

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, NOVEMBER 14, 2017; 12:00 AM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. November minutes for October 2017 meeting

IV. Directors Report

A. Case Status Report

B. Director's Report

V. New Business

A. E-0038-0017-15

B. Board and Commission Appointments

C. Fair Housing Act 50th Anniversary Celebration

D. HRC Campaign and MEI Scoring

E. New Commissioner Appointment - Erie Johnson

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
November minutes for October 2017 meeting

ATTACHMENTS:

Type	Description
 Cover Memo	November- Minutes for October 2017 meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	11/13/2017 - 11:23 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
November 14, 2017
Minutes of Regular Meeting of October 10, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:05 pm, Tuesday, October 10, 2017 in the first-floor conference room at the Davenport City Hall. Director Latrice Lacey presided.

Commissioners Present

Susie Greenwalt
Nicole Briebriesco
Nora Dvorak
Helen Roberson

Commissioners Absent

Clyde Mayfield
Judy Shawver

Other Person(s) Present

Kelsey Conley, Student Observer

Approval of Agenda

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

Approval of Minutes

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

Director's Report

Case Status

Motion not to move on case #ED-0109-0002-14 to public hearing. Motion made by Helen Roberson, seconded by Susie Greenwalt. The vote was unanimous.

Director's Report

The updated information on the budget for the next fiscal was submitted on October 13, 2017. The Director explained that there was a need to increase the full-time DCRC staff from 4 to 5 people and retain one person designated as part time; the motion was made by Susie Greenwalt, seconded by Nicole Briebriesco to move forward with request. The vote was unanimous.

The motion to accept the Director's report was made by Nicole Briebriesco, seconded by Helen Roberson. The vote was unanimous.

New Business

Vote to replace DCRC chairperson tabled until the Commission is fully staffed.

Old Business

None

Public Comment

None

Adjournment

Meeting was adjourned at 12:41pm. Motion made by Susie Greenwalt, seconded by Nora Dvorak.

The next meeting scheduled for Davenport Civil Rights is December 12, 2017

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
 Cover Memo	Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	11/13/2017 - 11:33 AM



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Informal Case Information

Monthly		
Area	Filed	Closed
Housing	1	1
	0	0
Total	1	1

Year to Date		
Area	Filed	Closed
Housing	1	1
	17	18
Total	18	19

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	3
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	0
Total	10

Areas Closed	
Area	Count
Credit	0
Employment	0
Education	0
Housing	2
NJ EEOC Referral	4
Public Accommodation	1
Transit Title VI	0
Total	7

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

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	6	Advertising	0	Fail To Hire	0
Negative Treatment	2	Accessibility	0	Harassment	2	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	1
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	0
Termination	3	Discipline	0	Fail to Accom/Mod	2		



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 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	2
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	2
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	0
Mediation Settlement	0
Jurisdiction waived	1
Fact do not support claim	1
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	7

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	5
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	20
Mediation Settlement	23
Jurisdiction waived	1
Fact do not support claim	7
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	2
Commission Final Decision	2
Conciliation Failed	0
Total Dispositions	98

Summary: Previous Open: 124 (+) New Open 10 (-) Closed 7 (=) Total Open 127

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	4
Total number for year 2015	24
Total number for year 2016	40
Total number for year 2017	59
Total	127

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	3
Final Review	13
Final Investigation	3
Intermediate Investigation	27
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (2)	48
Initial Investigation	13
Initial Review / Screening	4
Opened	1
Total	127



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Staff Presentation Information

Monthly Presentations

Presentation type	Count	Hours	People
Community	4	19	42
Total	4	19	42

Year to Date Presentations

Presentation type	Count	Hours	People
Community	25	70.3	2349
Respondent Training	9	24.5	391
Total	34	94.8	2740

Mediation and Settlement Information

Mediation & Settlement

	Month	YTD
Held with no resolution	0	6
Closed with resolution	0	25

Monthly

Resolution	Count
Monetary Settlement	0
No Resolution	0
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	0

Year to Date

Resolution	Count
Monetary Settlement	16
No Resolution	6
Reinstatement	0
Specific Performance	7
Policy Change	1
Training	1
Total	31

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$78,282.00

Referrals

Referral Distribution

	Month	YTD		Month	YTD
ICRC	1	9	IDHR	0	1
Other	0	4	HUD	0	1
Help Legal	1	6	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	4
Other City Departments	2	24	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	1	13
Scott Cty & Cthouse	0	4	Landlord Association	0	0
			Total	6	71



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
ED-0109-0002-14	PC/Conciliation
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	Initial Investigation
E-0087-0043-15	Intermediate 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	Intermediate 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	Intermediate 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	Initial Investigation (2)
E-0027-0010-16	Initial Investigation (2)
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Case Listing for 2016

H-0037-0004-16	Final Investigation
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	Initial Investigation (2)
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	Initial Investigation (2)
E-0125-0059-16	Intermediate Investigation
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)



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Case Listing for 2017

E-0009-0007-17	Intermediate Investigation
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	Mediation
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)
E-0080-0043-17	Initial Investigation
H-0081-0008-17	Initial Investigation
H-0082-0009-17	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)



CASE STATUS REPORT

Monthly Summary

October 01 , 2017 THRU October 31 , 2017



Case Listing for 2017

E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Initial Investigation
E-0096-0049-17	Initial Investigation (2)
E-0097-0050-17	Mediation
E-0099-0051-17	Mediation
E-0100-0052-17	Mediation
E-0101-0053-17	Mediation
H-0102-0012-17	Initial Investigation
E-0105-0054-17	Initial Investigation
E-0106-0055-17	Initial Review / Screening
PA-0107-0013-17	Mediation
PA-0108-0014-17	Initial Investigation
H-0111-0015-17	Initial Investigation
H-0112-0016-17	Opened
E-0113-0056-17	Mediation
E-0117-0057-17	Mediation
E-0118-0058-17	Initial Review / Screening
E-0119-0059-17	Initial Review / Screening
E-0120-0060-17	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	11/13/2017 - 11:56 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR October 2017

I. CASE STATUS

1. No “right to sue” letters were issued in October.
2. During the month of October no cases settled in mediation.

II. OTHER ACTIVITY

1. Director attended the BSC Fall Conference in Des Moines, IA.
2. Director and Housing Analyst attended the Iowa Civil Rights Commission Symposium in Des Moines, IA.
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, discussion on changing the hiring requirements for Fire Assistant Chief positions and jurisdictional questions.
5. Director facilitated a meeting for the non-verbal community and the Davenport Police Department to discuss barriers to effective communication and first responders and potential training opportunities for the upcoming training sessions.
6. Director presented on the history of housing discrimination and its present day impact on neighborhood demographics and communities of opportunity.
7. Director worked on budget updates for FY2019 budget and submitted a request to the Mayor and Council for consideration of a staffing level increase.
8. Director met with Bruce Berger, Ryan Rusnak, and representative from Mosaic to discuss potential disparate impact analysis of the proposed PID.
9. Director attended the RRED meeting to discuss upcoming next steps and receive updates on the progress of the program.
10. Director met with newly appointed Iowa Civil Rights Commissioner Marcelena Ordaz to discuss upcoming events and opportunities for collaboration.
11. Director attended Davenport Library Strategic Planning Session to discuss the upcoming initiatives undertaken by the Davenport Library to make it an even more inclusive environment and increase readership and use.
12. 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.
13. Director attended the ribbon cutting ceremony for a new space at the JDC that will also to accommodate the monthly diversion meetings established by the RRED team.
14. Director attended an ADA Network CLE on inclusion and advancement opportunities for persons with disabilities.
15. Housing Analyst worked on FHIP Grant.
16. Housing Analyst did HUD Quarterly Report.
17. Housing Analyst and Director edited draft rules and ordinance to address HUD Comments.
18. Housing Analyst and Director discussed and responded to landlord’s questions about reasonable modifications and accessibility.
19. Housing Analyst monitored Compliance in closed housing cases that conciliated.

20. Housing Analyst presented fair housing module for Police Department's all day Landlord Education Assistance Program for Davenport rental housing owners and managers.
21. Housing Analyst trained Community Planning and Economic Development staff on Section 504, ADA, Title VI, and Fair Housing Act.
22. Housing Analyst trained Office of Assisted Housing staff on Fair Housing Act.
23. Housing Analyst provided fair housing information to landlords.

III. OLD BUSINESS

1. Budget update

IV. NEW 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

City of Davenport
Civil Rights Commission

Department: Civil Rights
Contact Info:

Date

Subject:
E-0038-0017-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	11/7/2017 - 3:52 PM

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	11/13/2017 - 11:14 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	11/13/2017 - 11:18 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	11/13/2017 - 11:17 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
New Commissioner Appointment - Erie Johnson

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	11/13/2017 - 11:52 AM