

# CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, SEPTEMBER 14, 2021; 12:00 PM

## REGULAR MEETING VIA ZOOM

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 SEPTEMBER 14, 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. Join Zoom Meeting

[https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSunp4WIZndk9tbXZiMIY1UT09)  
[pwd=MUhuMUNSunp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSunp4WIZndk9tbXZiMIY1UT09)

### II. Approval of Agenda

### III. Approval of Minutes

### IV. Directors Report

#### A. Director's Report August 2021

#### B. Case Status Report August 2021

### V. New Business

#### A. Commissioner Training

#### B. Annual Report

### VI. Old Business

#### A. Policing Reforms Proposal Followup

#### B. Commissioner Communication Update

#### C. Director Salary/Evaluation

VII. Public Comment and Presentation

A. Commissioner Boyd Training update

VIII. Adjourn

IX. Next Meeting

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Join Zoom Meeting  
<https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09>

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 9:04 AM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Director's Report August 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Directors Report August 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 9:10 AM

# **DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR August 2021**

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## **I. CASE STATUS**

1. No “right to sue” letters were issued in the month of August.
2. One employment case settled in mediation for \$5,000.00 and relief in the public interest in the month of August. This case involved allegations of race discrimination.

## **II. OTHER ACTIVITY**

1. Director researched HUD Partnership Funds initiatives.
2. Director met with Pushout planning group members.
3. Director conducted municipal employment discrimination training focusing on equity and bias in government decision-making.
4. Director attended IPiB meeting.
5. Director attended motion hearing in administrative appeal.
6. Director worked on pre-hearing and post-hearing preparation.
7. Director met with community members on upcoming events on disability status and associated stigma and additional outreach initiatives relating to housing and employment.
8. Director continued to monitor COVID-19 rates and its impact on office functions.
9. Director conducted research on the Commission’s responsibilities as the designated Title VI Coordinator for the City of Davenport/Citibus.
10. Director attended Pushout Movie in the Park event to discuss bias against Black girls and women and how it contributes to disparities in educational discipline.
11. Director worked with Pushout planning committee on scheduling and facilitating a Pushout book discussion with the Davenport Library.
12. Director worked on case resolution documents.
13. Director worked on litigation.
14. Director worked on case processing documents.
15. Director and Housing Analyst worked on research documents for HUD.
16. Director and Housing Analyst worked on HUD programming expansion and capacity building funding opportunities.
17. Housing Analyst worked on investigations.
18. Housing Analyst worked on housing investigations.
19. Housing Analyst worked on housing inquiries.
20. Housing Analyst worked on case resolutions.
21. Civil Rights Specialist worked on case resolutions.
22. Civil Rights Specialist worked on case investigations.

## **III. OLD BUSINESS**

1. Ongoing bullying/harassment Commission staff

## **IV. NEW BUSINESS**

1. Pushout Library Screening – October 6, 2021 5:30 p.m. at Main Library

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Case Status Report August 2021

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status Report August 2021

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 9:10 AM



# CASE STATUS REPORT

## Monthly Summary

**August 01 , 2021 THRU August 31 , 2021**



### Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Year to Date		
Area	Filed	Closed
Housing	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**Overall total active informal complaints: 0**

### Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	2
Education	0
Housing	3
NJ EEOC Referral	0
Public Accommodation	3
Transit Title VI	1
<b>Total</b>	<b>9</b>

Areas Closed	
Area	Count
Credit	0
Employment	4
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
<b>Total</b>	<b>4</b>

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	3
Sex	2	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	1	Marital Status	0
				National Origin	5
				Race	5

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



# CASE STATUS REPORT

## Monthly Summary

**August 01 , 2021 THRU August 31 , 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	0
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	1
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	1
Mediation Settlement	1
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	1
Conciliation Failed	0
<b>Total Dispositions</b>	<b>4</b>

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	2
No Jurisdiction	
Statute of limitations	3
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	3
Insufficient # employees	0
No Basis	4
No Area	3
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	1
No Probable Cause	6
Mediation Settlement	3
Jurisdiction waived	1
Fact do not support claim	5
Does not warrant further actions	2
Conciliation	2
Complaint Withdrawn/Duplicate	2
Commission Final Decision	3
Conciliation Failed	1
<b>Total Dispositions</b>	<b>43</b>

Summary: Previous Open: 192 (+) New Open 9 (-) Closed 4 (=) Total Open 197

**Probable Cause (Monthly) = 0 (Annual) = 4**

### 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	28
Total number for year 2018	38
Total number for year 2019	43
Total number for year 2020	31
Total number for year 2021	47
<b>Total</b>	<b>197</b>

Complaint By Status	
Status	Count
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	2
PC/Conciliation	1
Final Review	35
Final Investigation	12
Intermediate Investigation	18
Mediation	3
Mediation/Intermediate Invest.	0
Initial Investigation (3)	4
Initial Investigation (2)	83
Initial Investigation	20
Initial Review / Screening	9
Opened	8
<b>Total</b>	<b>197</b>





# CASE STATUS REPORT

## Monthly Summary

August 01 , 2021 THRU August 31 , 2021



### Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	1	66
Total	1	1	66

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	8	72	262
School	1	2	15
Respondent Training	1	1.5	5
Total	10	75.5	282

### Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	3	5
Closed with resolution	1	6

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	3
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	4

Year to Date	
Resolution	Count
Monetary Settlement	5
No Resolution	5
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	11

Total monthly settlement amount: \$5,000.00

Total yearly settlement amount: \$64,500.00

### Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	4	IDHR	0	3
Other	0	3	HUD	1	1
Help Legal	2	8	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
EEOC	0	2	Other City Departments	1	4
Bettendorf Human	0	0	DPD Internal Affairs	0	1
US Dept of Labor	0	0	Attorney Disciplinary Office	0	2
Attorney Referral	0	4	Scott Cty & Cthouse	0	0
Landlord Association	0	0	Total	5	33



# CASE STATUS REPORT

## Monthly Summary

### August 01 , 2021 THRU August 31 , 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 Review
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	PC/Conciliation
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
E-0084-0044-17	Final Review
E-0093-0048-17	Final Investigation
E-0096-0049-17	Final Review
E-0097-0050-17	Final Review
E-0099-0051-17	Final Investigation



**CASE STATUS REPORT**  
**Monthly Summary**  
**August 01 , 2021 THRU August 31 , 2021**



**Case Listing for 2017**

PA-0108-0014-17	Final Review
E-0117-0057-17	Final Review
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-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	Intermediate Investigation
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)
E-0096-0047-18	Intermediate Investigation
PA-0100-0013-18	Final Review
E-0104-0050-18	Initial Investigation (2)



**CASE STATUS REPORT**  
**Monthly Summary**  
**August 01 , 2021 THRU August 31 , 2021**



**Case Listing for 2018**

E-0108-0051-18	Final Review
E-0110-0052-18	Final Review
E-0113-0054-18	Intermediate Investigation
E-0116-0056-18	Intermediate Investigation
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 Review
E-0044-0016-19	Final Review
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)
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)



**CASE STATUS REPORT**  
**Monthly Summary**  
**August 01 , 2021 THRU August 31 , 2021**



**Case Listing for 2019**

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)
E-0156-0056-19	Initial Investigation (2)
PA-0158-0013-19	Initial Investigation (2)
ED-0160-0005-19	Initial Investigation (2)
E-0163-0058-19	Initial Investigation (2)
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)
ED-0035-0007-20	Initial Investigation (2)
E-0037-0016-20	Initial Investigation (2)
PA-0039-0004-20	Initial Investigation (2)
E-0046-0018-20	Initial Investigation (2)
E-0047-0019-20	Initial Investigation (2)
E-0049-0020-20	Mediation



# CASE STATUS REPORT

## Monthly Summary

### August 01 , 2021 THRU August 31 , 2021



#### Case Listing for 2020

E-0058-0021-20	Initial Investigation (2)
E-0060-0023-20	Initial Investigation (2)
E-0062-0024-20	Initial Investigation (2)
E-0067-0025-20	Initial Investigation (2)
E-0068-0026-20	Initial Investigation (2)
E-0069-0027-20	Initial Investigation (2)
E-0070-0028-20	Initial Investigation (2)
E-0074-0029-20	Initial Investigation
E-0076-0030-20	Initial Investigation

#### Case Listing for 2021

PA-0001-0001-21	Initial Investigation
E-0002-0001-21	Initial Investigation
ED-0012-0002-21	Initial Investigation
E-0013-0008-21	Initial Investigation
H-0014-0003-21	Final Review
E-0018-0009-21	Initial Investigation (2)
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
E-0024-0013-21	Initial Investigation (2)
E-0026-0015-21	Initial Investigation
H-0029-0008-21	Opened
E-0030-0017-21	Initial Investigation
H-0032-0009-21	Final Review
E-0034-0018-21	Initial Investigation (2)
H-0035-0010-21	Intermediate Investigation
ED-0037-0003-21	Initial Investigation
ED-0038-0004-21	Initial Investigation (2)
E-0040-0019-21	Initial Review / Screening
E-0041-0020-21	Initial Review / Screening
H-0043-0011-21	Final Review
H-0044-0012-21	Final Review
E-0045-0022-21	Initial Review / Screening
TR-0046-0001-21	Mediation
H-0047-0013-21	Opened



**CASE STATUS REPORT**  
**Monthly Summary**  
**August 01 , 2021 THRU August 31 , 2021**



**Case Listing for 2021**

E-0048-0023-21	Initial Investigation
H-0049-0014-21	Opened
H-0050-0015-21	Intermediate Investigation
H-0051-0016-21	Opened
E-0052-0024-21	Initial Investigation
H-0053-0017-21	Opened
H-0054-0018-21	Intermediate Investigation
H-0056-0020-21	Intermediate Investigation
H-0059-0021-21	Initial Investigation (2)
E-0060-0027-21	Initial Review / Screening
E-0061-0028-21	Initial Investigation
PA-0062-0006-21	Initial Investigation
PA-0063-0007-21	Initial Investigation
PA-0064-0008-21	Initial Investigation
E-0065-0029-21	Initial Investigation
TR-0066-0002-21	Mediation
E-0067-0030-21	Initial Investigation
H-0068-0022-21	Initial Review / Screening
H-0069-0023-21	Opened
H-0070-0024-21	Opened

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Commissioner Training

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 8:43 AM



City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Annual Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 8:53 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	9/13/2021 - 8:28 AM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Commissioner Communication Update

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 8:29 AM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Director Salary/Evaluation

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 8:34 AM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Commissioner Boyd Training update

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Badillo, Beth	Approved	9/13/2021 - 8:31 AM