

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

Tuesday, March 10, 2026; 12:00 PM

Virtual Via Zoom:

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

I. Roll Call

Virtual Via Zoom:

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II. Approval of Agenda

III. Approval of Minutes

A. February 2026 Minutes

IV. Director's Report

A. February 2026 Director's Report

B. February 2026 Case Status Report

V. New Business

A. E-0074-0039-17

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department: Civil Rights
Contact Info: |
Subject:
February 2026 Minutes

Action / Date
3/10/2026

Attachments:

1. DCRS Reg Meeting February 10, 2026

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
Tuesday, February 10, 2026; 12:00 PM

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, February 10, 2026, online using Zoom. Commission Chair Michael Guster presided over the meeting.

Commission Chairman Guster had Commissioner Transou take the roll call.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Frank Holley
Charlene Upchurch-Taylor
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Director Lacey
Nick Huffman
Roxanne Conlin and Associates, PC
Tyler Adams
Others from the community

AGENDA

Commissioner Guster called for the approval of the agenda. Commissioner Holley made a motion to approve the agenda; Commissioner Upchurch-Taylor seconded the motion. All Commissioners approved the agenda.

APPROVAL OF MINUTES

On motion by Commissioner Holley, seconded by Commissioner Boyd, minutes of the regular meeting of December 9, 2025, were approved. All Commissioners voted yes.

On motion by Commissioner Holley, seconded by Commissioner Upchurch-Taylor, minutes of the regular meeting of January 13, 2026, were approved. All Commissioners voted yes.

Closed session: H-0050-0015-21

Before the Commission went into a closed session, Nickolas Huffman spoke on behalf of the Defendant. Mr. Huffman stated he believed the Commission should follow the ALJ's decision. Tylor Adams then spoke on behalf of the Complainant. Ms. Adams requested that the Commission consider the damages and award them to the Complainant.

“At 12:21 p.m. o’clock pursuant to Iowa Code 21.5 (1) (f) and upon motion by Commissioner Boyd, seconded by Commissioner Upchurch-Taylor, and with all Commissioners, Boyd, Guster, Holley, Upchurch-Taylor, and Transou present and voting yes, the Commission moved into closed session to discuss the decision to be rendered in a contested case proceeding.”

The Commission reconvened in open session at 1:07 p.m. A roll call was taken and all Commissioners, Boyd, Guster, Holley, Upchurch-Taylor, and Transou were present and back in the open meeting. Secretary Transou was instructed to read the following statement of its decisions on case H-0050-0015-21.

The Commissioners voted to compensate the Complainant on her proposed remedies as follows:

For past emotional distress the Commission awards:	\$7,000.00
For future mental and emotional trauma and stress the Commission awards:	\$5,000.00
The Commission awards accumulated storage expenses for the Complainant:	\$552.94
Reimbursement of Complainants housing assistance is denied.	\$0
The Commission will allow Complainants reasonable attorney fees allowed by law.	\$38,070.00
The Complainants request that the Commission assert a penalty against the Respondent will not be allowed.	\$0

For every item and decision for approval by the Commission the votes are as follows:

Commissioner Boyd	Abstained
Commissioner Guster	Yes
Commissioner Holley	Yes
Commissioner Upchurch-Taylor	Yes
Commissioner Transou	Yes

DIRECTOR’S REPORT

The Director stated there was one “right to sue” letter in December and January, and one case was settled across December and January in mediation. The case was resolved with \$8,000 for the Complainant and relief in the public interest.

Director Lacey noted that follow-up attempts with Interim City Administrator Gleason on items from the November joint meeting, including relocation and a delayed part-time hire, were without definitive responses. The Director explained that the bid presented at the November meeting related to a different contractor proposal than the Commission’s August submission and that Interim City Administrator Gleason indicated that the Commission’s proposal had not been received, prompting a new contractor request for an updated proposal. The Director reported

lacking clarity about HR objections to hiring remote staff and no direct HR response on the hiring issues. Director Lacey reported unresolved questions about why the Commission's relocation bid and hiring proposals were not processed as expected.

The Director stated there remains no resolution to the internal complaint regarding the interception of the Commission's confidential mail, submitted on December 20, 2023.

Director Lacey stated the department lost a housing analyst and has temporarily reassigned intake duties to Civil Rights intake staff while recruitment continues. The Director requested authority to restructure affected roles to independent contractor arrangements when hiring barriers prevent timely onboarding, provided changes remain budget neutral.

The Director stated the Commission was not provided timely budget materials and discovered an apparent elimination of the intake specialist position in the version presented to Council without prior consultation. Director Lacey plans to request a meeting with Interim City Administrator Gleason, alongside Chairman Guster and Vice Chair Holley to resolve outstanding hiring and budget coordination issues. The Director requested authority to reclassify approved positions to independent contractor roles as needed. Commissioner Guster asked for a motion, and it was made by Commissioner Upchurch-Taylor and seconded by Commissioner Holley. The motion language authorized Director Lacey to convert part-time positions to independent contractor status as needed to meet workload demands. There were no questions, and by voice vote all Commissioners, Boyd, Guster, Holley, Upchurch-Taylor, and Transou voted "Aye" to carry the motion, and it passed.

Concern was expressed that the Governor plans to remove local protections, which could eliminate or centralize Commission functions. The possible removal of local protections could force residents to travel to Des Moines for services.

Director Lacey stated the Civil Rights Commission has 173 cases, 19 education, 71 housing, and 28 public accommodation cases.

NEW BUSINESS

A. Position Restructuring

This agenda item was discussed and voted on during the Director's report.

OLD BUSINESS

None

PUBLIC COMMENT AND PRESENTATION

None

ADJOURN

Commissioner Upchurch-Taylor made a motion to adjourn the meeting, it was seconded by Commissioner Transou, all Commissioners voted yes to adjourn the meeting.

NEXT MEETING

The next regular meeting of the Commission is April 14, 2026, at 12 noon.

Submitted by Commission Secretary, Jeff Transou

City of Davenport
Civil Rights Commission

Department: Civil Rights
Contact Info: |
Subject:
February 2026 Director's Report

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1. March 2026 Director's Report

**DIRECTOR’S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
February 2026**

I. CASE STATUS

1. No “right to sue” letters were issued in the month of February.
2. One case settled in conciliation in the month of February. This case involved allegations of race and disability discrimination and retaliation in housing. The case resolved for specific performance for the Complainant and relief in the public interest.

II. OTHER ACTIVITY

1. The Director completed case processing documentation.
2. The Director contacted City Administrator Gleason to schedule a meeting with the Chair and Vice Chair open the lines of communication.
3. The Director met with staff to develop an updated proposal on the property proposed for the office relocation tailored to the specific requests submitted by the Commission.
4. The Director still has not received commitment from the CFO to attend the Commission meeting to go over the answers to the questions posed following the Joint Work session with the City Council, the initial request was for attendance at the November meeting.
5. The Director attended the city’s Goal Setting Workshops.
6. The Director met with EEOC to conduct a technical review.
7. The Director attended an IAOHRA information session.
8. The Director attended a pre-hearing conference.
9. The Director conducted a Black History Month training in collaboration with the Davenport Library.
10. There remains no resolution to the internal complaint regarding the interception of the Commission’s confidential mail, it was submitted on December 20, 2023.
11. The Director continues to monitor COVID-19¹ rates and its impact on office functions.
12. The Director worked on case resolution documents.
13. The Director worked on litigation.
14. The Director paused reviewing applications for the open positions pending an update on FY27 budget.
15. The Director continues to work on the update of training materials and professional development opportunities related to the staffing realignment related to the forced departure of the Asst. Director/Housing Programs Manager.
16. The Housing Analyst position continues to be staffed on an interim basis by the Civil Rights Intake staff member.
17. The Civil Rights Intake Specialist worked on housing investigations.
18. The Civil Rights Intake Specialist worked on housing inquiries.
19. The Civil Rights Intake Specialist worked on case resolutions.
20. The Senior Civil Rights Analyst worked on case intakes.
21. The Senior Civil Rights Analyst worked on investigations.
22. The Senior Civil Rights Analyst worked on case resolutions.

¹ Also, measles, influenza and RSV.

III. OLD BUSINESS

1. Ongoing discrimination, harassment and bullying of Commission staff.
 1. Retaliatory actions against Commission staff and further examples of different treatment.
2. Legal Department refusal to accept Commission referral.
3. Use of racial slurs in City Hall. City's failure to initiate complaint investigation.
4. The investigation of hostile working environment, still no findings over a year after the initiation of the investigation.
5. Continued refusal to process vacation correction, despite receiving their legal opinion which clearly indicates that the Commission's procedure for processing the correction was appropriate and the subsequent resolution directing the reversal of any decisions infringing on the Commission's decision making authority.
6. Constructive discharge of Commission employees.
7. The Commission continues to face delays and obstructive actions by City Administration that have hindered resolution of matters previously presented to the City Council. These actions appear to be intended to undermine the Commission's mission and reflect ongoing retaliation and retaliatory harassment in response to substantiated complaints of discrimination and harassment.
8. Office Relocation
9. Council Resolution - The resolution was passed July 23, 2025 however past actions have not been corrected.

IV. NEW BUSINESS

1. Budget Update
2. EEOC Worksharing Agreement
3. HUD-1044

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