

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, APRIL 10, 2018; 12:00 PM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. February corrected minutes

B. March 2018 minutes

IV. Directors Report

A. Directors Report

B. Case Status Report 2018

V. New Business

A. DCAP

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
February corrected minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	February corrected minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/9/2018 - 11:29 AM

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
Maria Dickmann, Councilperson
Raven Hollenworst, Friend of Maria Dickmann

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

Subject:
March 2018 minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	March 2018 minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/9/2018 - 11:30 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
April 10, 2018
Minutes of Regular Meeting of March 13, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:00 pm, Tuesday, March 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
Susie Greenwalt
Nicole Briebriesco-Ledger

Commissioners Absent

Helen Roberson

Other Person(s) Present

Devan Patel, QC Times
Rita Rawson, Council Liaison
Paul Macek, Attorney
Roy Birchard, Community Member
Maria Dickmann, Councilperson

Approval of Agenda

Motion made by Susie Greenwalt, seconded by Nicole Briebriesco-Ledger. The agenda was approved by all commissioners present.

Approval of Minutes

Edit February meeting minutes to add missing attendees. Motion made by Susie Greenwalt, 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.
- Director met with Human Resources to discuss racial harassment.
- Director and Housing Analyst conducted meetings to finalize planning for the QC Fair Housing Symposium.
- Advertisement of monthly events on web page and registration for the 50th Anniversary Symposium is active.
- Annual report is completed.
- State of Equity report is nearly complete.

Motion to accept the director's report made by Nicole Briebriesco-Ledger, seconded by Susie Greenwalt.

Case Status Report

- No "right to sue" letters issued in March 2018.

- Six discrimination cases settled with relief in the public interest.

New Business

None.

Old Business

E-0002-0001-15- Motion to proceed to public hearing made by Judy Shawver, seconded by Nicole Bribiesco-Ledger. Approved by all Commissioner's present.

Public Comment

Alderwoman Rawson questioned the placement of the closed session designation on the agenda. Rawson inquired about the case status report and status designations as well as new Commissioner onboarding documentation. Alderwoman Rawson stated that she would like to strengthen communication between the Commission and the Council.

- Also stated that several council members and staff members at Public Works have strong concerns with the way that training was provided. Expressed concerns that staff was not receptive to Effective Communication training and suggested that it be altered to make the staff more comfortable to increase efficacy.

Paul Macek asked the Commission to postpone vote to schedule case E-0002-0001-15 for public hearing.

Devan Patel questioned Alderwoman Rawson's placement as the Commission's liaison, stated that she queried the employment classification of the Commission's employees and Council questioned the efficacy and purpose of having Council liaisons, which seemed to indicate a plan to eliminate the role. Patel stated that Alderwoman Rawson was hyper vigilant about the activity of the Commission however the Council had been virtually silent about the discriminatory actions of city employees under their direct control, and cited a QC Times article detailing a housing discrimination case that was filed in federal court against the City of Davenport and Roy Dewitt. Patel detailed other instances of voucher recipients being discriminated against and being denied due process based upon race. Patel discussed the importance of the strength and independence of the Commission, and stated that despite the important purpose, in his opinion, the staff and Commissioners are frequently disrespected and are inadequately funded, yet criticized for the speed of case processing. Patel further questioned spending on furniture and remodeling of other departments, but the Commission's budget remained unchanged.

Adjournment

Meeting adjourned at 1:47 p.m. Motion made by Nicole Bribiesco-Ledger, seconded by Judy Shawver.

The next meeting scheduled for Davenport Civil Rights Commission is May 8, 2018

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report

ATTACHMENTS:

Type	Description
 Cover Memo	March 2018 Directors Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/9/2018 - 11:32 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR March 2018

I. CASE STATUS

1. No “right to sue” letters were issued in March.
2. During the month of March four employment cases settled in mediation and one public accommodation settled in mediation.
 - i. The public accommodation case, filed on the bases of race and color settled for \$1750.00 and relief in the public interest.
 - ii. The four employment cases settled for \$2500.00; \$500.00; and \$7,000.00, job referral and relief in the public interest.

II. OTHER ACTIVITY

1. Director participated in the planning, setup and administration of the Opportunity for Quad Citians Poverty Simulation.
2. Director met with the Mayor, Counsel, Alderwoman Rawson and Equity and Inclusion Administrator to discuss upcoming Equity Report, drafted by DCRC BHS intern.
3. Director met with Matt M. to discuss mechanisms for access to opportunity, history of housing discrimination and proactive methods to address systemic discrimination.
4. Director conducted training pursuant to a mediation settlement agreement.
5. Director fielded media inquiries relating to the potential disparate impact of Palmer PID.
6. Director met with a community member relating to the potential disparate impact of Palmer PID.
7. Director attended a planning meeting with NCRC staff to discuss upcoming collaborations.
8. Director attended Civil Service Meeting.
9. Director met with funding committee for upcoming community outreach initiatives.
10. Director attended the Kerner Commission Conference.
11. Director met with the Scott County Reducing Racial and Ethnic Disparities Planning Committee.
12. Director presented oral arguments for housing case before the COA.
13. Director met with community members to discuss efforts throughout the City of Davenport to Affirmatively Further Fair Housing.
14. Director and Housing Analyst planned Fair Housing symposium and met with 50th Anniversary of the Fair Housing Symposium planning committee.
15. Director and Housing Analysis met with presenters for the Fair Housing Symposium.
16. Housing Analyst provided fair housing information to landlords.
17. Housing Analyst reviewed Symposium projects with intern.
18. Director, Housing Analyst and Investigative Paralegal worked on the Annual Report and Equity Report.
19. 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
5. Annual Report

IV. NEW BUSINESS

1. DCAP Participation

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report 2018

ATTACHMENTS:

Type	Description
 Cover Memo	March 2018 Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/9/2018 - 11:34 AM



CASE STATUS REPORT

Monthly Summary

March 01 , 2018 THRU March 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	1	1
Total	1	1

Year to Date		
Area	Filed	Closed
Housing	5	5
Total	5	5

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	2
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	8

Areas Closed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	1
NJ EEOC Referral	0
Public Accommodation	2
Transit Title VI	0
Total	8

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	3	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	1	Color	0	Marital Status	0
				National Origin	0
				Race	3

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	2	Advertising	1	Fail To Hire	1
Negative Treatment	2	Accessibility	0	Harassment	2	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	1	Fail To Serve	0
Termination	4	Discipline	0	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

March 01 , 2018 THRU March 31 , 2018

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	0
Mediation Settlement	5
Jurisdiction waived	2
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
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	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	3
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	10
Jurisdiction waived	3
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	25

Summary: Previous Open: 144 (+) New Open 8 (-) Closed 8 (=) 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	22
Total number for year 2016	36
Total number for year 2017	59
Total number for year 2018	24
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	2
PC/Conciliation	0
Final Review	27
Final Investigation	3
Intermediate Investigation	23
Mediation	10
Mediation/Intermediate Invest.	0
Initial Investigation (2)	63
Initial Investigation	13
Initial Review / Screening	2
Opened	0
Total	144



CASE STATUS REPORT

Monthly Summary

March 01 , 2018 THRU March 31 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	2	2.5	31
Total	2	2.5	31

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	3	4.5	45
Total	3	4.5	45

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	3
Closed with resolution	5	13

Monthly	
Resolution	Count
Monetary Settlement	4
No Resolution	2
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	7

Year to Date	
Resolution	Count
Monetary Settlement	11
No Resolution	3
Reinstatement	0
Specific Performance	2
Policy Change	0
Training	0
Total	16

Total monthly settlement amount: \$11,750.00

Total yearly settlement amount: \$121,120.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	4	IDHR	0	0
Other	0	0	HUD	0	1
Help Legal	1	3	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	0
Other City Departments	0	1	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	2
Attorney Disciplinary Office	0	0	Attorney Referral	0	1
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	2	13



CASE STATUS REPORT

Monthly Summary

March 01 , 2018 THRU March 31 , 2018

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	Public Hearing Pending
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Public Hearing Pending
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
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	Final 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
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	Intermediate Investigation
E-0035-0017-16	Intermediate Investigation
H-0037-0004-16	Final Investigation
H-0038-0005-16	Final Investigation
E-0040-0018-16	Initial Investigation (2)



CASE STATUS REPORT
Monthly Summary
March 01 , 2018 THRU March 31 , 2018

Case Listing for 2016

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	Intermediate Investigation
E-0145-0073-16	Intermediate Investigation

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	Intermediate Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Intermediate Investigation
E-0022-0013-17	Initial Investigation (2)
H-0026-0001-17	Intermediate Investigation



CASE STATUS REPORT
Monthly Summary
March 01 , 2018 THRU March 31 , 2018

Case Listing for 2017

E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Intermediate Investigation
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	Intermediate Investigation
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)
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)



CASE STATUS REPORT
Monthly Summary
March 01 , 2018 THRU March 31 , 2018

Case Listing for 2017

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	Initial Investigation (2)
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)
ED-0142-0002-17	Initial Investigation
E-0143-0075-17	Initial Investigation (2)

Case Listing for 2018

E-0001-0001-18	Initial Investigation (2)
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	Mediation
E-0008-0005-18	Initial Investigation (2)
E-0009-0006-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (2)
E-0011-0008-18	Mediation
H-0012-0001-18	Initial Investigation
E-0014-0009-18	Initial Investigation (2)
PA-0015-0001-18	Mediation
PA-0016-0002-18	Initial Investigation (2)
H-0019-0002-18	Initial Investigation
E-0021-0010-18	Mediation
E-0022-0011-18	Initial Investigation (2)
E-0023-0012-18	Mediation
E-0025-0013-18	Mediation
E-0026-0014-18	Initial Review / Screening
E-0027-0015-18	Mediation
E-0028-0016-18	Initial Investigation
E-0029-0017-18	Initial Investigation
E-0030-0018-18	Initial Review / Screening



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

CASE STATUS REPORT
Monthly Summary
March 01 , 2018 THRU March 31 , 2018



City of Davenport

Page: 8

Case Listing for 2018	
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H-0032-0004-18	Initial Investigation
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City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
DCAP

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	4/4/2018 - 11:02 AM