

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

Tuesday, May 12, 2026; 12:00 PM

Virtual Via

Zoom:<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09>

I. Roll Call

Virtual Via

Zoom:<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUnp4WIZndk9tbXZiMIY1UT09>

II. Approval of Agenda

III. Approval of Minutes

A. March 2026 Minutes

IV. Director's Report

A. March 2026 Director's Report

B. March 2026 Case Status Report

C. April 2026 Director's Report

D. April 2026 Case Status Report

V. New Business

A. Finance Presentation

B. H-0123-0043-23

C. H-0117-0060-22

D. H-0083-0117-22

E. E-0073-0038-17

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:  
March 2026 Minutes

**Action / Date**  
**5/12/2026**

Attachments:

1. DCRS Reg Meeting March 10, 2026

DAVENPORT CIVIL RIGHTS COMMISSION  
Minutes of Regular Meeting  
Tuesday, March 10, 2026; 12:30 PM

The Davenport Civil Rights Commission (DCRC) met at 12:30 p.m. Tuesday, March 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  
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 Upchurch-Taylor, minutes of the regular meeting of February 10, 2026, were approved. All Commissioners voted yes.

## **DIRECTOR'S REPORT**

The Director stated there was no right to sue letters in February, and one housing settlement addressing race and disability discrimination with retaliation and specific-performance relief and policy change, there was relief in the public interest.

Director Lacey stated there were six cases closed in February, three employment, one housing, and the two of those we did not have jurisdiction, so they were referred to another agency. The Director stated the Commission currently has 174 employment cases, 21 accommodations, and 19 education cases.

The Director described meetings with city leadership, participation in city goal-setting workshops on housing and unhoused programming, an EEOC technical review, federal contracting updates after an Alaska conference, and work with public works and a contractor on a property relocation proposal; the Director noted pending clarification about FY27 staffing and changes to a work-sharing funding cap.

Commissioners asked about the Alaska conference content and whether Commissioners should attend compliance meetings. Director Lacey explained the sessions focus on contract compliance, case processing, and cross-filing with federal agencies, and stated Commissioner attendance would likely have a limited utility.

The Director stated public works staff, and their contractor will produce a revised relocation property proposal that aligns the August list of needs with the current budget and the Director's updated feedback.

Director Lacey will obtain and report back on the proposed FY27 staffing status and whether the advertised position remains authorized following the budget update.

Director Lacey will request an updated HUD Form 1044 to correct the missing funding and follow up until the funding document is corrected.

Staff will add an agenda item about legislative impacts on civil rights enforcement for the April 14, 2026, Commission meeting.

The Director contacted City Administrator Gleason to schedule a meeting with the Chairman Guster, and Vice Chair Holley, to open the lines of communication scheduled for tomorrow that would also include meeting with Alderman Newton.

The Director conducted a Black History Month training course in collaboration with the Davenport Library. Putnam Museum reps were there and invited folks to the exhibit.

## **NEW BUSINESS**

### **A. E-0074-0039-17**

The Commission reviewed the probable-cause employment case, Director Lacey recommended against a public hearing because of limited Commission resources and multiple pending hearings. A motion was made by Commissioner Boyd to not take the case to public hearing; it was seconded by Commissioner Holley. The motion was carried unanimously.

**OLD BUSINESS**

None

**PUBLIC COMMENT AND PRESENTATION**

Commissioner Boyd expressed distress about recent legislative activity on Civil Rights and requested this concern be put on the agenda for the next meeting. The request was accepted for the April 14, 2026, meeting.

**ADJOURN**

Commissioner Holley made a motion to adjourn the meeting, it was seconded by Commissioner Upchurch-Taylor, all Commissioners voted yes to adjourn the meeting. The meeting ended at 12:52 p.m.

**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:  
March 2026 Director's Report

**Action / Date**  
**5/12/2026**

Attachments:

1. April 2026 Director's Report

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

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**I. CASE STATUS**

1. One “right to sue” letter was issued in the month of March.
2. One case settled in conciliation in the month of March. This case involved allegations of race and disability discrimination in employment. The case resolved for \$30,000 for the Complainant and relief in the public interest.

**II. OTHER ACTIVITY**

1. The Director completed case processing documentation.
2. The Director met with City Administrator Gleason, Alderwoman Newton, Chairperson Guster and Vice Chairperson Holley to followup on some matters that have remained unresolved from prior meetings.
3. The Director worked with staff on the 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 reviewed updated technical services.
6. The Director updated fair housing training materials.
7. The Director researched and worked on a draft of new case processing materials for staff pursuant to new legislation.
8. The Director attended an ADA Litigation Update training.
9. The Director attended an education law training.
10. The Director attended a Civil Rights training.
11. The Director attended Emerging Issues in Administrative Law training.
12. There remains no resolution to the internal complaint regarding the interception of the Commission’s confidential mail, it was submitted on December 20, 2023.
13. The Director continues to monitor COVID-19<sup>1</sup> rates and its impact on office functions.
14. The Director worked on case resolution documents.
15. The Director worked on litigation.
16. The Director continues to pause review of applications for the open positions pending an update on FY27 budget.
17. 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.
18. The Director and Administrative Assistant worked on updating documents to reflect changes to case processing.
19. The Housing Analyst position continues to be staffed on an interim basis by the Civil Rights Intake staff member.
20. The Civil Rights Intake Specialist worked on housing investigations.

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<sup>1</sup> Also, measles, influenza and RSV.

21. The Civil Rights Intake Specialist worked on housing inquiries.
22. The Civil Rights Intake Specialist worked on case resolutions.
23. The Senior Civil Rights Analyst worked on case intakes.
24. The Senior Civil Rights Analyst worked on investigations.
25. The Senior Civil Rights Analyst worked on case resolutions.

### **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 two years after the initiation of the investigation.
  5. Continued refusal to process vacation correction, despite 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 - Still awaiting updates on the funding and viability of this project.
  9. Council Resolution - The resolution was passed July 23, 2025 however past actions have not been corrected.

### **IV. NEW BUSINESS**

1. Budget Update
2. SF579 Implications

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
March 2026 Case Status Report

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

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

**Action / Date**  
**5/12/2026**

Attachments:

1. May 2026 Director's Report

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

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**I. CASE STATUS**

1. One “right to sue” letter was issued in the month of April.
2. Three cases settled in mediation and conciliation in the month of April, one case was in the area of housing and two were employment cases. The housing case settled in conciliation involving a housing discrimination claim for disability discrimination, with a failure to accommodate. This case settled for relief for the Complainant and relief in the public interest. One employment case that settled in conciliation involved allegations of race and disability discrimination, involving different treatment and a failure to accommodate. This case settled for \$37,440 and relief in the public interest. The second employment case involved allegations of discrimination on the basis of race, sexual orientation and retaliation relating to unfair, discipline and termination this case resolved for \$2,500 and relief in the public interest.

**II. OTHER ACTIVITY**

1. The Director completed case processing documentation.
2. The Director met with City Administrator Gleason, Alderwoman Newton, Chairperson Guster and Vice Chairperson Holley to followup on some matters that have remained unresolved from prior meetings.
3. The Director worked with staff on the updated proposal on the property proposed for the office relocation tailored to the specific requests submitted by the Commission.
4. The Director received commitment from City Administrator Gleason for the Finance Director to attend the Commission meeting to go over the answers to the questions posed following the Commission’s Joint Work session with the City Council. The initial request was for attendance at the November meeting.
5. The Director updated fair housing training materials.
6. The Director conducted a fair housing training at the Des Moines Human Rights Commission’s Housing Summit.
7. There remains no resolution to the internal complaint regarding the interception of the Commission’s confidential mail, it was submitted on December 20, 2023.
8. The Director worked on case resolution documents.
9. The Director worked on litigation.
10. The Director continues to pause review of applications for the open positions pending an update on FY27 budget.
11. The Director continues to work on the update of training materials and professional development opportunities relating to the staffing realignment following the forced departure of the Asst. Director/Housing Programs Manager.
12. The Director and Administrative Assistant continued to work on updating documents to reflect changes to case processing procedures.
13. The Housing Analyst position continues to be staffed on an interim basis by the Civil Rights Intake staff member.
14. The Civil Rights Intake Specialist worked on housing investigations.

15. The Civil Rights Intake Specialist worked on housing inquiries.
16. The Civil Rights Intake Specialist worked on case resolutions.
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### **III. OLD BUSINESS**

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  2. Legal Department refusal to accept Commission referral.
  3. Use of racial slurs in City Hall. City's failure to initiate complaint investigation.
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  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.
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### **IV. NEW BUSINESS**

1. Budget Update
2. SF579 Implications

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
April 2026 Case Status Report

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
Finance Presentation

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
H-0123-0043-23

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
H-0117-0060-22

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
H-0083-0117-22

**Action / Date**  
**5/12/2026**

Attachments:  
None

City of Davenport  
Civil Rights Commission

Department: Civil Rights  
Contact Info: |  
Subject:  
E-0073-0038-17

**Action / Date**  
**5/12/2026**

Attachments:  
None