

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, MAY 11, 2021; 12:00 PM

REGULAR MEETING VIA ZOOM AMENDED AGENDA

AMID CONCERNS ABOUT THE SPREAD OF COVID-19 (CORONAVIRUS) WITHIN OUR COMMUNITY, AS AN ONGOING MITIGATION MEASURE, IN COMPLIANCE WITH CDC RECOMMENDATIONS, THE COMMISSION WILL HOST ITS NEXT MONTHLY MEETING, SCHEDULED FOR MAY 11, 2021 AT NOON THROUGH A VIRTUAL FORMAT. THIS ACTION HAS BEEN TAKEN DUE TO SAFETY CONCERNS ASSOCIATED WITH COVID-19. THE HEALTH AND SAFETY OF COMMUNITY MEMBERS, VISITORS, CUSTOMERS AND OUR STAFF AT THE DAVENPORT CIVIL RIGHTS COMMISSION IS ALWAYS A TOP PRIORITY. IT IS WITH THIS IN MIND THAT WE HAVE TAKEN THIS STEP TO MITIGATE THE POSSIBILITY OF COMMUNITY TRANSMISSION. IF YOU WOULD LIKE TO SIGN UP TO ATTEND OUR NEXT MEETING, PLEASE REGISTER IN ADVANCE FOR THIS MEETING- YOU WILL FIND THE LINK IN THE AGENDA UNDER ROLL CALL. AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

I. Roll Call

- A. Zoom Meeting
[https://us02web.zoom.us/j/3252131702?](https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09)
[pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09](https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09)

II. Approval of Agenda

III. Approval of Minutes

- A. March 3, 2021 Minutes
- B. March 9, 2021 Minutes
- C. April 13, 2021 Minutes
- D. April 27, 2021 Special meeting minutes

IV. Directors Report

- A. Directors Report April 2021
- B. Case Status Report April 2021

V. New Business

- A. E-0075-0040-17
- B. Administrative Law Judge Duties
- C. Commissioner Conduct

VI. Old Business

A. Administrative Rules

B. Policing Reforms Proposal Followup

VII. Closed Session Pursuant to Iowa Code 21.5(1)(a)

VIII. Public Comment and Presentation

IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Zoom Meeting
<https://us02web.zoom.us/j/3252131702?pwd=QjBJZm9WbnFmV1MvUE9FWFdGekxTUT09>

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|---------------------|
| Civil Rights | Badillo, Beth | Approved | 4/14/2021 - 3:24 PM |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
March 3, 2021 Minutes

ATTACHMENTS:

| Type | Description |
|--------------|----------------------|
| ▢ Cover Memo | March 3 2021 Minutes |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|---------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 9:58 AM |

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Special Meeting
Wednesday, March 3, 2021, 11:00 AM

The Davenport Civil Rights Commission (DCRC) met at 11 a.m. Wednesday, March 3, 2021 online through a Zoom call meeting. This was a special meeting of the Commission. Commissioner Batimana presided.

COMMISSIONERS PRESENT:

Henry Karp
Michael Guster
Richard Pokora
Ruby Batimana
Ethelene Boyd
Janelle Swanberg
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Latrice Lacey
Alderman Pat Peacock
Other members of the community.

APPROVAL OF AGENDA

On motion by Commissioner Guster, seconded by Commissioner Boyd, the agenda for the special meeting was approved. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

N/A - Special meeting today

NEW BUSINESS

The Commission discussed the options the City Council had before them of increasing staff or hours for the CRC at their last meeting.

The options were:

- A. Move a part-time position to full time.
- B. Establish a new full time position.

The Commission discussed their dismay and frustration that neither option was approved. Commissioners discussed what could be presented to the City Council moving forward. Suggestions included getting and presenting statistics and showing how many more cases the Commission could have taken.

Discussion also included Commissioners comments to the media without consensus and micro-aggressions and bias against black women because they are experiencing racism and sexism,

such as having their judgment questioned in their area of expertise and being asked to provide additional evidence of their competence on the job.

Two approaches were brought up. Short term goals, such as an additional investigator and long term goals, such as seeking more funding for cases. Other ideas were sending letters to City Council members expressing our disappointment, and asking what they need from the Commission for more funding. In the normal budget process, the library has meetings with the City Council, and others, but not the CRC was given this option.

The CRC had a discussion and decided to form a budget committee. Commissioner Karp made the motion, and Commissioner Boyd seconded the motion to establish a budget committee. Volunteers were Commissioner Guster (Chair), Commissioner Pokora (Vice Chair), Commissioner Boyd, and Director Lacey. Commissioner Guster made a motion to send a letter to each City Council member, seconded by Commissioner Boyd, and approved by all Commission members, to ask for reasons of why the Commission was denied, and why neither option was approved.

Alderman Pat Peacock was in attendance and was asked by the CRC if he would like to help in the discussion. The Alderman felt we should put all of our possible solutions on the table. Talk to members of the City Council, go after the amended budget, and send letters.

The Commission decided that the Chair, Vice Chair, and Secretary would draft a letter to send to the City Council members.

OLD BUSINESS

None

VI. PUBLIC COMMENT AND PRESENTATION

Kim Brown – Would like to see an open and transparent budgeting process, expressed support for a bigger budget for the CRC.

VII. Adjourn

Commissioner Boyd made a motion to adjourn the meeting, Commissioner Swanberg 2nd the motion. All Commissioners voted to adjourn. The meeting was adjourned at 12:30 p.m.

VIII. Next Meeting

Scheduled for March 9, 2021. Regular Meeting.

Submitted by Secretary Jeff Transou

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
March 9, 2021 Minutes

ATTACHMENTS:

| Type | Description |
|--------------|----------------------|
| ▯ Cover Memo | March 9 2021 minutes |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|---------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 9:59 AM |

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
March 9, 2021

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, March 9, 2021, online using Zoom. Commissioner Ruby Batimana, presided.

COMMISSIONERS PRESENT:

Ruby Batimana
Ethelene Boyd
Michael Guster
Henry Karp
Richard Pokora
Janelle Swanberg
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

AGENDA

A motion was made by Commissioner Guster to approve the agenda, it was seconded by Commissioner Boyd. All commissioners voted yes.

APPROVAL OF MINUTES

On motion by Commissioner Boyd, seconded by Commissioner Karp, minutes of the regular meeting of September 8, 2020 were approved. All Commissioners voted yes.
The minutes of the February 9, 2021 meeting were tabled. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there was one right to sue letter issued in February. One housing case was settled in February involving disability discrimination.

Discussion ensued of the FOIA (Freedom of Information Act) process, the city's public facing FOIA request portal and the issue of the Commission seemingly being the only topic where the emails are posted on the public facing website. The concern was raised, that despite numerous FOIA requests submitted to the City, the Commission's staff are the only parties with these FOIAs publicly available. There was discussion about the nature of the FOIAs and how some of the documents were not released by staff, however they were publicly available on this portal, This meant that city staff went through the emails of Commission staff and posted those emails on the public portal and provided them to members of the public. Privacy was discussed as a concern for the Commission, relating to members of city staff looking through the Commission's

staff's emails, especially its attorney and Director. There was concern that much of our emails, etc., are not public information as they are case related. A separate server was discussed so that the city could not just pull up information on a whim. Concern of federal contract compliance issues was also discussed.

On motion of Commissioner Guster, seconded by Commissioner Swanberg, the report of the Director was received. All Commissioners voted yes.

NEW BUSINESS

Reviewed ALJ submission, a special meeting was set for March 17, 2021, at 9 a.m., discussed making a list of hearing officers who would be available for certain cases going to public hearings. Discussed making sure these officers are knowledgeable in Civil Rights and creating a job description for those who would be placed on the list. A motion to have Director Lacey look into ALJs who conduct hearings for other agencies was made by Commissioner Swanberg, and seconded by Commissioner Karp.

HUD updated their guidance on sexual orientation and gender identity protections in housing and required all FHAP agencies to submit a signed addendum acknowledging that it would offer the same protections for cross-filed cases. A motion was made by Commissioner Boyd to let Commission Chair Batimana sign the HUD contract addendum recognizing gender identity and sexual orientation protections in housing, and was seconded by Commissioner Swanberg.

Annual Report: Discussion of Commissioners getting a photo and having a short statement of why they serve, and some encouraging words. Commissioners were to try and get that information to Commissioner Batimana by 3-20-2021.

OLD BUSINESS

- A. Moving forward on police reforms was discussed.
- B. Decision was made to amend the letter about the budget to the city council. To change the language and add attachments.

Commissioner Karp moved to have Director Lacey's material cut and paste into the letter and send back to Director Lacey to add attachments of the presentation to City Council and thumbnails, it was seconded by Commissioner Boyd. All Commissioners voted yes.

- C. Discussion of the lack of response from Council on the policing reforms since the recommendations were submitted in November. The Commission discussed the recommendations and moving forward with action items to get them approved by Council. Discussion continued of having the City Council choose two members to create a work group with two members of the CRC. Commissioner Guster and Commissioner Karp discussed helping to move police reform forward.

PUBLIC COMMENT

None

ADJOURN

At 1:59 p.m. a motion was made by Commissioner Swanberg, seconded by Commissioner Boyd, to adjourn the meeting. All Commissioners voted yes.

Next Commission meeting is scheduled for March 17, 2021, a special meeting.
The next regular meeting is scheduled for April 13, 2021 at 12:00 p.m.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
April 13, 2021 Minutes

ATTACHMENTS:

| Type | Description |
|--------------|-----------------------|
| ▢ Cover Memo | April 13 2021 Minutes |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|---------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 9:59 AM |

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
April 13, 2021

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, April 13, 2021, online using Zoom. Commission Chair Ruby Batimana, presided.

COMMISSIONERS PRESENT:

Ruby Batimana
Ethelene Boyd
Michael Guster
Henry Karp
Richard Pokora
Janelle Swanberg
Jeff Transou

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Director Latrice Lacey
Others from the community

AGENDA

A motion was made by Commissioner Guster to approve the agenda, it was seconded by Commissioner Swanberg. All commissioners voted yes.

APPROVAL OF MINUTES

On motion by Commissioner Karp, seconded by Commissioner Boyd, minutes of the regular meeting of February 9, 2021 were approved. All Commissioners voted yes.

The minutes of the March 9, 2021 meeting were tabled due to Beth receiving them too late to post because of email issues. All Commissioners voted yes. On motion by Commissioner Guster, seconded by Commissioner Boyd, minutes of the special meeting of March 17, 2021, were approved after it was noted Commissioner Boyd's first name spelling would be corrected. All Commissioners voted yes.

REPORT OF THE DIRECTOR

Director Lacey stated there were no cases that settled in mediation or conciliation to report on for March and no right to sue letters issued.

There was discussion of contact by a community member regarding the Commission's Walking Tour signage at the site of the former Natatorium, the city pool that used to be in LeClaire Park

years ago. Director Lacey indicated that the person initially contacted the Commission in 2016 and at that time, both Commission staff and library staff conducted extensive research but failed to find any evidence to corroborate the community member's claim. The research indicates that African-Americans were possibly allowed to swim there once a week. Director Lacey indicated that the community member was told that if there was evidence showing that the sign was in fact inaccurate, we would be open to updating it. Commissioner Guster indicated that the MLK Interpretative conducted similar research and had similar findings; Black people were allowed to swim one day per week.

Director Lacey mentioned being in the beginning stages of working on activities to do with the neighborhoods during the summer, such as a movie in the park, etc.

There will be another redlining event, and a racial justice and trauma event coming up targeting judges and lawyers, and how people can misperceive behavior and bring their own views to the table which impact their interactions from people outside of their demographic/culture.

Director Lacey stated a letter was received from Mr. Meloy. He stated if he doesn't get paid he will file a lawsuit for nonpayment. Director Lacey asked Commissioner Batimana if she had spoken with anyone regarding this issue as it was discussed in January or February, but she was not sure if the meeting had occurred. Commissioner Batiman indicated that the item had fallen off of her radar, however, she would follow up.

An update on the FOIA issue was discussed. Director Lacey indicated that the city's legal department went through her emails and posted them publicly, after she had already responded to the FOIA. The submission from the Legal Department went well beyond the scope of the FOIA request. Director Lacey indicates that the Legal Department has never completed a FOIA for the Commission in the past, and explained that the requests are sent to the Clerk and then forwarded to her to respond. Director Lacey stated that she asked why they did it with this request, but she did not receive a response. Director Lacey indicated that the library has its own server.

Reports discussed, and a reminder to send photos and statements to Commissioners.

ADA Symposium is July 26 through the 28th in Phoenix, AZ. It is online August 2nd through the 5th. If anyone committed it would be paid for with public funds. Commissioner Boyd showed an interest and was going to discuss it later with Director Lacey.

Commissioner Swanberg asked what the consensus was on having our Commission meetings in person again. Discussion ensued of City Hall requiring masks. The Commission came to the conclusion it was still too soon to go back to in person meetings. Director Lacey stated viruses are still being monitored and it's still not considered safe yet.

Commissioner Swanberg asked about the meaning of retaliation and why cases are being filed without another associated basis. Director Lacey explained the definition of retaliation, this would include action taken against someone who had engaged in protected activity. This could be opposing discrimination, complaining about discrimination, assisting someone else in their discrimination complaint. Director Lacey asked Commissioner Swanberg if she wanted guidance on the definition, however Commissioner Swanberg declined. Commissioner Swanberg stated that it seems like it's kind of a catchall ticket takes in all the categories of

discrimination and just retaliation, on any of those bases and stated that it has to be on the basis of lawful discrimination. Director Lacey clarified that a person can have a valid retaliation claim, without having a substantiated discrimination claim.

On motion of Commissioner Guster, seconded by Commissioner Boyd, the report of the Director was received. All Commissioners voted yes.

NEW BUSINESS

E-0117-0057-18

Employee case where the claimant states they were discriminated against by their age and gender. The respondent is accused of alleged inappropriate action at work. Director Lacey stated there were no resources for more hearings at this time due to more cases lined up. It was discussed that the claimant does have the EEOC for help also. Commissioner Chair Batimana stated to Commissioner Transou to make a note of this in the minutes that this is another case in which funds and time did not allow for the Commission to take this case. Commissioner Guster noted he wants us to weigh heavily next time we ask for funds due to cases like this that we cannot take on. He stated his disappointment in not being able to take these cases on, and it seemed like last year with funding being short.

Commissioner Swanberg made a motion to not take this case to a public hearing, it was seconded by Commissioner Karp. All Commissioners voted in favor of the motion by stating AYE.

H-0081-0008-17 (USB)

Director Lacey stated the Commission had thirty days to decide from April 5th. We also needed to give the party fifteen days to hold this hearing. Discussion ensued of having very little time to decide on this. After much discussion, and asking each Commission member, Thursday, April 29th at 12:00 p.m. was chosen. Commissioner Boyd made a motion to select April 29th at 12:00 p.m. for the special meeting on this case, it was seconded by Commissioner Swanberg. All Commissioners voted to approve the motion.

OLD BUSINESS

Discussion of sending a letter to the City Council regarding the budget request. There was a discussion between Director Lacey and Commission Chair Batimana regarding the letter, if it was approved or not and if some of the language had or needed to be changed. Director Lacey and Commissioner Karp agreed to finish the letter and get it out soon. Commissioner Karp made a motion that stated he and Director Lacey would correct the letter, he would also send the letter to the sub-committee for approval and it would be sent out without further discussion at a Commission meeting. A motion was made by Commissioner Boyd to approve Commissioner Karp's motion statement, and seconded by Commissioner Guster.

The next discussion was policing reforms recommendations. Commissioner Karp recommended asking the Mayor if three Commission members, and three City Council members could meet as a working committee to try and work out a way that reforms can be made to the City Council and get them to the floor at the City Council meeting. Discussion was had of sending a letter to the Mayor about police reforms. It was stated that this issue isn't going away. Director Lacey proposed that she and Commissioner Karp would write the letter. There was a motion to

approve these actions by Commissioner Guster, and was seconded by Commissioner Boyd. All Commissioners voted AYE.

Administrative rules were to be discussed next. Due to lack of time and the importance of the subject, Commissioner Karp made a motion to table the administrative rules until next meeting, it was seconded by Commissioner Guster. All Commissioners voted AYE.

PUBLIC COMMENT

Dan Audi

I don't know if there is reforms that you have worked on already. I thought at some point, over the weekend, there was a suggestion that if the city well I guess of the police would be responsible for misconduct, personally, rather than dumping it on the city. It might be a deterrent for them to remain calm and not take a simple traffic incident into a death. I don't know, you know where you guys are with recommendations. I'm just going to put that in here now as an idea.

Athena Gilbraith

I live in Davenport I just wanted to say that as a member of the general public, I really need the civil rights commission to do a lot better. You know, Rabbi Karp you mentioned everything happening in Minnesota right now. I have to be out of town and have witnessed some things happening in bigger cities in this country. Some of the minimal stuff that's going on during these meetings. Is not only inappropriate, but it's ineffective. As a woman of color, as a mother who has kids who are black within the city, I really just need you guys to step up and please do the things that we, as the public, need you to do. I wanted to also make a mention of what you were talking about earlier as far as opening your office. I recently just got over 3 1/2 weeks of COVID. I just want to remind you all masks are not 100% effective. I've been wearing a mask this entire time. Since last year and a half. I was still able to contract it wearing a mask with my children and nine clients I deal with on a day-to-day basis. It was really severe. I also have a lung disease. I was in Iowa City a few days. I ended up getting an antibody transfusion luckily. Not everybody has access to the same quality of healthcare I do. Please don't be in a rush to open your office to the public. It is not worth it. With a little bit longer if you can.

Director Lacey, who stated she felt there needed to be a discussion about the way the Commission Chair is interacting with her. Director Lacey states that there needs to be a discussion about the behavior of Commissioners as she believes that the connotations associated with allegations regarding communications coming from a Black woman has racial connotations. Commissioner Batimana said that its vice versa because she is brown. Commissioner Boyd made a motion to put Director Lacey's request regarding Commission Chair Batimana on the agenda, it was seconded by Commissioner Guster.

ADJOURN

At 2:00 p.m. a motion was made by Commissioner Karp, seconded by Commissioner Transou, to adjourn the meeting. All Commissioners voted yes.

Next Commission meeting is scheduled for April 29, 2021, a special meeting.
The next regular meeting is scheduled for May 11, 2021 at 12:00 p.m.

Submitted by Jeff Transou, secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
April 27, 2021 Special meeting minutes

ATTACHMENTS:

| Type | Description |
|--------------|---------------------------------------|
| ▢ Cover Memo | April 29 2021 Special Meeting minutes |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|----------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 10:31 AM |

DAVENPORT CIVIL RIGHTS COMMISSION

Minutes of Special Meeting

Thursday April 29, 2021 at noon

The Davenport Civil Rights Commission (DCRC) met at noon Thursday April 29, 2021 online through a Zoom call meeting. This was a special meeting of the Commission to discuss a case with pending litigation. Commissioner Ruby Batimana-presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Ruby Batimana
Michael Guster
Richard Pokora
Janelle Swanberg
Jeff Transou
Henry Karp

COMMISSIONERS ABSENT

None

OTHER PERSONS PRESENT:

Latrice L. Lacey, Director

APPROVAL OF AGENDA

On motion by Commissioner Karp, seconded by Commissioner Transou, the agenda for the special meeting was approved. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

N/A

H-0081-0008-21

Discussion of the ALJ decision on dismissal of housing. The Law Judge ruled it was not her jurisdiction.

Director Lacey stated that Respondent initially signed a conciliation agreement which was approved, however they never complied with the terms of the agreement. Upon review, it was determined that the Respondent never provided the Complainant any consideration in exchange for signing the agreement. Director Lacey explained that there seemed to be a misunderstanding that the Commission is a party to the agreement rather than the approving authority.

Commissioner Boyd, made a motion to go into a closed session. Commissioner Swanberg, 2nd the motion. With all Commissioners; Batimana, Boyd, Guster, Karp, Pokora, Swanberg, and Transou present, and voting yes, the Commission moved into closed session at 12:08 p.m.

Closed Session pursuant to 21.5 (f)

Note: The Commission reconvened to open session at 1:04 p.m. A roll call was taken, all Commissioners were present.

The Commission statement is:

We affirm the decision of the Attorney Law Judge, and we encourage our Director to pursue relief in the public interest as set forth in the conciliation agreement.

A motion was made by Commissioner Karp, 2nd by Commissioner Pokora, that the Commissioners would take a vote. A vote was then taken by all Commissioners present.

| | |
|------------------|-----|
| Ethelene Boyd | Yes |
| Ruby Batimana | Yes |
| Michael Guster | Yes |
| Henry Karp | Yes |
| Richard Pokora | Yes |
| Janelle Swanberg | Yes |
| Jeff Transou | Yes |

All Commissioners voted yes to affirm the Commission statement.

Public Comment and Presentation

None

Adjourn

Commissioner Swanberg made a motion to adjourn the meeting, Commissioner Karp 2nd the motion. The meeting was adjourned at 1:23 p.m.

Next Meeting

Scheduled for May 11, 2021, at 12 p.m.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report April 2021

ATTACHMENTS:

| Type | Description |
|--------------|-----------------------------|
| ▢ Cover Memo | Directors Report April 2021 |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|--------------------|
| Civil Rights | Badillo, Beth | Approved | 5/6/2021 - 4:07 PM |

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR April 2021

I. CASE STATUS

1. No “right to sue” letters were issued in the month of April.
2. No cases settled in the month of April.

II. OTHER ACTIVITY

1. Director attended prehearing conferences.
2. Director attended hearing.
3. Director met with equity alliance group members.
4. Director met with Commissioners Mateos and Karp.
5. Director researched and drafted job description for ALJ.
6. Director attended civil service meeting.
7. Director conducted training on fair housing discrimination on the basis of disability.
8. Director attended League of Civil and Human Rights Commission meeting.
9. Director attended Commission special meeting to review ALJ proposed order.
10. Director attended meeting of EEOC regarding COVID.
11. Director met with EICC students to go over office functions.
12. Director attended Region VII FHAP meeting.
13. Director worked on pre-hearing and post-hearing preparation.
14. Director met with community members on upcoming events on disability status and associated stigma, began the process releasing videos and planning outreach initiatives.
15. Director continued to monitor COVID-19 rates and its impact on office functions.
16. Director worked on collaboration with community members on an informational campaign addressing disparities in educational discipline.
17. Director and Commissioner Karp worked on developing a mission statement for a community collaboration on addressing policing reforms.
18. Director worked on case resolution documents.
19. Director worked on litigation.
20. Director worked on case processing documents.
21. Staff worked on report preparation.
22. Director and Housing Analyst worked on HUD compliance documents for review.
23. Director and Housing Analyst worked on upcoming Fair Housing Month outreach programming, advertisements and initiatives.
24. Housing Analyst worked on investigations.
25. Housing Analyst worked on housing investigations.
26. Housing Analyst worked on housing inquiries.
27. Housing Analyst worked on case resolutions.
28. Civil Rights Specialist worked on case resolutions.
29. Civil Rights Specialist worked on case investigations.

III. OLD BUSINESS

1. Litigation Updates
2. Equity/ACEs Reports

IV. NEW BUSINESS

1. Upcoming community partnerships

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report April 2021

ATTACHMENTS:

| Type | Description |
|--------------|-------------------------------|
| ▢ Cover Memo | Case Status Report April 2021 |

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|--------------------|
| Civil Rights | Badillo, Beth | Approved | 5/6/2021 - 4:08 PM |



CASE STATUS REPORT

Monthly Summary

April 01 , 2021 THRU April 30 , 2021

Informal Case Information

| Monthly | | |
|--------------|----------|----------|
| Area | Filed | Closed |
| Housing | 0 | 0 |
| Total | 0 | 0 |

| Year to Date | | |
|--------------|----------|----------|
| Area | Filed | Closed |
| Housing | 0 | 0 |
| Total | 0 | 0 |

Overall total active informal complaints: 0

Formal Case Information Identified this Month

| Areas Filed | |
|----------------------|----------|
| Area | Count |
| Credit | 0 |
| Employment | 3 |
| Education | 0 |
| Housing | 3 |
| NJ EEOC Referral | 2 |
| Public Accommodation | 1 |
| Transit Title VI | 0 |
| Total | 9 |

| Areas Closed | |
|----------------------|----------|
| Area | Count |
| Credit | 0 |
| Employment | 4 |
| Education | 0 |
| Housing | 2 |
| NJ EEOC Referral | 0 |
| Public Accommodation | 2 |
| Transit Title VI | 0 |
| Total | 8 |

| Basis Filed (Monthly) | | | | | |
|-----------------------|-----|-----------------|-----|---------------------|-----|
| Basis | Cnt | Basis | Cnt | Basis | Cnt |
| Age | 0 | Pregnancy | 0 | Creed | 0 |
| Retaliation | 1 | Gender Identity | 0 | Mental Disability | 2 |
| Religion | 0 | Age under 40 | 0 | Physical Disability | 2 |
| Sex | 1 | Retaliation-ADA | 0 | Familial Status | 0 |
| Sex Orientation | 1 | Color | 1 | Marital Status | 0 |
| | | | | National Origin | 1 |
| | | | | Race | 7 |

| Trigger Events Filed (Monthly) | | | | | | | |
|--------------------------------|-----|-----------------------|-----|-------------------|-----|-----------------|-----|
| Trigger | Cnt | Trigger | Cnt | Trigger | Cnt | Trigger | Cnt |
| Demotion | 1 | Terms | 6 | Advertising | 0 | Fail To Hire | 0 |
| Negative Treatment | 1 | Accessibility | 0 | Harassment | 3 | Fail To Promote | 0 |
| Racial Harassment | 0 | Fail to Lend/Appraise | 0 | Eviction | 0 | Fail To Rent | 1 |
| Sexual Harassment | 0 | Steering/Redlining | 0 | Equal Pay | 0 | Fail To Serve | 0 |
| Termination | 3 | Discipline | 0 | Fail to Accom/Mod | 3 | | |



CASE STATUS REPORT

Monthly Summary

April 01 , 2021 THRU April 30 , 2021

CLOSED - Disposition of formal complaints

| Disposition of formal complaints (Monthly) | |
|--|----------|
| Disposition | Count |
| Lack of Interest | |
| Interrogatories not Returned | 0 |
| Did not respond/attend appointment | 1 |
| No Jurisdiction | |
| Statute of limitations | 0 |
| Prima Facia not met | 0 |
| Outside geographical jurisdiction | 0 |
| NJ Referred to EEOC | 0 |
| Insufficient # employees | 0 |
| No Basis | 2 |
| No Area | 1 |
| Dismiss lack of subject matter | 0 |
| Satisfactorily Adjusted | 0 |
| Settlement | 0 |
| Right to sue letter issued | 0 |
| No Probable Cause | 1 |
| Mediation Settlement | 0 |
| Jurisdiction waived | 0 |
| Fact do not support claim | 1 |
| Does not warrant further actions | 1 |
| Conciliation | 0 |
| Complaint Withdrawn/Duplicate | 0 |
| Commission Final Decision | 1 |
| Conciliation Failed | 0 |
| Total Dispositions | 8 |

| Disposition of formal complaints (Annual) | |
|---|-----------|
| Disposition | Count |
| Lack of Interest | |
| Interrogatories not Returned | 0 |
| Did not respond/attend appointment | 1 |
| No Jurisdiction | |
| Statute of limitations | 1 |
| Prima Facia not met | 0 |
| Outside geographical jurisdiction | 0 |
| NJ Referred to EEOC | 2 |
| Insufficient # employees | 0 |
| No Basis | 3 |
| No Area | 3 |
| Dismiss lack of subject matter | 0 |
| Satisfactorily Adjusted | 0 |
| Settlement | 1 |
| Right to sue letter issued | 1 |
| No Probable Cause | 1 |
| Mediation Settlement | 1 |
| Jurisdiction waived | 0 |
| Fact do not support claim | 3 |
| Does not warrant further actions | 2 |
| Conciliation | 1 |
| Complaint Withdrawn/Duplicate | 0 |
| Commission Final Decision | 1 |
| Conciliation Failed | 0 |
| Total Dispositions | 21 |

Summary: Previous Open: 185 (+) New Open 9 (-) Closed 8 (=) Total Open 186

Probable Cause (Monthly) = 0 (Annual) = 3

Pending Complaints

| Open Complaints By Year | |
|----------------------------|------------|
| Description | Count |
| Total number for year 2014 | 1 |
| Total number for year 2015 | 3 |
| Total number for year 2016 | 6 |
| Total number for year 2017 | 30 |
| Total number for year 2018 | 40 |
| Total number for year 2019 | 45 |
| Total number for year 2020 | 37 |
| Total number for year 2021 | 24 |
| Total | 186 |

| Complaint By Status | |
|---------------------------------|------------|
| Status | Count |
| Elected District Court | 0 |
| Court on Appeal | 1 |
| Commission Review | 0 |
| Public Hearing Decision Pending | 1 |
| Public Hearing Pending | 3 |
| PC/Conciliation | 2 |
| Final Review | 29 |
| Final Investigation | 15 |
| Intermediate Investigation | 18 |
| Mediation | 6 |
| Mediation/Intermediate Invest. | 0 |
| Initial Investigation (3) | 6 |
| Initial Investigation (2) | 71 |
| Initial Investigation | 20 |
| Initial Review / Screening | 5 |
| Opened | 9 |
| Total | 186 |



CASE STATUS REPORT

Monthly Summary

April 01 , 2021 THRU April 30 , 2021

Staff Presentation Information

| Monthly Presentations | | | |
|-----------------------|-------|-------|--------|
| Presentation type | Count | Hours | People |
| Community | 1 | 1 | 25 |
| Respondent Training | 1 | 1.5 | 5 |
| Total | 2 | 2.5 | 30 |

| Year to Date Presentations | | | |
|----------------------------|-------|-------|--------|
| Presentation type | Count | Hours | People |
| Community | 2 | 61 | 85 |
| School | 1 | 2 | 15 |
| Respondent Training | 1 | 1.5 | 5 |
| Total | 4 | 64.5 | 105 |

Mediation and Settlement Information

| Mediation & Settlement | | |
|-------------------------|-------|-----|
| | Month | YTD |
| Held with no resolution | 0 | 2 |
| Closed with resolution | 0 | 2 |

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

| Year to Date | |
|----------------------|-------|
| Resolution | Count |
| Monetary Settlement | 2 |
| No Resolution | 2 |
| Reinstatement | 0 |
| Specific Performance | 0 |
| Policy Change | 0 |
| Training | 0 |
| Total | 4 |

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$38,500.00

Referrals

| Referral Distribution | | | | | |
|-----------------------|-------|-----|------------------------------|-------|-----|
| | Month | YTD | | Month | YTD |
| ICRC | 0 | 0 | IDHR | 0 | 0 |
| Other | 0 | 0 | HUD | 0 | 0 |
| Help Legal | 1 | 5 | NAACP | 0 | 0 |
| ADA project | 0 | 0 | IA Citizen's Aid | 0 | 1 |
| EEOC | 0 | 0 | Other City Departments | 0 | 0 |
| Bettendorf Human | 0 | 0 | DPD Internal Affairs | 0 | 1 |
| US Dept of Labor | 0 | 0 | Attorney Disciplinary Office | 0 | 1 |
| Attorney Referral | 0 | 4 | Scott Cty & Cthouse | 0 | 0 |
| Landlord Association | 0 | 0 | Total | 1 | 12 |



CASE STATUS REPORT

Monthly Summary

April 01 , 2021 THRU April 30 , 2021

Status of Complaints by Number and Year

| Case Listing for 2014 | |
|-----------------------|----------------------------|
| H-0123-0026-14 | Court on Appeal |
| Case Listing for 2015 | |
| E-0078-0039-15 | Final Investigation |
| ED-0118-0002-15 | Public Hearing Pending |
| PA-0133-0025-15 | Public Hearing Pending |
| Case Listing for 2016 | |
| E-0053-0024-16 | Final Investigation |
| E-0063-0027-16 | Final Investigation |
| PA-0089-0008-16 | Final Investigation |
| E-0107-0050-16 | Final Review |
| E-0133-0064-16 | Final Investigation |
| E-0139-0069-16 | Final Review |
| Case Listing for 2017 | |
| E-0009-0007-17 | Final Review |
| PA-0011-0001-17 | Final Review |
| E-0015-0011-17 | Initial Investigation (2) |
| E-0027-0015-17 | Final Review |
| E-0031-0016-17 | Final Review |
| E-0036-0019-17 | Final Review |
| E-0037-0020-17 | Final Investigation |
| E-0040-0021-17 | Final Investigation |
| E-0053-0025-17 | Final Review |
| E-0055-0026-17 | Final Review |
| E-0062-0031-17 | Intermediate Investigation |
| E-0068-0035-17 | Final Review |
| E-0072-0037-17 | Initial Investigation (2) |
| E-0073-0038-17 | Initial Investigation (2) |
| E-0074-0039-17 | Final Investigation |
| E-0075-0040-17 | Final Review |
| E-0076-0041-17 | Final Review |
| E-0077-0042-17 | Final Investigation |
| H-0081-0008-17 | Public Hearing Pending |
| E-0084-0044-17 | Final Investigation |
| E-0093-0048-17 | Intermediate Investigation |
| E-0096-0049-17 | Final Review |
| E-0097-0050-17 | Final Review |



CASE STATUS REPORT
Monthly Summary
April 01 , 2021 THRU April 30 , 2021

Case Listing for 2017

| | |
|-----------------|----------------------------|
| E-0099-0051-17 | Intermediate Investigation |
| PA-0108-0014-17 | Final Review |
| E-0117-0057-17 | Final Review |
| PA-0122-0015-17 | PC/Conciliation |
| E-0124-0063-17 | Initial Investigation (2) |
| E-0130-0069-17 | Final Review |
| E-0131-0070-17 | Final Review |

Case Listing for 2018

| | |
|-----------------|----------------------------|
| ED-0003-0001-18 | Initial Investigation (2) |
| E-0006-0003-18 | Initial Investigation (2) |
| E-0007-0004-18 | Intermediate Investigation |
| E-0010-0007-18 | Intermediate Investigation |
| PA-0015-0001-18 | Final Review |
| E-0021-0010-18 | Initial Investigation (3) |
| E-0028-0016-18 | Initial Investigation (2) |
| E-0029-0017-18 | Initial Investigation (3) |
| E-0030-0018-18 | Initial Investigation (2) |
| E-0038-0021-18 | Final Review |
| PA-0042-0005-18 | Final Review |
| E-0045-0024-18 | Initial Investigation (2) |
| E-0046-0025-18 | Initial Investigation (2) |
| E-0058-0028-18 | Initial Investigation (2) |
| E-0063-0031-18 | Intermediate Investigation |
| E-0070-0032-18 | Initial Investigation (3) |
| E-0071-0033-18 | Initial Investigation (2) |
| E-0074-0034-18 | Initial Investigation (2) |
| PA-0075-0011-18 | Initial Investigation (2) |
| E-0077-0036-18 | Initial Investigation (2) |
| E-0079-0037-18 | Initial Investigation (3) |
| E-0081-0038-18 | Initial Investigation (2) |
| E-0082-0039-18 | Final Investigation |
| E-0085-0042-18 | Intermediate Investigation |
| PA-0086-0012-18 | Initial Investigation (2) |
| ED-0087-0003-18 | Intermediate Investigation |
| E-0089-0043-18 | Initial Investigation (2) |
| E-0092-0044-18 | Intermediate Investigation |
| E-0094-0045-18 | Initial Investigation (2) |



CASE STATUS REPORT
Monthly Summary
April 01 , 2021 THRU April 30 , 2021

Case Listing for 2018

| | |
|-----------------|----------------------------|
| E-0096-0047-18 | Intermediate Investigation |
| PA-0100-0013-18 | Final Review |
| E-0104-0050-18 | Initial Investigation (2) |
| E-0108-0051-18 | Final Review |
| E-0110-0052-18 | Initial Investigation (2) |
| E-0113-0054-18 | Intermediate Investigation |
| E-0116-0056-18 | Intermediate Investigation |
| E-0117-0057-18 | PC/Conciliation |
| E-0120-0059-18 | Final Investigation |
| E-0125-0062-18 | Initial Investigation (2) |
| E-0136-0065-18 | Initial Investigation (2) |

Case Listing for 2019

| | |
|-----------------|---------------------------------|
| E-0002-0001-19 | Final Review |
| E-0008-0003-19 | Initial Investigation (2) |
| E-0010-0004-19 | Final Review |
| E-0011-0005-19 | Intermediate Investigation |
| E-0016-0006-19 | Final Review |
| E-0022-0007-19 | Intermediate Investigation |
| H-0023-0007-19 | Public Hearing Decision Pending |
| E-0024-0008-19 | Final Review |
| E-0032-0014-19 | Final Investigation |
| E-0044-0016-19 | Final Investigation |
| ED-0051-0001-19 | Intermediate Investigation |
| E-0061-0020-19 | Initial Investigation (3) |
| E-0062-0021-19 | Initial Investigation (2) |
| E-0068-0022-19 | Initial Investigation (2) |
| E-0070-0024-19 | Initial Investigation (2) |
| E-0071-0025-19 | Initial Investigation (2) |
| ED-0081-0002-19 | Initial Investigation (2) |
| E-0082-0026-19 | Initial Investigation (2) |
| E-0084-0027-19 | Initial Investigation (2) |
| E-0085-0028-19 | Initial Investigation (2) |
| E-0091-0029-19 | Initial Investigation (2) |
| E-0094-0030-19 | Initial Investigation (2) |
| E-0095-0031-19 | Initial Investigation (2) |
| E-0104-0032-19 | Initial Investigation (2) |
| E-0105-0033-19 | Initial Investigation (2) |



CASE STATUS REPORT
Monthly Summary
April 01 , 2021 THRU April 30 , 2021

Case Listing for 2019

| | |
|-----------------|----------------------------|
| E-0111-0035-19 | Initial Investigation (2) |
| E-0112-0036-19 | Initial Investigation (2) |
| E-0115-0038-19 | Initial Investigation (2) |
| E-0126-0044-19 | Initial Investigation (2) |
| H-0127-0036-19 | Initial Review / Screening |
| E-0129-0045-19 | Initial Investigation (2) |
| E-0133-0047-19 | Initial Investigation (2) |
| E-0136-0048-19 | Initial Investigation (2) |
| E-0137-0049-19 | Initial Investigation (2) |
| H-0139-0038-19 | Initial Review / Screening |
| ED-0142-0003-19 | Initial Investigation (2) |
| H-0153-0040-19 | Initial Investigation (3) |
| E-0156-0056-19 | Initial Investigation (2) |
| PA-0158-0013-19 | Mediation |
| ED-0160-0005-19 | Initial Investigation (2) |
| E-0163-0058-19 | Initial Investigation (2) |
| E-0164-0059-19 | Mediation |
| H-0165-0044-19 | Initial Review / Screening |
| E-0168-0060-19 | Initial Investigation (2) |
| E-0169-0061-19 | Initial Investigation (2) |

Case Listing for 2020

| | |
|-----------------|----------------------------|
| E-0001-0001-20 | Initial Investigation (2) |
| E-0002-0002-20 | Initial Investigation (2) |
| ED-0005-0001-20 | Initial Investigation (2) |
| E-0008-0004-20 | Initial Investigation (2) |
| E-0009-0005-20 | Initial Investigation (2) |
| ED-0011-0002-20 | Initial Investigation (2) |
| E-0012-0006-20 | Initial Investigation (2) |
| H-0015-0003-20 | Initial Review / Screening |
| ED-0017-0003-20 | Initial Investigation (2) |
| E-0018-0008-20 | Initial Investigation (2) |
| E-0019-0009-20 | Initial Investigation (2) |
| E-0021-0010-20 | Initial Investigation (2) |
| E-0023-0011-20 | Initial Investigation (2) |
| ED-0030-0005-20 | Initial Investigation (2) |
| ED-0031-0006-20 | Initial Investigation (2) |
| E-0032-0014-20 | Initial Investigation (2) |



CASE STATUS REPORT
Monthly Summary
April 01 , 2021 THRU April 30 , 2021

Case Listing for 2020

| | |
|-----------------|---------------------------|
| ED-0035-0007-20 | Initial Investigation (2) |
| E-0037-0016-20 | Initial Investigation (2) |
| PA-0039-0004-20 | Mediation |
| E-0046-0018-20 | Mediation |
| E-0047-0019-20 | Mediation |
| E-0049-0020-20 | Initial Investigation |
| H-0053-0011-20 | Final Review |
| E-0058-0021-20 | Initial Investigation (2) |
| E-0060-0023-20 | Initial Investigation |
| E-0062-0024-20 | Mediation |
| H-0064-0012-20 | Final Investigation |
| H-0065-0013-20 | Final Review |
| H-0066-0014-20 | Opened |
| E-0067-0025-20 | Initial Investigation |
| E-0068-0026-20 | Initial Investigation |
| E-0069-0027-20 | Initial Investigation |
| E-0070-0028-20 | Initial Investigation |
| PA-0073-0007-20 | Initial Investigation |
| E-0074-0029-20 | Initial Investigation |
| E-0076-0030-20 | Initial Investigation |
| E-0077-0031-20 | Initial Investigation |

Case Listing for 2021

| | |
|-----------------|----------------------------|
| PA-0001-0001-21 | Initial Investigation |
| E-0002-0001-21 | Initial Investigation |
| H-0005-0002-21 | Opened |
| ED-0012-0002-21 | Initial Investigation |
| E-0013-0008-21 | Initial Investigation |
| H-0014-0003-21 | Intermediate Investigation |
| H-0015-0004-21 | Opened |
| H-0016-0005-21 | Intermediate Investigation |
| H-0017-0006-21 | Intermediate Investigation |
| E-0018-0009-21 | Initial Investigation |
| H-0019-0007-21 | Opened |
| E-0020-0010-21 | Initial Investigation |
| E-0021-0011-21 | Initial Investigation |
| E-0022-0012-21 | Initial Investigation (2) |
| PA-0023-0002-21 | Initial Investigation |



CASE STATUS REPORT
Monthly Summary
April 01 , 2021 THRU April 30 , 2021

Case Listing for 2021

| | |
|------------------|----------------------------|
| E-0024-0013-21 | Initial Investigation (2) |
| E-0026-0015-21 | Initial Investigation |
| H-0029-0008-21 | Opened |
| E-0030-0017-21 | Initial Review / Screening |
| H-0032-0009-21 | Initial Investigation |
| NJR-0033-0001-21 | Opened |
| E-0034-0018-21 | Opened |
| H-0035-0010-21 | Opened |
| NJR-0036-0002-21 | Opened |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0075-0040-17

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|----------------------|
| Civil Rights | Badillo, Beth | Approved | 4/23/2021 - 10:41 AM |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Administrative Law Judge Duties

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|----------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 10:31 AM |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commissioner Conduct

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|----------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 10:31 AM |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Administrative Rules

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|----------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 10:31 AM |

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Policing Reforms Proposal Followup

REVIEWERS:

| Department | Reviewer | Action | Date |
|--------------|---------------|----------|---------------------|
| Civil Rights | Badillo, Beth | Approved | 5/10/2021 - 2:25 PM |