

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

Tuesday, August 11, 2026; 12:00 PM

Virtual Via Zoom:

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

I. Roll Call

Virtual Via Zoom:

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II. Approval of Agenda

III. Approval of Minutes

A. July 2026 Minutes

IV. Director's Report

A. July 2026 Director's Report

B. July 2026 Case Status Report

V. New Business

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:
July 2026 Minutes

Action / Date
8/11/2026

Attachments:

1. DCRS Reg Meeting July 14, 2026

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
Tuesday, July 14, 2026; 12:00 PM

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, July 14, 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
Noah Truesdell
Jeff Transou

Commissioner Guster and other Commissioners welcomed new Commissioner Noah Truesdell to the Davenport Civil Rights Commission. Commissioner Truesdell was reminded that he may come to Director Lacey or Commission Chairman Guster for any questions he may have about trainings or any other transition concerns.

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 voted Aye to approve the agenda.

APPROVAL OF MINUTES

The minutes of the Commission meeting in June were presented, Commissioner Boyd made a motion to accept the June minutes, Commissioner Holley second the motion. All Commissioners stated Aye, none were opposed, and the minutes passed.

DIRECTOR'S REPORT

The Director reported no right-to-sue letters in June, 20 case closures with category breakdowns, four new employment complaints, one new housing complaint, and updated caseload totals. Director Lacey described HUD year-end case-processing work, a brief due in an appeal to the Iowa Supreme Court, a July 28 public hearing on a public accommodations case, outstanding budget follow-up with the City Administrator, and work on Commissioner training modules. The Director also reported collaborating with outside counsel on discovery and updating templates for state-law-driven case-processing changes, noting some items may require Commission review.

Commissioners discussed preferred days and formats for upcoming training, identified Tuesdays and some Mondays as problematic, and converged on Thursdays as a likely option; Director Lacey agreed to send a Doodle poll with Thursday dates. Participants expressed mixed preferences for in-person, Zoom, or hybrid formats, with several preferring in-person sessions.

Chairman Guster proposed re-contacting the City Administrator and Councilwoman Newton regarding unresolved budget questions and indicated willingness to give the Administrator time if on leave.

Commissioner Truesdale confirmed receipt of the Director's materials in the agenda packet and said he will schedule additional training and complete required training within 90 days.

Director Lacey stated she will touch base with Commissioner's Guster and Holley regarding litigation discovery materials.

NEW BUSINESS

None

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. The meeting ended at 12:24 p.m.

NEXT MEETING

The next regular meeting of the Commission is August 11th, 2026, at 12 noon.

Submitted by Commission Secretary, Jeff Transou

City of Davenport
Civil Rights Commission

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July 2026 Director's Report

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1. August 2026 Director's Report

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR July 2026

I. CASE STATUS

1. No "right to sue" letters were issued in the month of July.
2. One housing case settled in mediation in the month of July, the case involved allegations of race and disability discrimination and resolved for \$3,480.00 and relief in the public interest.

II. OTHER ACTIVITY

1. The Director completed case processing documentation.
2. The Director worked on the preparation for the July 28 public hearing, which has been rescheduled to September 15.
3. The Director followed up on the transmitted the requested followup packet from the budget presentation and has requested a meeting to followup on the matters that have remained unresolved from prior meetings.
4. The Director sent out a poll for training for commissioner training.
5. The Director worked on developing materials for updated Commissioner training modules.
6. There remains no resolution to the internal complaint regarding the interception of the Commission's confidential mail, it was submitted on December 20, 2023. The Director has drafted and submitted a records request for details regarding the retention, scope and records associated with the investigation that was supposed to be conducted into the interception of the Commission's mail and hiring outside counsel to represent the Commission without its knowledge.
7. The Director worked with outside counsel on the review and submission of additional documents and interrogatories.
8. The Director worked with outside counsel on the submission of the Commission's responses to additional requests.
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 reviewing and updating templates 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.
17. The Senior Civil Rights Analyst worked on case intakes.
18. The Senior Civil Rights Analyst worked on investigations.

19. 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. Commissioner training - Poll completion.
2. Litigation Updates - Depositions of DCRC parties has been requested, before the Plaintiff's own deposition or the deposition of any of the admitted decision makers. Those depositions were cancelled and are in the process of being rescheduled.

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None