

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, MARCH 13, 2018; 12:00 AM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. February Minutes

IV. Directors Report

A. Director Report

B. Case Status

V. New Business

VI. Old Business

A. E-0002-0001-15

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
February Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	February Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	3/12/2018 - 12:11 PM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
March 13, 2018
Minutes of Regular Meeting of February 13, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:00 pm, Tuesday, February 13, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Judy Shawver presided. A quorum was met.

Commissioners Present

Clyde Mayfield
Judy Shawver
Helen Roberson
Susie Greenwalt

Commissioners Absent

Nicole Briebriesco

Other Person(s) Present

Devan Patel, QC Times
Rita Rawson, Council Liaison
Paul Macek, Attorney
Robert Lambert, Attorney
Dennis Platt, Community Member

Approval of Agenda

Motion made by Helen Roberson, seconded by Susie Greenwalt. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Helen Roberson, seconded by Clyde Mayfield. Minutes approved by all commissioners present.

Director's Report

- Update on the sexual harassment social media campaign.
- Update on housing case pending appeal.
- Advertisement of monthly events on web page and registration for the 50th Anniversary Symposium is active.

Motion to accept the director's report made by Susie Greenwalt, seconded by Helen Roberson.

Case Status Report

- No "right to sue" letters issued in February 2018.
- Six discrimination cases settled with relief in the public interest.

New Business

- **E-0002-0001-15-** table until the March 13, 2018 meeting to allow the parties an additional 30 days to reach a resolution.

- **Palmer PID Rezoning-** Discussion on the Mosaic Palmer PID Disparate Impact Analysis Report and input on the report provided by Calvin Bradford and Jack Cann. Last month, documents were distributed to the Commission with the understanding that they would be reviewed at the February meeting and returned to the Planning and Zoning Commission and Council. The Palmer PID application was removed from the table without prior notice or input from the Commission and approved February 6, 2018.
 - Alderwoman Rawson indicated that the application was removed from the table without input because the draft analysis of the Mosaic report had been leaked, she stated that she could not disclose to whom it was leaked or how.
 - Also stated that this is already a diverse neighborhood that she believes would be aided through her urban revitalization initiative which would create overlay districts.
 - Interested in procedural changes to the notification process, including sending notifications to occupants and owners.

Old Business

None

Public Comment

Dennis Platt questioned how the City Council would make public policy decisions based on outdated data, which is nearly ten years old and fail to have an adequate plan or conversation about the people impacted.

Closed Session

At 12:45 p.m. pursuant to Iowa Code Section 21.5(1)(f) and upon motion by Commissioner Greenwalt, seconded by Commissioner Shawver, and with all commissioners voting AYE, the Commission moved into closed session.

Present in the closed session:

Susie Greenwalt
 Clyde Mayfield
 Helen Roberson
 Judy Shawver
 Latrice Lacey

At 1:47 p.m. a motion was made by Commissioner Shawver and seconded by Commissioner Greenwalt, and with all commissioners voting AYE to adjourn the closed session and to move into open session.

Adjournment

Meeting adjourned at 1:47 p.m. Motion made by Judy Shawver, seconded by Clyde Mayfield.

The next meeting scheduled for Davenport Civil Rights Commission is April 10, 2018

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
3/13/2018

Subject:
Director Report

ATTACHMENTS:

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▯ Cover Memo	Director Report

REVIEWERS:

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City Clerk	Badillo, Beth	Approved	3/12/2018 - 12:11 PM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR February 2018

I. CASE STATUS

1. No “right to sue” letters were issued in February.
2. During the month of February four employment cases settled in mediation and one settled in conciliation. One transit case settled in mediation.
 - i. The conciliated employment case, filed on the bases of sex, race, retaliation and disability, involved allegations of sexual and racial harassment where the Complainant was placed on leave and subsequently terminated after complaining about sex, race and disability discrimination.
 - ii. The four employment cases settled for \$75,000.00; \$20,000.00; \$2,300.00 and \$500.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director met with HR.
2. Director met with the Mayor, Counsel, Alderwoman Rawson and Commissioner candidates.
3. Director attended 2018 State of the City.
4. Director met with community member regarding methods of connecting diverse people through healing methods.
5. Director fielded media inquiries relating to the potential disparate impact of Palmer PID.
6. Director presented on Communities of Opportunity for a Black History Month Celebration at Muscatine Community College.
7. Director attended Civil Service Meeting.
8. Director participated in a conference call for the Iowa League of Human Rights Agencies.
9. Director attended the Kerner Commission Conference.
10. Director met with community members to discuss efforts throughout the City of Davenport to Affirmatively Further Fair Housing.
11. Director and Housing Analyst planned Fair Housing symposium and met with 50th Anniversary of the Fair Housing Symposium planning committee.
12. Director and Housing Analysis met with potential donors regarding funding for Fair Housing Symposium.
13. Housing Analyst presented fair housing module for Police Department’s all day Landlord Education Assistance Program for Davenport rental housing owners and managers.
14. Housing Analyst and Investigative Paralegal attended “Ouch! That Stereotype Hurt” training by Barbara Dunn Swanson with the Iowa State Extension.
15. Housing Analyst discussed accommodation to city animal ordinance with Legal.
16. Housing Analyst monitored compliance in closed housing cases that conciliated.
17. Housing Analyst provided fair housing information to landlords.
18. Housing Analyst reviewed projects with intern.
19. Director, Housing Analyst and Investigative Paralegal worked on the Annual Report.
20. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. Equity Report and Statistics
2. Board and Commission Appointments
3. Fair Housing Act 50th Anniversary Celebration
4. Oral Argument in Housing case pending appeal

IV. NEW BUSINESS

1. Annual Report

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status

ATTACHMENTS:

Type	Description
 Cover Memo	Case Status

REVIEWERS:

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City Clerk	Badillo, Beth	Approved	3/12/2018 - 12:10 PM



CASE STATUS REPORT

Monthly Summary

February 01 , 2018 THRU February 28 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
Total	2	2

Year to Date		
Area	Filed	Closed
Housing	4	4
Total	4	4

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	10
Education	0
Housing	2
NJ EEOC Referral	2
Public Accommodation	3
Transit Title VI	2
Total	19

Areas Closed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	1
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	2
Total	10

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	0	Creed	0
Retaliation	3	Gender Identity	1	Mental Disability	1
Religion	1	Age under 40	0	Physical Disability	5
Sex	3	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	0	Marital Status	0
				National Origin	1
				Race	10

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	9	Advertising	0	Fail To Hire	1
Negative Treatment	1	Accessibility	0	Harassment	2	Fail To Promote	0
Racial Harassment	1	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	2
Termination	6	Discipline	1	Fail to Accom/Mod	4		



CASE STATUS REPORT

Monthly Summary

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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	2
Insufficient # employees	0
No Basis	1
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	1
Right to sue letter issued	0
No Probable Cause	1
Mediation Settlement	4
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	10

Disposition of formal complaints (Annual)	
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	4
Insufficient # employees	0
No Basis	2
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	1
No Probable Cause	1
Mediation Settlement	5
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	17

Summary: Previous Open: 135 (+) New Open 19 (-) Closed 10 (=) Total Open 144

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

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	24
Total number for year 2016	37
Total number for year 2017	62
Total number for year 2018	18
Total	144

Complaint By Status	
Status	Count
Initial Investigation 3	0
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	2
Final Review	27
Final Investigation	2
Intermediate Investigation	20
Mediation	13
Mediation/Intermediate Invest.	0
Initial Investigation (2)	61
Initial Investigation	15
Initial Review / Screening	3
Opened	0
Total	144



CASE STATUS REPORT

Monthly Summary

February 01 , 2018 THRU February 28 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	1	1.5	14
Total	1	1.5	14

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	1	1
Closed with resolution	6	8

Monthly	
Resolution	Count
Monetary Settlement	5
No Resolution	1
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	7

Year to Date	
Resolution	Count
Monetary Settlement	7
No Resolution	1
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	9

Total monthly settlement amount: \$106,120.00 Total yearly settlement amount: \$109,370.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	4	IDHR	0	0
Other	0	0	HUD	1	1
Help Legal	0	2	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	0
Other City Departments	1	1	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	1
Attorney Disciplinary Office	0	0	Attorney Referral	0	1
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	3	11



CASE STATUS REPORT

Monthly Summary

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Status of Complaints by Number and Year

Case Listing for 2014

PA-0100-0008-14	Final Review
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

Case Listing for 2015

E-0002-0001-15	PC/Conciliation
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	PC/Conciliation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Final Review
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Intermediate Investigation
E-0087-0043-15	Final Review
E-0096-0045-15	Final Review
E-0100-0047-15	Final Review
E-0101-0048-15	Final Review
E-0102-0049-15	Intermediate Investigation
E-0103-0050-15	Final Review
E-0110-0054-15	Final Review
ED-0118-0002-15	Final Review
PA-0119-0019-15	Final Review
E-0120-0060-15	Mediation
PA-0133-0025-15	Final Review
E-0143-0067-15	Final Review
E-0149-0070-15	Final Review

Case Listing for 2016

E-0015-0004-16	Final Review
E-0022-0008-16	Initial Investigation (2)
E-0024-0009-16	Intermediate Investigation
E-0027-0010-16	Final Review
E-0031-0014-16	Initial Investigation (2)
E-0035-0017-16	Intermediate Investigation
H-0037-0004-16	Final Investigation



CASE STATUS REPORT
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Case Listing for 2016

H-0038-0005-16	Final Investigation
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation
PA-0054-0006-16	Intermediate Investigation
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)
E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Intermediate Investigation
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Final Review
PA-0098-0009-16	Initial Investigation (2)
E-0100-0046-16	Initial Investigation (2)
E-0107-0050-16	Initial Investigation (2)
E-0110-0052-16	Final Review
PA-0117-0011-16	Final Review
PA-0118-0012-16	Final Review
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Intermediate Investigation
E-0125-0059-16	Final Review
E-0128-0061-16	Initial Investigation (2)
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Intermediate Investigation
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Initial Investigation (2)
E-0143-0071-16	Intermediate Investigation
E-0145-0073-16	Initial Investigation (2)

Case Listing for 2017

E-0003-0002-17	Final Review
E-0007-0005-17	Initial Investigation (2)
E-0009-0007-17	Intermediate Investigation
PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation (2)



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Case Listing for 2017

E-0017-0012-17	Intermediate Investigation
E-0022-0013-17	Initial Investigation (2)
H-0026-0001-17	Intermediate Investigation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Initial Investigation (2)
E-0031-0016-17	Initial Investigation (2)
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Initial Investigation (2)
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Initial Investigation (2)
E-0053-0025-17	Initial Investigation (2)
E-0055-0026-17	Mediation
E-0058-0028-17	Initial Investigation (2)
E-0062-0031-17	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0068-0035-17	Initial Investigation (2)
E-0071-0036-17	Initial Investigation (2)
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Initial Investigation (2)
E-0075-0040-17	Mediation
E-0076-0041-17	Final Review
E-0077-0042-17	Initial Investigation (2)
H-0081-0008-17	Initial Investigation
E-0084-0044-17	Initial Investigation
E-0085-0045-17	Initial Investigation (2)
E-0088-0047-17	Initial Investigation (2)
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Mediation
E-0096-0049-17	Initial Investigation (2)
E-0097-0050-17	Initial Investigation (2)
E-0099-0051-17	Initial Investigation (2)
H-0102-0012-17	Initial Investigation (2)
E-0105-0054-17	Mediation



CASE STATUS REPORT

Monthly Summary

February 01 , 2018 THRU February 28 , 2018

Case Listing for 2017

E-0106-0055-17	Mediation
PA-0108-0014-17	Initial Investigation
H-0111-0015-17	Initial Investigation (2)
E-0117-0057-17	Initial Investigation (2)
E-0119-0059-17	Initial Investigation (2)
E-0121-0061-17	Initial Investigation (2)
PA-0122-0015-17	Initial Investigation (2)
E-0123-0062-17	Initial Investigation (2)
E-0124-0063-17	Mediation
E-0128-0067-17	Initial Investigation (2)
E-0129-0068-17	Initial Investigation
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
E-0132-0071-17	Initial Investigation (2)
E-0133-0072-17	Initial Investigation (2)
PA-0134-0016-17	Initial Investigation (2)
E-0136-0073-17	Mediation
ED-0142-0002-17	Initial Investigation
E-0143-0075-17	Initial Investigation (2)

Case Listing for 2018

E-0001-0001-18	Mediation
E-0002-0002-18	Initial Investigation (2)
ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation
E-0008-0005-18	Initial Investigation
E-0009-0006-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation
E-0011-0008-18	Mediation
H-0012-0001-18	Initial Review / Screening
E-0014-0009-18	Mediation
PA-0015-0001-18	Initial Investigation
PA-0016-0002-18	Mediation
H-0019-0002-18	Initial Investigation
E-0021-0010-18	Initial Investigation
E-0022-0011-18	Mediation
E-0023-0012-18	Initial Review / Screening



**Civil Rights
Commission**
City Hall
226 West 4th Street
Davenport, IA 52801

CASE STATUS REPORT

Monthly Summary

February 01 , 2018 THRU February 28 , 2018



City of Davenport

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Case Listing for 2018

PA-0024-0003-18

Initial Review / Screening

City of Davenport
Civil Rights Commission

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E-0002-0001-15

REVIEWERS:

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