

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, MAY 9, 2017; 12:00 PM

CITY HALL CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. April Minutes

IV. Directors Report

A. Director's Report

B. Case Status Report

V. New Business

VI. Old Business

A. Purchase Policy Review

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department: Civil Rights
Contact Info:

Date
5/9/2017

Subject:
April Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	April 2017 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	5/8/2017 - 11:05 AM

CIVIL RIGHTS COMMISSION MEETING
May 09, 2017

Minutes of Regular Meeting
April 11, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:00 pm, Tuesday, April 11, 2017 in the first-floor conference room at the Davenport City Hall. Commission President, Tim Hart presided.

Commissioners Present

Tim Hart
Nora Dvorak
Clyde Mayfield
Susie Greenwalt
Helen Roberson

Commissioners Absent

Judy Shawver
Nicole Briebriesco

Other Person(s) Present

Director Latrice Lacey
Jim Odean

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 Helen Roberson, seconded by Nora Dvorak.

Public Comment

Jim Odean, Open Revenue Manager, City of Davenport, spoke briefly about the updates to the investment policy of the city. Recently, the Finance Department amended the investment policy which required him to submit a copy to DCRC. Upon review, staff identified an inconsistency in the investment policy, where the Affirmative Action Commission is identified as the Commission which approves the investment policy; however a copy of the policy is required to be submitted to DCRC upon approval by the council. Mr. Odean would like direction from DCRC to determine if it would like to recommend an amendment to the policy to have just one Commission review/approve the policy and receive the final copy of the approved policy. Chair Hart requested time to consider the request, so the discussion was tabled until the May meeting; however he requested that Mr. Odean submit the previous policy to Director Lacey who would provide copies to the Commissioners for the May Commission meeting. Mr. Odean will speak more with the Commission later after forwarding information requested by Tim Hart on Iowa Policy.

The council approved placing funds in accordance with the recommended investment plan; however Wells Fargo Bank is no longer eligible to handle investments and lending for the City of Davenport, IA because it does not meet CRA standards.

Report of the Director

Director Latrice Lacey reported on her monthly activity.

Director Lacey reported that she attended a joint meeting between the City of Davenport staff and Davenport Community School District (DCSD) staff where it was reported by DCSD staff that DCSD has identified a high incidence of behavioral problems among African American boys. The behavioral issues have led to the creation of a group at Sudlow elementary where the African-American boys are removed from class to attend sessions to correct their behavioral issues. The Director reported that upon asking clarifying questions it was reported that the program is only available to African-American boys, because they are the population that has been identified as having behavioral problems. Clyde Mayfield will bring information to the May 2017 meeting concerning the program.

Closed Session

Closed Session of the Davenport Civil Rights Commission (DCRC) was called to order at 1:37 pm in the first-floor conference room at the Davenport City Hall. Commission President, Tim Hart presided.

Roll Call

Nora Dvorak
Clyde Mayfield
Susie Greenwalt
Tim Hart
Helen Roberson

Motion to discuss decision to be rendered in Case E-0036-0019-14, Andrea Patrick vs Davenport Community Schools, pursuant to Iowa Code 21.5(F) made by Susie Greenwalt, seconded by Nora Dvorak. All members present voted yes.

Closed session ended at 2:03 p.m.

Meeting adjourned at 2:03 p.m.

City of Davenport
Civil Rights Commission

Department: Directors Report
Contact Info:

Date
5/9/2017

Subject:
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	5/8/2017 - 11:01 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR April 2017

I. CASE STATUS

1. No “right to sue” letters were issued in April.
2. During the month of April, one employment case settled for \$7000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director conducted an employment discrimination training pursuant to a mediation settlement agreement.
2. Director conducted a diversity training pursuant to a mediation settlement agreement.
3. Director conducted an effective communication training pursuant to a mediation settlement agreement.
4. Director attended a Breakthrough Series Collaborative Meeting.
5. Director attended a meeting on Culturally Relevant Pedagogy for Davenport Community School District.
6. Director attended an Opportunities for Quad Citizens planning meeting.
7. Director, Mediations Coordinator and Housing Analyst led a discussion on Fair Housing and Equal Opportunity, specifically focusing on barriers to opportunity within the City of Davenport.
8. Director taught Davenport U class session on the role and duties of the Civil Rights Commission.
9. Director attended Lumina Conference.
10. Director attended the Implicit Bias Training for local DHS workers, implemented through the Scott County Breakthrough Series Collaborative team. The training was taught by St. Ambrose professor, Chris Martin.
11. Director attended Civil Service Commission meeting.
12. Director met with Alderwoman Maria Dickmann regarding follow-up for the Fair Housing Month discussion.
13. Director developed and implement new processes to conduct interviews and receive evidence in an effort to create a more streamlined investigative process and shorter timeline.
14. Director met with representative from Iowa Legal Aid regarding collaborative initiatives regarding systemic barriers to opportunity.
15. Director and Investigative Paralegal completed 2016 Annual Report.
16. Housing Analyst presented Fair Housing Month training to landlord association on assistance animals and use of criminal records in tenant screening.
17. Housing Analyst compiled information for HUD’s biennial Performance Assessment Report
18. Housing Analyst revised LEAP presentation
19. Housing Analyst presented Fair Housing Month training to landlord association on assistance animals and use of criminal records in tenant screening.
20. Housing Analyst presented fair housing training module for Police Department’s all day Landlord Education Assistance Program for Davenport apartment managers and owners.
21. Investigative Paralegal conducted ADA plan reviews.
22. Investigative Paralegal met with builders regarding ADA plan reviews.

23. Investigative Paralegal performed an ADA inspection onsite for a new commercial business.

III. OLD BUSINESS

1. Investment Policy Update.
2. Caring City

IV. NEW BUSINESS

1. Commissions

City of Davenport
Civil Rights Commission

Department: Case Status Report
Contact Info:

Date
5/9/2017

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▣ Cover Memo	April Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	5/3/2017 - 10:53 AM



CASE STATUS REPORT

Monthly Summary

April 01 , 2017 THRU April 30 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	4	4
Total	4	4

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	2
Education	0
Housing	2
NJ EEOC Referral	1
Public Accommodation	0
Transit Title VI	0
Total	5

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

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

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



CASE STATUS REPORT

Monthly Summary

April 01 , 2017 THRU April 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	2
Insufficient # employees	0
No Basis	1
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	1
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	5

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	7
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	9
Mediation Settlement	13
Jurisdiction waived	0
Fact do not support claim	2
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	46

Summary: Previous Open: 101 (+) New Open 5 (-) Closed 5 (=) Total Open 101

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	27
Total number for year 2016	50
Total number for year 2017	19
Total	101

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	1
Final Review	13
Final Investigation	1
Intermediate Investigation	15
Mediation	7
Mediation/Intermediate Invest.	0
Initial Investigation (2)	45
Initial Investigation	16
Initial Review / Screening	1
Opened	0
Total	101



CASE STATUS REPORT

Monthly Summary

April 01 , 2017 THRU April 30 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	4	11.5	242
Respondent Training	3	5.5	81
Total	7	17	323

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	13	32	620
Respondent Training	6	13.5	186
Total	19	45.5	806

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	3
Closed with resolution	1	13

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

Year to Date	
Resolution	Count
Monetary Settlement	8
No Resolution	3
Reinstatement	0
Specific Performance	3
Policy Change	1
Training	1
Total	16

Total monthly settlement amount: \$7,000.00

Total yearly settlement amount: \$22,814.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	5	IDHR	0	0
Other	1	2	HUD	0	1
Help Legal	0	2	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	2
Other City Departments	2	10	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	1
Attorney Disciplinary Office	0	0	Attorney Referral	2	4
Scott Cty & Cthouse	0	3	Landlord Association	0	0
			Total	7	31



CASE STATUS REPORT

Monthly Summary

April 01 , 2017 THRU April 30 , 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	Final Review
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 Investigation
PA-0067-0011-15	Intermediate Investigation
E-0076-0037-15	Initial Investigation (2)
E-0077-0038-15	Initial Investigation (2)
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-0106-0053-15	Final Review
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	Initial Investigation (2)



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

Case Listing for 2016

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)
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	Initial 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	Initial 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	Initial Investigation (2)



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

Case Listing for 2016

E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	Initial Investigation
E-0131-0063-16	Initial Investigation
PA-0132-0013-16	Initial Investigation (2)
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
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	Initial Investigation (2)
PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Mediation
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	Mediation
E-0033-0017-17	Mediation
E-0037-0020-17	Initial Investigation
H-0038-0002-17	Initial Investigation
H-0039-0003-17	Initial Investigation
E-0040-0021-17	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
5/9/2017

Subject:
Purchase Policy Review

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	5/8/2017 - 11:26 AM