Anniversary Celebration

D. HRC Campaign and MEI Scoring

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
December Minutes for November 2017 Meeting

ATTACHMENTS:

Type	Description
📎 Cover Memo	November minutes 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:38 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
December 12, 2017
Minutes of Regular Meeting of November 14, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:05 pm, Tuesday, November 14, 2017 in the first-floor conference room at the Davenport City Hall. Director Latrice Lacey presided. Quorum met.

Commissioners Present

Susie Greenwalt
Nicole Briebriesco-Ledger
Judy Shawver
Helen Roberson

Commissioners Absent

Clyde Mayfield
Erie Johnson

Other Person(s) Present

Devin Patel

Approval of Agenda

Motion made by Nicole Briebriesco-Ledger, seconded by Susie Greenwalt. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Susie Greenwalt, seconded by Nicole Briebriesco-Ledger. Minutes approved by all commissioners present.

Director's Report

Case Status
No Right to Sue letters issued in November 2017.

Director's Report

Director attended the BSC Fall Conference and several other meetings. There was discussion on the cultural disparities in foster care referrals, the increase and decrease in requirements of hiring some civil service personnel. It was suggested that non-oral people should have a card to present to police officers if stopped and there should be internal information in system to read from license plate number.
Budget Updates: Requested full-time staff person for accessibility plan review.

New Business

The Commission discussed procedure to appoint people to the DCRC. Motion made by Commissioner Judy Shawver to develop and formalize a framework for application to Commission prior to being vetted in compliance with the ordinance. Seconded by Commissioner Nicole Briebriesco-Ledger. The vote was unanimous.

Old Business

Public Comment

None

Adjournment-

Meeting adjourned at 12:35p.m.

The next meeting scheduled for Davenport Civil Rights December 11, 2017

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
 Cover Memo	NOvember Case status report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:38 AM



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	4	4
Total	4	4

Year to Date		
Area	Filed	Closed
Housing	22	23
Total	22	23

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	11
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	1
Transit Title VI	0
Total	12

Areas Closed	
Area	Count
Credit	0
Employment	4
Education	1
Housing	1
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	6

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	7	Gender Identity	0	Mental Disability	3
Religion	1	Age under 40	0	Physical Disability	3
Sex	2	Retaliation-ADA	0	Familial Status	1
Sex Orientation	1	Color	0	Marital Status	1
				National Origin	0
				Race	6

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	3	Advertising	0	Fail To Hire	1
Negative Treatment	1	Accessibility	0	Harassment	0	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	1
Termination	9	Discipline	0	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017



CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	0
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	1
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	1
No Probable Cause	0
Mediation Settlement	3
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	6

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	11
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	15
Insufficient # employees	0
No Basis	5
No Area	6
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	1
No Probable Cause	20
Mediation Settlement	26
Jurisdiction waived	1
Fact do not support claim	7
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	3
Commission Final Decision	2
Conciliation Failed	0
Total Dispositions	104

Summary: Previous Open: 127 (+) New Open 12 (-) Closed 6 (=) Total Open 133

Probable Cause (Monthly) = 0 (Annual) = 4

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	24
Total number for year 2016	40
Total number for year 2017	66
Total	133

Complaint By Status	
Status	Count
Initial Investigation 3	0
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	2
Final Review	14
Final Investigation	6
Intermediate Investigation	28
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (2)	48
Initial Investigation	13
Initial Review / Screening	7
Opened	0
Total	133



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	2	9
Respondent Training	2	7	106
Total	3	9	115

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	26	72.3	2358
Respondent Training	11	32	497
Total	37	104.3	2855

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	8
Closed with resolution	3	28

Monthly	
Resolution	Count
Monetary Settlement	3
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	19
No Resolution	8
Reinstatement	0
Specific Performance	7
Policy Change	1
Training	1
Total	36

Total monthly settlement amount: \$52,040.00

Total yearly settlement amount: \$130,322.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	9	IDHR	0	1
Other	1	5	HUD	0	1
Help Legal	0	6	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	4
Other City Departments	0	24	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	0	13
Scott Cty & Cthouse	0	4	Landlord Association	0	0
			Total	1	72



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0002-0001-15	PC/Conciliation
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	PC/Conciliation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Intermediate Investigation
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Intermediate Investigation
E-0087-0043-15	Final Investigation
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Intermediate Investigation
E-0102-0049-15	Intermediate Investigation
E-0103-0050-15	Final Investigation
E-0110-0054-15	Final Review
ED-0118-0002-15	Intermediate Investigation
PA-0119-0019-15	Final Review
E-0120-0060-15	Intermediate Investigation
PA-0133-0025-15	Final Investigation
E-0143-0067-15	Final Review
E-0149-0070-15	Final Review

Case Listing for 2016

E-0015-0004-16	Final Review
E-0022-0008-16	Initial Investigation (2)
E-0024-0009-16	Intermediate Investigation
E-0027-0010-16	Intermediate Investigation
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Initial Investigation (2)
H-0037-0004-16	Final Investigation



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017



Case Listing for 2016

H-0038-0005-16	Final Investigation
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Intermediate Investigation
E-0060-0026-16	Initial Investigation (2)
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
H-0081-0010-16	Final Investigation
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Intermediate Investigation
E-0088-0042-16	Intermediate Investigation
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Intermediate Investigation
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Initial Investigation (2)
E-0107-0050-16	Initial Investigation (2)
E-0110-0052-16	Intermediate Investigation
PA-0117-0011-16	Initial Investigation (2)
PA-0118-0012-16	Initial Investigation (2)
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Intermediate Investigation
E-0125-0059-16	Final Review
E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Intermediate Investigation
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Initial Investigation (2)
E-0143-0071-16	Intermediate Investigation
E-0145-0073-16	Initial Investigation (2)

Case Listing for 2017

E-0003-0002-17	Final Review
E-0007-0005-17	Initial Investigation (2)
E-0009-0007-17	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017



Case Listing for 2017

PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Intermediate Investigation
E-0022-0013-17	Initial Investigation (2)
H-0026-0001-17	Intermediate Investigation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Initial Investigation (2)
E-0031-0016-17	Initial Investigation (2)
E-0033-0017-17	Initial Investigation (2)
E-0037-0020-17	Mediation
E-0040-0021-17	Initial Investigation (2)
TR-0052-0002-17	Mediation
E-0053-0025-17	Initial Investigation (2)
E-0055-0026-17	Mediation
E-0058-0028-17	Initial Investigation (2)
E-0060-0029-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0071-0036-17	Mediation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Initial Investigation (2)
E-0075-0040-17	Mediation
E-0076-0041-17	Initial Investigation (2)
E-0077-0042-17	Initial Investigation (2)
H-0081-0008-17	Initial Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0086-0046-17	Mediation
E-0088-0047-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Initial Investigation



CASE STATUS REPORT

Monthly Summary

November 01 , 2017 THRU November 30 , 2017



Case Listing for 2017

E-0096-0049-17	Initial Investigation (2)
E-0097-0050-17	Initial Investigation (2)
E-0099-0051-17	Initial Investigation (2)
E-0101-0053-17	Initial Investigation (2)
H-0102-0012-17	Initial Investigation
E-0105-0054-17	Initial Investigation
E-0106-0055-17	Mediation
PA-0107-0013-17	Mediation
PA-0108-0014-17	Initial Investigation
H-0111-0015-17	Initial Investigation
H-0112-0016-17	Initial Investigation
E-0117-0057-17	Mediation
E-0118-0058-17	Initial Review / Screening
E-0119-0059-17	Mediation
E-0120-0060-17	Mediation
E-0121-0061-17	Initial Review / Screening
PA-0122-0015-17	Mediation
E-0123-0062-17	Initial Review / Screening
E-0124-0063-17	Mediation
E-0125-0064-17	Initial Investigation
E-0127-0066-17	Initial Investigation
E-0128-0067-17	Mediation
E-0129-0068-17	Initial Review / Screening
E-0130-0069-17	Initial Review / Screening
E-0131-0070-17	Initial Review / Screening
E-0132-0071-17	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Novemeber Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:39 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR November 2017

I. CASE STATUS

1. One “right to sue” letter was issued in November.
2. During the month of November two employment cases and one housing case settled in mediation. One employment case, filed on the basis of sex, which involved allegations of sexual harassment, settled for \$50,000 and relief in the public interest. The second employment case, which included allegations of age discrimination, settled for \$1,500.00 and relief in the public interest. The housing case, involved allegations of a failure to accommodate the Complainant by providing a designated accessible parking space, settled for \$500 and relief in the public interest.

II. OTHER ACTIVITY

1. Director attended the BSC meeting.
2. Director facilitated meeting between QCDC and DPD to discuss upcoming collaborative efforts to implement an updated effective communication policy for encounters with deaf/hard of hearing and non-verbal communities.
3. Director met with staff from Iowa CASA to establish collaborative efforts to develop local trainings on sexual harassment.
4. Director attended Civil Service Meeting and public hearing, discussion on changing the hiring requirements for Fire Assistant Chief positions and the Commission held the public hearing to address jurisdictional questions regarding the fire chief.
5. Director presented on the purpose and mission of the Davenport Civil Rights Commission for “For Girls” conference.
6. Director met with Tom Warner and Mayor Klipsch to discuss the Commission appointment process. The appointment process will now include a pre-appointment process where candidates will submit disclosure forms detailing entities within the City of Davenport who they have business with and the appointment will be reviewed for compliance with diversity criteria outlined within the ordinance, prior to being considered for appointment.
7. Director conducted a training pursuant to a housing mediation settlement agreement.
8. Director attended a planning meeting to develop an upcoming accommodation process for City Hall to address limited accessibility to the floors service by the elevator during the time that it will be out of service for replacement.
9. Director met with a Commission/Board applicant to discuss efforts throughout the City of Davenport to ensure fair and equitable representation in the workforce and throughout the appointed Commissions and Boards.
10. Director attended the Affirmative Action Commission meeting, a rough draft of the annual Affirmative Action Report was presented.
11. Director attended an ethics CLE on creating a more trauma informed justice system, teaching those in the legal profession how to recognize behaviors that may be caused by trauma and provide accommodations if necessary.
12. Housing Analyst Met with Neighborhood Services Division staff to provide brief training on fair housing.
13. Housing Analyst drafted City News article.
14. Housing Analyst and Director resubmitted draft rules and ordinance to HUD Comments.

15. Housing Analyst and Director discussed and responded to landlord's questions about reasonable modifications and accessibility.
16. Housing Analyst worked on plan reviews.

III. OLD BUSINESS

1. HRC Campaign and MEI Scoring
2. Equity Report and Statistics
3. Board and Commission Appointments
4. Fair Housing Act 50th Anniversary Celebration
5. Oral Argument in Housing case pending appeal

IV. NEW BUSINESS

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Board and Commission Appointments

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:33 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0038-0017-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:31 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Fair Housing Act 50th Anniversary Celebration

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:31 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
HRC Campaign and MEI Scoring

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/11/2017 - 9:32 AM