

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JULY 11, 2017; 12:00 PM

CITY HALL CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. Commission Minutes

IV. Directors Report

A. Case Status Report June 2017

B. Director's report

V. New Business

A. Wage Increase

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
7/11/2017

Subject:
Commission Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	June Minutes 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/10/2017 - 12:01 PM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
June 13, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:03 p.m. Tuesday, June 13, 2017, in the first floor conference room at the Davenport City Hall. President, Tim Hart's presided.

COMMISSIONERS PRESENT:

Tim Hart
Judy Shawver
Nora Dvorak
Clyde Mayfield
Susie Greenwalt

COMMISSIONERS ABSENT:

Nicole Bribriesco Ledger
Helen Roberson

OTHER PERSONS PRESENT:

James (Jim) Odean
Leonard Sandler

APPROVAL OF AGENDA:

On motion by Judy Shawver, seconded by Susie Greenwalt, the agenda was approved by all commissioners present.

APPROVAL OF MINUTES:

On motion by Judy Shawver, seconded by Susie Greenwalt, the minutes of the regular meeting of May 9, 2017 were approved. All commissioners voted yes.

OLD BUSINESS:

Finance Policy Update - Jim Odean provided the Commission with the 2014 edits to the City of Davenport Investment Policy as a follow up to the April discussion on future edits to the policy and the role that the Commission is expected to play with regard to review and approval of future edits to the policy. The current version of the policy states that the policy will be reviewed and approved by the Affirmative Action Commission and after approval by the Council, submitted to the Civil Rights Commission. The Commission sought clarity on this provision as they have not previously received updated copies of the policy and there was a lack of clarity on the purpose of the Civil Rights Commission receiving a copy of the policy, if it is being reviewed and approved by the Affirmative Action Commission. At the April meeting, Jim stated that it would be more efficient is one Commission both reviewed and approved and received the finalized policy. At the June meeting, Jim stated that he and Brandon Wright discussed the conflicting language within the Investment Policy, relating to approval by the Affirmative Action Commission and submission to the Civil Rights Commission and they recommend that both processes go through

the Affirmative Action Commission. After discussion, and consideration of the impact of the CRA on Fair Housing Opportunities, the Commission recommends that the review of the policy be assigned to the Director to ensure adequate input on the potential Fair Housing implications of CRA activities undertaken by financial institutions doing business with the City of Davenport. Jim stated that this change would be made at the time of the next amendment.

REPORT OF THE DIRECTOR:

The Davenport Civil Rights Commission and Iowa Legal Aid are working together with community partners to establish an expungement clinic within the City of Davenport, addressing barriers to housing and employment and working with community members who need assistance with expunging criminal records. The Director and Alex Kornya, Assistant Litigation Director at Iowa Legal Aid conducted a joint training focusing on the impact of criminal records for housing and employment opportunity and the upcoming initiatives that Iowa Legal Aid is planning to eliminate the barriers faced by returning citizens, this project is ongoing.

The Director updated the Commission on a Fair Housing issue with the City's Public Housing, the Housing Analyst was asked to help draft a "pet's policy" to address concerns with service and emotional support animals. Due to the various statutory requirements placed upon publicly funded housing, the Director believes that it may be best to consult with HUD on the preferred language for the policy.

The Director updated the Commission on a non-compliance issue with a case previously scheduled for public hearing, the Respondent has breached the conciliation agreement by failing to submit the compliance documentation for the relief in the public interest provision under the agreement, and the case will be rescheduled for public hearing.

The Director updated the Commission on her attendance at the 2017 ADA Conference in Chicago, IL and the FHAP training in Kansas City, MO.

Motion to accept the Director's report was made by Judy Shawver and seconded by Nora Dvorak. Motion passed with all commissioners voting yes.

NEW BUSINESS:

NONE

PUBLIC COMMENT

Len Sandler Presentation- Professor Len Sandler, Director, Law and Policy in Action Projects, University of Iowa College of Law gave the Commission an update on the progress of the ordinance and rules project, explaining harassment relating to requests for assistance and procedural requirements.

Professor Sandler also provided some insight into the importance of the Commission's involvement in the investment process and the need to assess the impact on the community of the CRA activity.

At 01:10 pm motion to adjourn was made by Judy Shawver, seconded by Clyde Mayfield. Motion passed with all commissioners voting yes, the meeting was adjourned.

Submitted by Latrice Lacey, Director.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
7/11/2017

Subject:
Case Status Report June 2017

ATTACHMENTS:

Type	Description
▣ Cover Memo	Case Status Report June 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/10/2017 - 11:57 AM



CASE STATUS REPORT

Monthly Summary

June 01 , 2017 THRU June 30 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	3	3
Total	3	3

Year to Date		
Area	Filed	Closed
Housing	13	14
Total	13	14

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	7
Education	0
Housing	0
NJ EEOC Referral	1
Public Accommodation	1
Transit Title VI	0
Total	9

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	9
NJ EEOC Referral	1
Public Accommodation	2
Transit Title VI	0
Total	15

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	5	Pregnancy	0	Creed	0
Retaliation	5	Gender Identity	0	Mental Disability	1
Religion	0	Age under 40	0	Physical Disability	1
Sex	3	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	2
				Race	3

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	2	Advertising	0	Fail To Hire	0
Negative Treatment	3	Accessibility	0	Harassment	1	Fail To Promote	0
Racial Harassment	1	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	1
Termination	5	Discipline	2	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

June 01 , 2017 THRU June 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	1
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	1
Right to sue letter issued	0
No Probable Cause	9
Mediation Settlement	3
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	15

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	5
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	2
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	20
Mediation Settlement	18
Jurisdiction waived	0
Fact do not support claim	5
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	69

Summary: Previous Open: 108 (+) New Open 9 (-) Closed 15 (=) Total Open 102

Probable Cause (Monthly) = 1 (Annual) = 2

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	4
Total number for year 2015	25
Total number for year 2016	40
Total number for year 2017	33
Total	102

Complaint By Status	
Status	Count
Initial Investigation 3	1
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	11
Final Investigation	2
Intermediate Investigation	18
Mediation	9
Mediation/Intermediate Invest.	0
Initial Investigation (2)	42
Initial Investigation	8
Initial Review / Screening	8
Opened	0
Total	102



CASE STATUS REPORT

Monthly Summary

June 01 , 2017 THRU June 30 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	1.5	30
Total	1	1.5	30

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	16	38	690
Respondent Training	8	16.5	386
Total	24	54.5	1076

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	5
Closed with resolution	5	20

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

Year to Date	
Resolution	Count
Monetary Settlement	12
No Resolution	5
Reinstatement	0
Specific Performance	6
Policy Change	1
Training	1
Total	25

Total monthly settlement amount: \$17,945.00

Total yearly settlement amount: \$40,884.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	0
Other	0	2	HUD	0	1
Help Legal	1	3	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	3
Other City Departments	3	13	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	1	6
Scott Cty & Cthouse	0	3	Landlord Association	0	0
			Total	6	42



CASE STATUS REPORT

Monthly Summary

June 01 , 2017 THRU June 30 , 2017



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
ED-0109-0002-14	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	Intermediate Investigation
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	Initial Investigation 3
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Initial Investigation
E-0087-0043-15	Initial Investigation (2)
PA-0088-0016-15	Initial Investigation
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Initial Investigation (2)
E-0102-0049-15	Initial Investigation (2)
E-0103-0050-15	Initial Investigation (2)
E-0110-0054-15	Final Review
ED-0118-0002-15	Initial Investigation (2)
PA-0119-0019-15	Initial Investigation (2)
E-0120-0060-15	Initial Investigation (2)
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)



CASE STATUS REPORT
Monthly Summary
June 01 , 2017 THRU June 30 , 2017

Case Listing for 2016

E-0035-0017-16	Initial Investigation (2)
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	Initial 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	Intermediate Investigation
E-0085-0039-16	Initial Investigation (2)
E-0086-0040-16	PC/Conciliation
E-0088-0042-16	Initial Investigation (2)
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	Intermediate Investigation
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	Initial Investigation (2)
E-0145-0073-16	Initial Investigation (2)

Case Listing for 2017

E-0003-0002-17	Intermediate Investigation
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CASE STATUS REPORT
Monthly Summary
June 01 , 2017 THRU June 30 , 2017

Case Listing for 2017

E-0007-0005-17	Initial Investigation (2)
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	Mediation
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	Mediation
E-0037-0020-17	Mediation
E-0040-0021-17	Initial Investigation (2)
E-0043-0022-17	Mediation
E-0046-0023-17	Mediation
PA-0048-0010-17	Mediation
NJR-0050-0010-17	Initial Review / Screening
TR-0052-0002-17	Mediation
E-0053-0025-17	Mediation
E-0055-0026-17	Mediation
H-0056-0005-17	Initial Investigation
E-0057-0027-17	Initial Review / Screening
E-0058-0028-17	Initial Investigation
NJR-0059-0012-17	Initial Review / Screening
E-0060-0029-17	Initial Investigation
E-0061-0030-17	Initial Review / Screening
E-0062-0031-17	Initial Review / Screening
E-0063-0032-17	Initial Review / Screening
E-0064-0033-17	Initial Review / Screening
PA-0065-0011-17	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
7/11/2017

Subject:
Director's report

ATTACHMENTS:

Type	Description
▣ Cover Memo	Director report June 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/10/2017 - 12:00 PM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
June 2017**

I. CASE STATUS

1. No “right to sue” letters were issued in June.
2. During the month of June, three housing cases settled in mediation. The first case settled for \$5000.00 and relief in the public interest; the second case settled for \$600.00 and relief in the public interest and the third case settled for \$4345.00 and relief in the public interest. Two employment cases settled during the month of June; the first settled in conciliation for \$8000.00 and relief in the public interest; the second settled for non-monetary relief and relief in the public interest.

II. OTHER ACTIVITY

1. Director conducted training on barriers to opportunity in collaboration with Iowa Legal Aid.
2. Director participated in a FHAP Guidance meeting with HUD for the upcoming changes relating to Fair Housing Enforcement procedures.
3. Director attended the Affirmative Action meeting.
4. Director attended the civil service meeting.
5. Director met with Chief Sikorski and Scott V. to discuss police recruitment initiatives.
6. Director attended the final Media Bias discussion.
7. Director conducted training for the Quad Cities Deaf Club.
8. Director attended QCI Press release on the status of Scott County Mental Health Court.
9. Housing Analyst provided fair housing information to a tenant regarding an assistance animal.
10. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
11. Investigative Paralegal conducted ADA plan reviews.
12. Investigative Paralegal met with builders regarding ADA plan reviews.

III. OLD BUSINESS

1. School supply drive

IV. NEW BUSINESS

1. Commissioner concern