

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, SEPTEMBER 12, 2023; 12:00 PM

VIRTUAL VIA ZOOM [HTTPS://US02WEB.ZOOM.US/J/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUHUMUNSUNP4WLZNDK9TBXZIMLY1UT09)
PWD=MUHUMUNSUNP4WLZNDK9TBXZIMLY1UT09

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 12, 2023 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. VIRTUAL VIA ZOOM [https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUHuMUNSUnp4WIZndk9tbXZiMIY1UT09)
pwd=MUHuMUNSUnp4WIZndk9tbXZiMIY1UT09

II. Approval of Agenda

III. Approval of Minutes

- A. July 2023 Minutes

IV. Directors Report

- A. Director's Report July 2023
- B. Director's Report August 2023
- C. Case Status Report July and August 2023

V. New Business

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
VIRTUAL VIA ZOOM [https://us02web.zoom.us/j/84869608008?](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09)
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REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	9/11/2023 - 9:16 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
July 2023 Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	July 2023 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	9/11/2023 - 9:16 AM

DAVENPORT CIVIL RIGHTS COMMISSION
Minutes of Regular Meeting
Tuesday, July 11, 2023; 12:00 PM

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, July 11, 2023, online using Zoom. Commission Chair Michael Guster, presided.

COMMISSIONERS PRESENT:

Ethelene Boyd
Michael Guster
Frank Holley
Angela Reyes
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 Reyes second the motion. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

On motion by Commissioner Holley, seconded by Commissioner Upchurch-Taylor, the minutes of the regular meeting on July 11, 2023, were moved. All Commissioners approved.

REPORT OF THE DIRECTOR

Director Lacey stated there was one right to sue letter issued in the month of June. Three housing cases closed in the month of June. The first case involved allegations of race, age, and disability discrimination and it settled for \$1750.00 and relief in the public interest. The second

case involved a post cause resolution, the Complainant received \$12,000.00, and the Commission received \$6,422.13. The third case involved allegations of disability discrimination, this case settled for non-monetary relief, with specific performance for the Complainant and relief in the public interest.

The Director stated she organized community meetings to discuss upcoming outreach and education initiatives. The Director completed case processing documentation, and the Director stated there were fifteen cases closed last year. Director Lacey stated she worked on litigation and scheduled hearings. The Director stated the Assistant Director\Housing Programs Manager worked on housing investigations and inquiries, case resolutions, and planned and conducted outreach and engagement activities Protections Under the Law. Director Lacey also stated that the Assistant Director\Housing Programs Manager and Civil Rights Specialist attended the ADA Conference.

Director Lacey and the Commission discussed possible upcoming outreach activities. Director Lacey and Commissioner Guster told Commissioners that if they had any ideas or thoughts on this to email Director Lacey. The Director stated that HUD gave an additional \$20,000 for next year, and the EEOC also gave some more funds as well.

The upcoming HUD conference in Denver was also discussed. It was decided that Commissioner Transou would go to this training along with the Director and Housing Specialist and Assistant Director Cody Eliff. The conference is scheduled for August 30th and 31st, 2023.

NEW BUSINESS

A. E-0093-0048-17

The Director stated this case involves race, age, and disability. The Complainant had worked for the employer for thirty years, and was accused of too many absences which was found to be wrong. The Complainant had been a union steward, a last chance agreement was offered. No details of the agreement were ever heard by the Complainant and eventually they were fired. The agreement was not ever produced, even when it was looked into. The Complainant amended it to involve race after statements. Director Lacey recommended to the Commission to take this case to public hearing. Commissioner Upchurch-Taylor made a motion that the Commission take case E-0093-0048-17, it was seconded by Commissioner Boyd. All Commissioners approved taking the case to public hearing.

B. PA-0011-0001-17

Director Lacey stated this was a public accommodations case. The Complainant was a black male who experienced discrimination based on race. The Director stated the conciliation case wasn't successful and recommended the Commission not take this case due to our incapacity to do so due to too many cases and not enough staff. Director Lacey stated the Complainant could pursue this case further with their own lawyer. Discussion ensued of the funding of the DCRC between Commissioners Guster and Commissioner Holley, and the lack of funding from the City being an ongoing problem. Commissioner Holley made a motion to not take case PA-0011-0001-17, it was seconded by Commissioner Reyes. All Commissioners then approved not taking this case.

OLD BUSINESS

Commissioner Guster discussed the Commission needing to deal with the budget, and Director Lacey's leave. Commissioner Guster discussed these issues with the Commission and it was decided that Commissioner Guster, Commissioner Holley, and possibly Commissioner Reyes, would discuss the budget in the near future at a meeting of their own, and Commissioner Guster, Commissioner Boyd, and Commissioner Transou would meet on Friday, July 14th, 2023, at 11 a.m. via Zoom.

The Commission discussed having a school supplies giveaway maybe next year. The Commission decided the Lincoln Center in Davenport would be an ideal location. Director Lacey stated she would send out an email to see who would be interested in helping with the giveaway.

PUBLIC COMMENT

There were no comments from the public.

ADJOURN

Commissioner Holley made a motion to adjourn the meeting, it was seconded by Commissioner Reyes. All Commissioners approved the motion to adjourn.

NEXT MEETING

The next regular meeting of the Commission is August 8, 2023, at 12 noon.

Submitted by Jeff Transou, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report July 2023

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's Report July 2023

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	9/11/2023 - 10:31 AM

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR July 2023

I. CASE STATUS

1. No "right to sue" letters were issued in the month of July.
2. No cases closed in mediation during the month of July.

II. OTHER ACTIVITY

1. Director organized community meetings to discuss upcoming outreach and education initiatives.
2. Director completed case processing documentation.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director worked on case resolution documents.
6. Director hosted a community meeting on housing issues within the city.
7. Director worked on litigation.
8. Director conducted research on housing within the city.
9. Director attended PWFA training from EEOC.
10. Director attended Chicago District meeting with EEOC.
11. Director attended FEPA Conference in Baltimore, MD.
12. Asst. Director/Housing Programs Manager worked on investigations.
13. Asst. Director/Housing Programs Manager worked on housing investigations.
14. Asst. Director/Housing Programs Manager worked on housing inquiries.
15. Asst. Director/Housing Programs Manager worked on case resolutions.
16. Asst. Director/Housing Programs Manager and Civil Rights Investigator conducted onsite investigation.
17. Civil Rights Specialist worked on intakes.
18. Civil Rights Specialist worked on case investigations.
19. Civil Rights Specialist worked on case resolutions.

III. OLD BUSINESS

1. Ongoing harassment and bullying of Commission staff.
2. Legal Department refusal to accept Commission referral.

IV. NEW BUSINESS

1. Upcoming outreach activities.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report August 2023

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Civil Rights	Musser, Stephanie	Approved	9/11/2023 - 10:31 AM

DIRECTOR'S REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR August 2023

I. CASE STATUS

1. No "right to sue" letters were issued in the month of August.
2. No cases closed in mediation during the month of August.

II. OTHER ACTIVITY

1. Director organized community meetings to discuss upcoming outreach and education initiatives.
2. Director completed case processing documentation.
3. Director worked on pre-hearing and post-hearing preparation.
4. Director continued to monitor COVID-19 rates and its impact on office functions.
5. Director worked on case resolution documents.
6. Director worked on litigation.
7. Director conducted research on housing within the city.
8. Director attended CLE on accessible parking.
9. Director, Asst. Director/Housing Programs Manager and Comm'r Transou attended HUD training in Denver, CO.
10. Director, Asst. Director/Housing Programs Manager, Civil Rights Specialist and Comm'r Holley attended IAOHRA Conference in Bethesda, MD.
11. Director began planning sessions for upcoming mental health meetings to discuss trauma informed care.
12. Asst. Director/Housing Programs Manager worked on investigations.
13. Asst. Director/Housing Programs Manager worked on housing investigations.
14. Asst. Director/Housing Programs Manager worked on housing inquiries.
15. Asst. Director/Housing Programs Manager worked on case resolutions.
16. Asst. Director/Housing Programs Manager and Civil Rights Investigator conducted onsite investigation.
17. Civil Rights Specialist worked on intakes.
18. Civil Rights Specialist worked on case investigations.
19. Civil Rights Specialist worked on case resolutions.

III. OLD BUSINESS

1. Ongoing discrimination, harassment and bullying of Commission staff.
2. Legal Department refusal to accept Commission referral.

IV. NEW BUSINESS

1. Upcoming outreach activities.
2. Possible housing study.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report July and August 2023

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Civil Rights	Musser, Stephanie	Approved	9/11/2023 - 9:23 AM