

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JUNE 13, 2017; 12:00 PM

CITY HALL CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. May Minutes 2017

IV. Directors Report

A. Case Status

B. Director's Report

V. New Business

VI. Old Business

A. Finance Policy update

VII. Public Comment and Presentation

A. Len Sandler Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
6/13/2017

Subject:
May Minutes 2017

ATTACHMENTS:

Type	Description
 Cover Memo	May Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/9/2017 - 11:16 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
CITY OF DAVENPORT, IOWA
TUESDAY, MAY 9, 2017; 12:00 PM
CITY HALL CIVIL RIGHTS CONFERENCE ROOM

The Davenport Civil Rights Commission (DCRC) met at 12:07 pm, Tuesday, May 09, 2017 in the first-floor conference room at the Davenport City Hall. Commission Chairperson, Tim Hart, presided.

Commissioners Present

Tim Hart
Judy Shawver
Susie Greenwalt
Nora Dvorak
Helen Roberson

Commissioners Absent

Nicole Briebriesco
Clyde Mayfield

Other Person(s) Present

None

Approval of Agenda

Motion made by Susie Greenwalt, seconded by Nora Dvorak, the agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Susie Greenwalt, seconded by Judy Shawver. Minutes approved by all commissioners present.

Director's Report

Director Latrice Lacey's report was given by Commissioner Tim Hart. Director Lacey was on travel in Kansas City to attend a FHAP meeting. Director Lacey conducted trainings on employment discrimination, diversity, and effective communication, all pursuant to mediation settlement agreements.

Case Status Report

There was an employment case settlement of \$7000.00 through mediation and relief in the public interest.

New Business

James O'Dean was scheduled to attend the meeting to provide follow-up information and documents, however he did not attend the meeting.

Old Business

None

Public Comment

None

Adjournment

Motion to adjourn made by Susie Greenwalt at 12:21 pm.

The next meeting scheduled for Davenport Civil Rights Commission is June 13, 2017

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
6/12/2017

Subject:
Case Status

ATTACHMENTS:

Type	Description
 Cover Memo	May 2017 Case Status report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/9/2017 - 5:23 PM



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 31 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	10	11
Total	10	11

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	5
Education	1
Housing	2
NJ EEOC Referral	3
Public Accommodation	2
Transit Title VI	2
Total	15

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	1
Housing	1
NJ EEOC Referral	1
Public Accommodation	1
Transit Title VI	1
Total	8

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	0	Mental Disability	3
Religion	0	Age under 40	0	Physical Disability	5
Sex	0	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	0
				Race	9

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	1	Terms	3	Advertising	0	Fail To Hire	2
Negative Treatment	1	Accessibility	0	Harassment	0	Fail To Promote	0
Racial Harassment	2	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	1
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	1	Fail To Serve	1
Termination	4	Discipline	1	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 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	0
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	1
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	2
Mediation Settlement	2
Jurisdiction waived	0
Fact do not support claim	3
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	8

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	4
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	1
Right to sue letter issued	0
No Probable Cause	11
Mediation Settlement	15
Jurisdiction waived	0
Fact do not support claim	5
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	54

Summary: Previous Open: 101 (+) New Open 15 (-) Closed 8 (=) Total Open 108

Probable Cause (Monthly) = 0 (Annual) = 1

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	5
Total number for year 2015	26
Total number for year 2016	49
Total number for year 2017	28
Total	108

Complaint By Status	
Status	Count
Initial Investigation 3	2
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	0
Intermediate Investigation	20
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (2)	43
Initial Investigation	11
Initial Review / Screening	3
Opened	0
Total	108



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 31 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Respondent Training	2	2.6	200
Community	2	3.5	40
Total	4	6.1	240

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	15	36	660
Respondent Training	8	16.5	386
Total	23	52.5	1046

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	5
Closed with resolution	2	15

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	9
No Resolution	5
Reinstatement	0
Specific Performance	4
Policy Change	1
Training	1
Total	20

Total monthly settlement amount: \$125.00

Total yearly settlement amount: \$22,939.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	6	IDHR	0	0
Other	0	2	HUD	0	1
Help Legal	0	2	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
Other City Departments	0	10	Bettendorf Human	1	1
DPD Internal Affairs	0	1	US Dept of Labor	2	3
Attorney Disciplinary Office	0	0	Attorney Referral	1	5
Scott Cty & Cthouse	0	3	Landlord Association	0	0
			Total	5	36



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 31 , 2017



Status of Complaints by Number and Year

Case Listing for 2014

E-0065-0032-14	PC/Conciliation
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	Initial Investigation (2)
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
H-0092-0013-15	Final Review
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
PA-0018-0003-16	Final Review
E-0022-0008-16	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 31 , 2017

Case Listing for 2016

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)
H-0037-0004-16	Intermediate Investigation
H-0038-0005-16	Intermediate Investigation
H-0039-0006-16	Intermediate Investigation
E-0040-0018-16	Initial Investigation (2)
H-0051-0007-16	Intermediate Investigation
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Initial Investigation
H-0059-0008-16	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	Intermediate Investigation
E-0088-0042-16	Initial Investigation (2)
PA-0089-0008-16	Initial Investigation (2)
H-0091-0011-16	Intermediate Investigation
E-0094-0044-16	Initial Investigation 3
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Initial Investigation (2)
H-0103-0012-16	Intermediate Investigation
E-0107-0050-16	Initial Investigation (2)
E-0110-0052-16	Initial Investigation (2)
H-0115-0013-16	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	Initial Investigation (2)
E-0125-0059-16	Intermediate Investigation
E-0128-0061-16	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

May 01 , 2017 THRU May 31 , 2017



Case Listing for 2016

E-0129-0062-16	Intermediate Investigation
PA-0132-0013-16	Final Review
E-0133-0064-16	Initial Investigation (2)
E-0135-0066-16	Initial Investigation (2)
E-0137-0068-16	Initial 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	Initial Investigation
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	Initial Investigation (2)
E-0022-0013-17	Initial Investigation (2)
E-0023-0014-17	Mediation
H-0026-0001-17	Mediation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Mediation
PA-0030-0007-17	Mediation
E-0031-0016-17	Initial Investigation (2)
E-0033-0017-17	Mediation
E-0037-0020-17	Mediation
H-0038-0002-17	Mediation
E-0040-0021-17	Mediation
E-0043-0022-17	Mediation
NJR-0044-0009-17	Initial Review / Screening
H-0045-0004-17	Initial Investigation
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	Initial Investigation
E-0055-0026-17	Initial Investigation



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

CASE STATUS REPORT
Monthly Summary
May 01 , 2017 THRU May 31 , 2017



City of Davenport

Page: 7

Case Listing for 2017	
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H-0056-0005-17	Initial Review / Screening
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City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
6/13/2017

Subject:
Director's Report

ATTACHMENTS:

Type	Description
▣ Cover Memo	May 2017 Directors report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/12/2017 - 11:43 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR May 2017

I. CASE STATUS

1. No “right to sue” letters were issued in May.
2. During the month of May, one housing case settled for \$125.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director conducted 4 effective communication trainings pursuant to an employer request.
2. Director participated in a planning meeting for the upcoming collaboration with Iowa Legal Aid.
3. Director met with TJ Schneckloth.
4. Director attended a meeting on effective communicative styles for understanding cultural differences.
5. Director attended a PUNCH meeting to discuss the 2017 school supply drive.
6. Director attended an Opportunities for Quad Cities Interfaith meeting.
7. Director and Housing Analyst attended FHAP training in Kansas City.
8. Director and Investigative Paralegal attended ADA Conference in Chicago, IL.
9. Director successfully completed the ADA Coordinator coursework and test, received certification as an ADA Coordinator.
10. Director attended the first sessions on Bias in the Media event coordinated by the Mediations Coordinator and staff from DPL. The two led discussions on the impact of media bias, focusing on the Fairness Doctrine and the depiction of the Immigrants, Refugees, Sikh, Muslim and Middle Eastern communities in the media.
11. Director attended meeting Ralph Kelly, DPD, DFD, DPR and DPL to discuss the upcoming community outreach initiatives.
12. Director and Housing Analyst prepared for and hosted HUD monitor for onsite performance assessment.
13. Housing Analyst provided fair housing information to a tenant regarding an assistance animal.
14. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
15. Investigative Paralegal conducted ADA plan reviews.
16. Investigative Paralegal met with builders regarding ADA plan reviews.
17. Investigative Paralegal performed ADA inspection on sites for new commercial business and design planning for the East Village.
18. Housing Analyst, Investigative Paralegal and Mediations Coordinator attended e-plan review training.

III. OLD BUSINESS

1. Investment Policy Update
2. Caring City
3. Resident Concern

IV. NEW BUSINESS

1. School supply drive

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
6/13/2017

Subject:
Finance Policy update

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/9/2017 - 5:16 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
6/13/2017

Subject:
Len Sandler Presentation

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/9/2017 - 11:18 AM