

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, FEBRUARY 13, 2018; 12:00 AM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. Minutes January 2018

IV. Directors Report

A. Director's Report

B. Case Status Report

V. New Business

A. E-0002-0001-15

B. Palmer PID Rezoning

VI. Old Business

VII. Public Comment and Presentation

VIII. Closed Session

IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Minutes January 2018

ATTACHMENTS:

Type	Description
 Cover Memo	Minutes January 2018

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/12/2018 - 10:54 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
February 13, 2018
Minutes of Regular Meeting of January 09, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:05 pm, Tuesday, January 09, 2018 in the first-floor conference room at the Davenport City Hall. Director Latrice Lacey presided. A quorum was met.

Commissioners Present

Nicole Briebriesco
Clyde Mayfield
Judy Shawver
Helen Roberson

Commissioners Absent

Susie Greenwalt

Other Person(s) Present

Devan Patel, QC Times

Approval of Agenda

Motion made by Helen Roberson, seconded by Nicole Briebriesco. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Clyde Mayfield, seconded by Judy Shawver. Minutes approved by all commissioners present.

Director's Report

- Richard Rothstein will be the speaker at the 50th Anniversary Conference on Fair housing.
- A victim of housing discrimination will also speak at the 50th Anniversary Conference.
- Distributed the Mosaic Palmer PID or Disparate Impact Analysis Report and input on the report provided by Calvin Bradford to be reviewed at the February meeting and returned to the Planning and Zoning Commission and Council.
- Advertisement of monthly events on web page.

Motion to accept the director's report made by Helen Roberson, seconded by Clyde Mayfield.

Case Status Report

- No "right to sue" letters issued in January 2018.
- Two discrimination cases settled with relief in the public interest.

New Business

None

Old Business

None

Public Comment

None

Adjournment

Meeting adjourned at 12:33 pm. Motion made by Nicole Briebriesco, seconded by Clyde Mayfield.

The next meeting scheduled for Davenport Civil Rights Commission is March 12, 2018

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Director Report January 2018

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/12/2018 - 10:53 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
January 2018**

I. CASE STATUS

1. One “right to sue” letter was issued in January.
2. During the month of January one employment case and one housing case settled. The employment case, filed on the bases of sex, familial status and marital involved allegations of discrimination, where the Complainant was denied a job due to her status as a single mother, settled for \$2500.00. The housing case, filed on the basis of race, for denial of rental opportunity due to criminal record, settled for \$750.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director prepared for oral arguments on the housing case pending appeal.
2. Director met with the Mayor and Counsel to review Commissioner appointment process and applications.
3. Director met with staff and participants from Love Girls magazine to discuss upcoming media campaign relating to sexual harassment and sexual assault.
4. Director met with staff from Iowa CASA to establish collaborative efforts to develop local trainings on sexual harassment.
5. Director presented Effective Communication training to Citibus staff.
6. Director attended Civil Service Meeting.
7. Director held conference call with Jack Cann to discuss Mosaic Disparate Impact Study.
8. Director held conference call with Calvin Bradford to discuss Mosaic Disparate Impact Study.
9. Director met with community members to discuss efforts throughout the City of Davenport to Affirmatively Further Fair Housing.
10. Director attended FY2019 Budget meeting.
11. Director and Housing Analyst planned Fair Housing symposium and met with 50th Anniversary of the Fair Housing Symposium planning committee.
12. Director and Housing Analyst met with potential donors regarding funding for Fair Housing Symposium.
13. Housing Analyst met with Scott County Bar Association Executive Committee regarding CLE partnership for Fair Housing Symposium.
14. Housing Analyst presented fair housing module for Police Department’s all day Landlord Education Assistance Program for Davenport rental housing owners and managers.
15. Housing Analyst prepared HUD quarterly report.
16. Housing Analyst monitored Compliance in closed housing cases that conciliated.
17. Director and Housing Analyst reviewed disparate impact analysis of the proposed PID performed by Mosaic.
18. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. Equity Report and Statistics
2. Board and Commission Appointments
3. Fair Housing Act 50th Anniversary Celebration

4. Oral Argument in Housing case pending appeal

IV. NEW BUSINESS

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▣ Cover Memo	January 2018 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/12/2018 - 10:58 AM



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
Total	2	2

Year to Date		
Area	Filed	Closed
Housing	2	2
Total	2	2

Overall total active informal complaints: 0

Formal Case Information Identified this Month

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

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

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

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



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



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	1
Right to sue letter issued	1
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	1
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	7

Disposition of formal complaints (Annual)	
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	1
Right to sue letter issued	1
No Probable Cause	0
Mediation Settlement	1
Jurisdiction waived	1
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	7

Summary: Previous Open: 138 (+) New Open 4 (-) Closed 7 (=) Total Open 135

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	24
Total number for year 2016	40
Total number for year 2017	65
Total number for year 2018	3
Total	135

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	22
Final Investigation	5
Intermediate Investigation	23
Mediation	10
Mediation/Intermediate Invest.	0
Initial Investigation (2)	55
Initial Investigation	16
Initial Review / Screening	0
Opened	0
Total	135



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



Staff Presentation Information

Monthly Presentations

Presentation type	Count	Hours	People
Community	1	1.5	14
Total	1	1.5	14

Year to Date Presentations

Presentation type	Count	Hours	People
Community	1	1.5	14
Total	1	1.5	14

Mediation and Settlement Information

Mediation & Settlement

	Month	YTD
Held with no resolution	0	0
Closed with resolution	2	2

Monthly

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

Year to Date

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

Total monthly settlement amount: \$3,250.00

Total yearly settlement amount: \$3,250.00

Referrals

Referral Distribution

	Month	YTD		Month	YTD
ICRC	4	4	IDHR	0	0
Other	0	0	HUD	0	0
Help Legal	2	2	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	0
Other City Departments	0	0	Bettendorf Human	0	0
DPD Internal Affairs	1	1	US Dept of Labor	0	0
Attorney Disciplinary Office	0	0	Attorney Referral	1	1
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	8	8



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	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	PC/Conciliation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0096-0045-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Intermediate Investigation
E-0102-0049-15	Intermediate Investigation
E-0103-0050-15	Final Review
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	Final Review
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	Intermediate Investigation
E-0027-0010-16	Intermediate Investigation
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Initial Investigation (2)
H-0037-0004-16	Final Investigation



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



Case Listing for 2016

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	Final Review
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 Review
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Intermediate Investigation
E-0088-0042-16	Final Investigation
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Final 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	Final Investigation
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Intermediate Investigation
E-0125-0059-16	Final Review
E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	PC/Conciliation
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)
E-0009-0007-17	Intermediate Investigation



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



Case Listing for 2017

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-0036-0019-17	Initial Investigation (2)
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Initial Investigation (2)
E-0053-0025-17	Initial Investigation (2)
E-0055-0026-17	Mediation
E-0058-0028-17	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	Initial Investigation (2)
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)
H-0081-0008-17	Initial Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0088-0047-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Mediation
E-0096-0049-17	Initial Investigation (2)
E-0097-0050-17	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

January 01 , 2018 THRU January 31 , 2018



Case Listing for 2017

E-0099-0051-17	Initial Investigation (2)
H-0102-0012-17	Mediation
E-0105-0054-17	Initial Investigation
E-0106-0055-17	Mediation
PA-0108-0014-17	Initial Investigation
H-0111-0015-17	Initial Investigation (2)
E-0117-0057-17	Mediation
E-0119-0059-17	Initial Investigation (2)
E-0120-0060-17	Mediation
E-0121-0061-17	Initial Investigation (2)
PA-0122-0015-17	Initial Investigation (2)
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Mediation
E-0127-0066-17	Mediation
E-0128-0067-17	Initial Investigation (2)
E-0129-0068-17	Initial Investigation
E-0130-0069-17	Mediation
E-0131-0070-17	Initial Investigation
E-0132-0071-17	Initial Investigation (2)
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Initial Investigation (2)
E-0136-0073-17	Initial Investigation
E-0137-0074-17	Initial Investigation
ED-0142-0002-17	Initial Investigation
E-0143-0075-17	Initial Investigation

Case Listing for 2018

E-0001-0001-18	Initial Investigation
E-0002-0002-18	Initial Investigation
ED-0003-0001-18	Initial Investigation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
2/13/2018

Subject:
E-0002-0001-15

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/7/2018 - 1:14 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
2/13/2018

Subject:
Palmer PID Rezoning

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	2/7/2018 - 1:13 PM