

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, OCTOBER 10, 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 OCTOBER 10, 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. September 2023 Minutes

IV. Directors Report

- A. September 2023 Director's Report
- B. September 2023 Case Status Report

V. New Business

- A. Department of Justice Community Relations Service Presentation
- B. Equal Employment Opportunity Commission Updated Guidance on Hostile Working Environment
- C. Davenport Civil Rights Commission Budget Process Presentation Request
- D. Davenport Civil Rights Commission Budget Increase Request

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)
[pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09](https://us02web.zoom.us/j/84869608008?pwd=MUhuMUNSUUnp4WIZndk9tbXZiMIY1UT09)

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 9:45 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
September 2023 Minutes

ATTACHMENTS:

Type	Description
▢ Cover Memo	September 2023 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 9:47 AM

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

The Davenport Civil Rights Commission (DCRC) met at 12:00 p.m. Tuesday, September 12, 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 Boyd second the motion. All Commissioners voted to approve the agenda.

APPROVAL OF MINUTES

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

REPORT OF THE DIRECTOR

Director Lacey stated there was no right to sue letters for the month of July. No cases were closed in mediation during the month of July. The Director also stated there was no right to sue letters in August, and no cases closed in mediation during the month of August. The Director stated she organized community meetings to discuss upcoming outreach and education initiatives. Mental health and trauma would be topics, specifically community based training on race trauma. Director Lacey stated that future dates would be announced. The Director stated our resources at the DCRC are limited and so maybe partnering with another entity that also deals with these topics would be a good idea. Director Lacey stated that it would be important to have education on the stigma of getting mental health services. The Director stated she would like to get professionals together in the mental health field for something in the Fall of 2024 for community education. Director Lacey stated she attended PWFA training from EEOC. The Director stated she attended the FEPA training conference in Baltimore, MD. Director Lacey stated they've been working on housing issues within the city. Director Lacey mentioned her, the Assistant Director/Housing Programs Manager, and Commissioner Transou had attended the HUD training in Denver, CO. Commissioner Transou then discussed what he learned while at the HUD Conference stating it had not met in person since 2018 due to Covid-19. Commissioner Transou discussed Reginald Hall, a resident of Sapelo Island who is an advocate for land of former slaves and families in Hog Hammock, Georgia. The people own the land and the state and others are currently trying to force them out with raising taxes to astronomical amounts and other tactics. Attorney Reed Colfax is also helping Mr. Hall to get the people to be able to keep their land. Housing for those with disabilities, appraisal bias, technology such as AI, disproportionate amounts of LGBTQ+ people being homeless, and the Equality Federation were discussed also by Commissioner Transou. Commissioner Holley then discussed the IAOHRA Conference in Bethesda, MD. that he attended. He gave thanks for being able to attend and to be able to meet people who marched with and knew Dr. King. Commissioner Holley stated it was wonderful to be able to talk to people who were there for the marches and get to hear them and experience their feelings. Commissioner Holley stated the topics included AI, transgendered people, and also went over some cases such as land that had been taken away from some people, and much more as well. Director Lacey then discussed the Commission possibly joining the NFHA (National Fair Housing Conference). The Director stated there is a \$200 fee to join and the Commission could access some of their resources as well. Director Lacey stated she continues to monitor the Covid rates and that there is another new variant. The Director then showed the Commission some graphs of how many new housing and other cases they are getting. The Director stated we had 20 new cases in two months, and that the housing cases were the biggest influx of cases. Director Lacey stated we currently have 40 cases for housing which has put quite a burden on the housing specialists. The Director stated we obviously need more help and funds to do the amount of cases we currently have. Commissioner Guster suggested the Commission put together another package to the City to show our current situation of low funds and not enough staff. Commissioner Guster expressed his frustration with the Commission's status and the City basically ignoring our requests saying that no one is getting any funds, etc. Commissioner Guster stated it looks to him the City just wants to dismantle the Commission and its offices, he felt we need to go to the City with our budgeting needs more forcefully. Commissioner Holley asked if the Commission needed to put something more substantial together to show the City how much our workload has increased.

Commissioner Guster suggested another meeting with the City and to have Commissioner Holley and Commissioner Reyes put our requests together for a meeting. Director Lacey stated she did request an increase in funding and staff last year based on our caseload and costs. Director Lacey then told the Commissioners of a reported complaint on July 8, 2023 by staff that was based on racist comments being spoken not at the staff but about Chinese people in general and others who do not speak English "correctly" and they sound "nasally". This cleaning City staff has done this before around the Director as well. Director Lacey stated she submitted a request to have that staff not come into the CRC office, at least not while they are there. One of the CRC staff tried to redirect the cleaning staff but she continued to do things like pinch her nose and speak saying that's how they sound and Mexicans also. Commissioner Holley asked if there was diversity training at City Hall and if not there should be in the future. Director Lacey stated as far as she knew there wasn't any type of training on diversity within the City. Commissioner Guster stated it is another topic that needs to be discussed when meeting with the Mayor and that he and Commissioner Boyd and Commissioner Transou need to set up another meeting with the Mayor. Director Lacey added at the end of the meeting that they partnered with Transitions Mental Health to distribute backpacks for kids in the community through that organization. Commissioner Guster asked Commissioner Boyd if she would like to set up a meeting and it was decided they would discuss later how and when that meeting would happen. Commissioner Guster ended the meeting discussing how the Commission does not have the funds and staff to operate effectively and we need to work on getting this problem resolved.

NEW BUSINESS

There was no new business.

OLD BUSINESS

There was no old business.

PUBLIC COMMENT

There were no comments from the public.

ADJOURN

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

NEXT MEETING

The next regular meeting of the Commission is October 10 , 2023, at 12 noon.

Submitted by Jeff Transou, Secretary

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
September 2023 Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	September 2023 Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 10:58 AM

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

I. CASE STATUS

1. No "right to sue" letters were issued in the month of September.
2. Five cases resolved in mediation and conciliation in the month of September. Three employment cases closed in mediation and conciliation during the month of September. Two cases involved race and sex discrimination, these were companion cases which involved employment discrimination against a black male employee who was physically assaulted by a white female coworker. The black male employee who was victim of assault was subsequently terminated, whereas the white female employee was allowed to remain employed. This case settled for \$32,000.00 and relief in the public interest. The third employment case that settled was resolved by counsel. Two public accommodations case is closed in the month of September both cases involve claims of race discrimination. One case involved an allegation of racial profiling in a retail establishment; that case settled for \$2500.00. The second case also involved allegations of racial profiling in a retail establishment, this case resolved for \$4000.00.

II. OTHER ACTIVITY

1. Director organized community meetings to discuss upcoming outreach and education initiatives.
2. Director and Commission Chair hosted a community meeting led by the DOJ CRS.
3. Director completed case processing documentation.
4. Director worked on pre-hearing and post-hearing preparation.
5. Director continued to monitor COVID-19 rates and its impact on office functions.
6. Director worked on case resolution documents.
7. Director worked on litigation.
8. Director conducted research on housing discrimination and affordable housing within the city.
9. Director conducted research on the impact of racial harassment in the workplace.
10. Director worked on FY2025 budget request.
11. Director worked on FY2024 budget increase request.
12. Director conducted planning session for upcoming mental health meetings to discuss trauma informed care and racial trauma.
13. Asst. Director/Housing Programs Manager worked on investigations.
14. Asst. Director/Housing Programs Manager worked on housing investigations.
15. Asst. Director/Housing Programs Manager worked on housing inquiries.
16. Asst. Director/Housing Programs Manager worked on case resolutions.
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 and community events:
 1. LGBT History Event; Davenport Public Library - Main - October 17, 2023 at 6:30 p.m.
 2. PACG - I Am the Future: Standing on the Shoulders of the Past - October 22, 2023 - 2:00 - 4:00 p.m. at the Putnam Museum and Science Center.
 3. Native American Heritage Month Event - Davenport Public Library - Fairmount - November 9, 2023 at 6:30 p.m.
2. Use of racial slurs in City Hall
3. EEOC Enforcement of DCRC case

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
September 2023 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 9:49 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Department of Justice Community Relations Service Presentation

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 10:59 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Equal Employment Opportunity Commission Updated Guidance on Hostile Working Environment

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 10:59 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Davenport Civil Rights Commission Budget Process Presentation Request

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 11:00 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Davenport Civil Rights Commission Budget Increase Request

REVIEWERS:

Department	Reviewer	Action	Date
Civil Rights	Musser, Stephanie	Approved	10/9/2023 - 11:00 AM