

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JULY 12, 2022; 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 JULY 12, 2022 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. 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. Minutes June 14, 2022

IV. Directors Report

- A. Director's Report June 2022
- B. Case status Report June 2022

V. New Business

- A. Iowa Civil Rights Cooperative Agreement

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:

Zoom:

<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	7/11/2022 - 10:56 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes June 14, 2022

ATTACHMENTS:

Type	Description
▢ Cover Memo	Minutes June 14, 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	7/11/2022 - 11:07 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
June 14, 2022

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, June 14, 2022, online using Zoom. Commission Chair Michael Guster, presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Andrew Lopez
Richard Pokora
Charlene Upchurch-Taylor
Jeff Transou

COMMISSIONERS ABSENT

Angela Reyes

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

AGENDA

A motion was made by Commissioner Upchurch-Taylor to approve the agenda, it was seconded by Commissioner Boyd. All commissioners voted yes.

APPROVAL OF MINUTES

On motion by Commissioner Boyd, 2nd by Commissioner Transou, the minutes of the regular meeting of the May 10, 2022 meeting were approved. All Commissioners voted yes.

On motion by Commissioner Boyd, seconded by Commissioner Upchurch-Taylor, the minutes of the special meeting of May 17, 2022 were approved. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters issued for the month of May. Director Lacey stated there were five cases settled in the month of May. Four of the five cases originated from two complaints involving allegations of disability discrimination. Through the investigations, the Complainant alleged that they were being retaliated against for their original complaint and later, for assisting a co-worker with their complaint. These complaints settled outside of the Commission's process in conjunction with a worker's compensation claim. The fifth complaint

involved allegations of sex discrimination and retaliation. This complaint settled outside of our process through the Complainant's attorney.

Director Lacey stated she conducted a Davenport Civil Rights Presentation. The Director also continued to monitor COVID-19 rates and its impact on office functions. The Director and Administrative Assistant met with Finance. Director Lacey stated she attended a Scott County Cultural Equity Meeting. The Director attended a Commission Special Meeting. Director Lacey and the Housing Analyst met with Anniversary Event presenters, and continued to work on preparation for the Anniversary. The Civil Rights Specialist worked on Title VI training preparation.

NEW BUSINESS

There was no new business to discuss this month.

OLD BUSINESS

There was no old business to discuss this month.

PUBLIC COMMENT

There were no public comments.

ADJOURN

At 12:24 p.m. a motion was made by Commissioner Boyd, seconded by Commissioner Upchurch-Taylor, to adjourn the meeting. All Commissioners voted yes.

NEXT MEETING

The next regular meeting of the Commission will be July 12, 2022 at 12:00 p.m.

Submitted by Jeff Transou, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report June 2022

ATTACHMENTS:

Type	Description
▣ Cover Memo	Director's Report June 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	7/11/2022 - 10:58 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
June 2022**

I. CASE STATUS

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

II. OTHER ACTIVITY

1. Director developed Trauma Informed Interviewing Presentation.
2. Director worked on case processing documents.
3. Director continued to monitor COVID-19 rates and its impact on office functions.
4. Director worked on case resolution documents.
5. Director worked on litigation.
6. Director completed training presentation and documentation.
7. Director attended a Symposium Committee Planning meeting.
8. Director attended Scott County Cultural Equity Meeting.
9. Director developed 60th Anniversary Planning materials.
10. Director and Housing Analyst met with Anniversary Event presenters.
11. Director and Housing Analyst continued to work on preparation for the Anniversary Event.
12. Director and Housing Analyst worked on developing housing related outreach and education events.
13. Housing Analyst worked on investigations.
14. Housing Analyst worked on housing investigations.
15. Housing Analyst worked on housing inquiries.
16. Housing Analyst worked on case resolutions.
17. Civil Rights Specialist worked on case resolutions.
18. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Ongoing bullying/harassment Commission staff

IV. NEW BUSINESS

1. Upcoming HUD Funding Application

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case status Report June 2022

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status June 2022

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	7/11/2022 - 11:00 AM



CASE STATUS REPORT

Monthly Summary

June 01 , 2022 THRU June 30 , 2022



Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	1	1
Total	1	1

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	3
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	6

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

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	0
Religion	0	Age under 40	0	Physical Disability	3
Sex	1	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	0
				Race	4

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	4	Advertising	0	Fail To Hire	0
Negative Treatment	1	Accessibility	0	Harassment	0	Fail To Promote	0
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	1	Discipline	1	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

June 01 , 2022 THRU June 30 , 2022



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	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	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	0

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	8
Insufficient # employees	0
No Basis	2
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	5
Right to sue letter issued	1
No Probable Cause	7
Mediation Settlement	4
Jurisdiction waived	2
Fact do not support claim	2
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	2
Conciliation Failed	0
Total Dispositions	38

Summary: Previous Open: 180 (+) New Open 6 (-) Closed 0 (=) Total Open 186

Probable Cause (Monthly) = 0 (Annual) = 2

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	1
Total number for year 2015	2
Total number for year 2016	4
Total number for year 2017	24
Total number for year 2018	31
Total number for year 2019	38
Total number for year 2020	25
Total number for year 2021	43
Total number for year 2022	16
Total	184

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	1
PC/Conciliation	2
Final Review	30
Final Investigation	10
Intermediate Investigation	27
Mediation	2
Mediation/Intermediate Invest.	0
Initial Investigation (3)	4
Initial Investigation (2)	65
Initial Investigation	28
Initial Review / Screening	8
Opened	3
NPC issued Final Counseling	2
Total	184



**Civil Rights
Commission**
City Hall
226 West 4th Street
Davenport, IA 52801

CASE STATUS REPORT
Monthly Summary
June 01 , 2022 THRU June 30 , 2022



City of Davenport

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CASE STATUS REPORT

Monthly Summary

June 01 , 2022 THRU June 30 , 2022



Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	5	9.5	234
Total	5	9.5	234

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	1
Closed with resolution	0	10

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	9
No Resolution	1
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	11

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$4,631.00

Referrals

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



CASE STATUS REPORT

Monthly Summary

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Status of Complaints by Number and Year

Case Listing for 2014	
H-0123-0026-14	Court on Appeal
Case Listing for 2015	
E-0078-0039-15	Final Investigation
ED-0118-0002-15	Public Hearing Pending
Case Listing for 2016	
PA-0089-0008-16	Final Investigation
E-0107-0050-16	Final Review
E-0133-0064-16	Final Investigation
E-0139-0069-16	Final Review
Case Listing for 2017	
PA-0011-0001-17	Final Review
E-0015-0011-17	Initial Investigation (2)
E-0027-0015-17	Final Review
E-0031-0016-17	Final Review
E-0036-0019-17	Final Review
E-0037-0020-17	PC/Conciliation
E-0040-0021-17	Final Review
E-0053-0025-17	PC/Conciliation
E-0055-0026-17	Final Review
E-0062-0031-17	Intermediate Investigation
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Final Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Final Investigation
E-0084-0044-17	Final Review
E-0093-0048-17	Final Review
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation
PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
E-0124-0063-17	Initial Investigation (2)
E-0130-0069-17	Final Review
E-0131-0070-17	Final Review
Case Listing for 2018	
ED-0003-0001-18	Initial Investigation (2)



CASE STATUS REPORT

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Case Listing for 2018

E-0006-0003-18	Intermediate Investigation
E-0007-0004-18	Intermediate Investigation
E-0010-0007-18	Final Investigation
PA-0015-0001-18	Final Review
E-0021-0010-18	Intermediate Investigation
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (3)
E-0038-0021-18	Final Review
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
E-0058-0028-18	Initial Investigation (2)
E-0063-0031-18	NPC issued Final Counseling
E-0071-0033-18	Initial Investigation (2)
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (3)
E-0077-0036-18	Final Review
E-0079-0037-18	Initial Investigation (3)
E-0082-0039-18	Final Investigation
E-0085-0042-18	Intermediate Investigation
PA-0086-0012-18	Initial Investigation (2)
ED-0087-0003-18	Intermediate Investigation
E-0089-0043-18	Intermediate Investigation
E-0092-0044-18	Final Review
E-0094-0045-18	Initial Investigation (2)
E-0096-0047-18	Final Review
PA-0100-0013-18	Final Review
E-0108-0051-18	Final Review
E-0120-0059-18	Final Investigation
E-0125-0062-18	Initial Investigation (2)
E-0136-0065-18	Initial Investigation (2)

Case Listing for 2019

E-0002-0001-19	Final Review
E-0011-0005-19	Intermediate Investigation
E-0016-0006-19	Final Review
E-0022-0007-19	Intermediate Investigation
H-0023-0007-19	Public Hearing Decision Pending
E-0024-0008-19	Final Review



CASE STATUS REPORT
Monthly Summary
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Case Listing for 2019

ED-0051-0001-19	Intermediate Investigation
E-0061-0020-19	Initial Investigation (3)
E-0062-0021-19	Initial Investigation (2)
E-0068-0022-19	Initial Investigation (2)
E-0070-0024-19	Intermediate Investigation
E-0071-0025-19	Initial Investigation (2)
ED-0081-0002-19	Initial Investigation (2)
E-0082-0026-19	Intermediate Investigation
E-0084-0027-19	Initial Investigation (2)
E-0085-0028-19	Initial Investigation (2)
E-0091-0029-19	NPC issued Final Counseling
E-0094-0030-19	Initial Investigation (2)
E-0104-0032-19	Intermediate Investigation
E-0105-0033-19	Final Review
E-0111-0035-19	Intermediate Investigation
E-0112-0036-19	Initial Investigation (2)
E-0115-0038-19	Intermediate Investigation
E-0126-0044-19	Initial Investigation (2)
H-0127-0036-19	Initial Review / Screening
E-0129-0045-19	Initial Investigation (2)
E-0133-0047-19	Final Investigation
E-0136-0048-19	Initial Investigation (2)
E-0137-0049-19	Intermediate Investigation
H-0139-0038-19	Initial Review / Screening
ED-0142-0003-19	Initial Investigation (2)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Initial Investigation (2)
ED-0160-0005-19	Initial Investigation (2)
E-0163-0058-19	Initial Investigation (2)
H-0165-0044-19	Initial Review / Screening
E-0168-0060-19	Intermediate Investigation
E-0169-0061-19	Initial Investigation (2)

Case Listing for 2020

E-0001-0001-20	Initial Investigation (2)
E-0002-0002-20	Intermediate Investigation
ED-0005-0001-20	Initial Investigation (2)
E-0009-0005-20	Initial Investigation (2)



CASE STATUS REPORT

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June 01 , 2022 THRU June 30 , 2022



Case Listing for 2020

ED-0011-0002-20	Initial Investigation (2)
E-0012-0006-20	Initial Investigation (2)
ED-0017-0003-20	Initial Investigation (2)
E-0018-0008-20	Intermediate Investigation
E-0021-0010-20	Initial Investigation (2)
E-0023-0011-20	Initial Investigation (2)
ED-0030-0005-20	Initial Investigation (2)
ED-0031-0006-20	Initial Investigation (2)
E-0032-0014-20	Initial Investigation (2)
ED-0035-0007-20	Initial Investigation (2)
E-0037-0016-20	Intermediate Investigation
PA-0039-0004-20	Initial Investigation (2)
E-0046-0018-20	Intermediate Investigation
E-0049-0020-20	Initial Investigation (2)
E-0058-0021-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0069-0027-20	Intermediate Investigation
E-0070-0028-20	Intermediate Investigation
E-0074-0029-20	Initial Investigation (2)
E-0076-0030-20	Initial Investigation (2)

Case Listing for 2021

PA-0001-0001-21	Initial Investigation (2)
E-0002-0001-21	Initial Investigation (2)
ED-0012-0002-21	Initial Investigation (2)
E-0013-0008-21	Initial Investigation (2)
E-0018-0009-21	Intermediate Investigation
E-0020-0010-21	Mediation
E-0021-0011-21	Initial Investigation (2)
E-0022-0012-21	Initial Investigation (2)
PA-0023-0002-21	Initial Investigation (2)
E-0024-0013-21	Initial Investigation (2)
E-0030-0017-21	Initial Investigation (2)
E-0034-0018-21	Initial Investigation (2)
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0045-0022-21	Initial Investigation



CASE STATUS REPORT

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June 01 , 2022 THRU June 30 , 2022



Case Listing for 2021

H-0050-0015-21	Final Review
E-0052-0024-21	Initial Investigation
H-0059-0021-21	Final Review
E-0060-0027-21	Initial Investigation
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation (2)
PA-0064-0008-21	Initial Investigation
E-0065-0029-21	Initial Investigation
E-0067-0030-21	Initial Investigation (2)
E-0071-0031-21	Initial Investigation
E-0074-0032-21	Initial Investigation
E-0076-0033-21	Initial Investigation
E-0077-0034-21	Initial Investigation
E-0078-0035-21	Intermediate Investigation
E-0081-0036-21	Initial Investigation (2)
E-0083-0037-21	Initial Investigation
ED-0084-0005-21	Initial Investigation
E-0087-0039-21	Initial Investigation
E-0089-0040-21	Initial Investigation
E-0090-0041-21	Initial Investigation
E-0092-0042-21	Intermediate Investigation
E-0094-0043-21	Initial Investigation
E-0097-0045-21	Initial Investigation
E-0099-0046-21	Initial Investigation
TR-0100-0003-21	Mediation
E-0102-0048-21	Initial Investigation (2)
E-0103-0049-21	Initial Investigation
H-0104-0031-21	Intermediate Investigation

Case Listing for 2022

E-0002-0001-22	Initial Investigation
E-0003-0002-22	Initial Investigation
H-0005-0001-22	Initial Review / Screening
E-0008-0004-22	Initial Investigation
H-0015-0003-22	Initial Review / Screening
E-0018-0007-22	Initial Review / Screening
H-0020-0004-22	Initial Investigation
E-0022-0008-22	Opened



Civil Rights
Commission
City Hall
226 West 4th Street
Davenport, IA 52801

CASE STATUS REPORT
Monthly Summary
June 01 , 2022 THRU June 30 , 2022



City of Davenport

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Case Listing for 2022

PA-0024-0002-22	Initial Review / Screening
E-0025-0009-22	Initial Investigation
E-0026-0010-22	Initial Investigation
E-0027-0011-22	Initial Investigation
E-0028-0012-22	Initial Investigation
H-0029-0006-22	Initial Review / Screening
H-0030-0007-22	Opened
H-0031-0008-22	Opened

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Iowa Civil Rights Cooperative Agreement

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	7/11/2022 - 11:08 AM