

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JUNE 12, 2018; 12:00 PM

CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. Minutes

IV. Directors Report

A. Case Status Report

B. Director's Report

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: Civil Rights
Contact Info:

Date
6/11/2018

Subject:
Minutes

ATTACHMENTS:

Type	Description
 Cover Memo	June Minutes for May meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/8/2018 - 11:41 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING

June 12, 2018

Minutes of Regular Meeting of May 08, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:05 pm, Tuesday, May 08, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Judy Shawver presided. A quorum was met.

Commissioners Present

Nicole Bribriesco
Clyde Mayfield
Susie Greenwalt
Judy Shawver
Ben Hahn
Helen Roberson

Commissioners Absent

Shylee Garrett

Other Person(s) Present

Maria Dickman, Councilperson
Vera Kelly, DCAP
Dr. Henry Brockington, DCAP
Rev. Jay Wolin, Community Member
Rita Rawson, Council Liaison
Tom Warner, City Attorney
Kurt Allemeier, Communications Specialist

Approval of Agenda

Motion made by Judy Shawver, seconded by Nicole Briebriesco. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Clyde Mayfield, seconded by Nicole Bribriesco. Minutes approved by all commissioners present.

Director's Report

Director Latrice Lacey introduced the newly appointed Davenport Civil Rights Commissioner, Ben Hahn. Mr. Hahn worked in retail management and financial services. The second appointee, Shylee Garrett, was not in attendance.

There were no cases settled in mediation during the month of April, 2018.

There was one (1) "right to sue" letter issued in April 2018.

Director Lacey reported on and/or explained all the different activities that she participated in during the month of April 2018.

New Business

None

Old Business

The Davenport Civil Rights Commission (DCRC) unanimously offered to continue to support Davenport Community Advisory Panel (DCAP) as requested by Dr. Henry Brockington, Chairperson of DCAP. Meeting notifications will be forwarded to Beth Badillo and Director Lacey.

Public Comment

None

Closed Session

Pursuant to Iowa Code 21.5(i), the Commission went into closed session at the request of Director Lacey at 12:33 p.m. upon motion Commissioner Nicole Bribiesco-Ledger, seconded by Commissioner Clyde Mayfield, 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
Nicole Bribiesco-Ledger
Benjamin Hahn
Latrice Lacey

At 1:49 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 1:50 pm. Motion made by Commissioner Nicole Briebiesco-Ledger, seconded by Commissioner Clyde Mayfield.

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

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
 Cover Memo	June for May Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/11/2018 - 11:56 AM



CASE STATUS REPORT

Monthly Summary

May 01 , 2018 THRU May 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
Total	2	2

Year to Date		
Area	Filed	Closed
Housing	7	7
Total	7	7

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	1
NJ EEOC Referral	2
Public Accommodation	1
Transit Title VI	1
Total	8

Areas Closed	
Area	Count
Credit	0
Employment	5
Education	0
Housing	0
NJ EEOC Referral	2
Public Accommodation	1
Transit Title VI	1
Total	9

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	0	Gender Identity	0	Mental Disability	1
Religion	1	Age under 40	0	Physical Disability	1
Sex	0	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	2
				Race	6

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	0
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	0	Fail To Serve	1
Termination	2	Discipline	2	Fail to Accom/Mod	0		



CASE STATUS REPORT

Monthly Summary

May 01 , 2018 THRU May 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	1
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	3
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	1
Jurisdiction waived	1
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	9

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	1
No Jurisdiction	
Statute of limitations	0
Prima Facia not met	0
Outside geographical jurisdiction	0
NJ Referred to EEOC	7
Insufficient # employees	0
No Basis	7
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	2
No Probable Cause	1
Mediation Settlement	11
Jurisdiction waived	4
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	37

Summary: Previous Open: 151 (+) New Open 8 (-) Closed 9 (=) Total Open 150

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	30
Total	150

Complaint By Status	
Status	Count
Initial Investigation 3	4
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	28
Final Investigation	5
Intermediate Investigation	32
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (2)	59
Initial Investigation	5
Initial Review / Screening	2
Opened	0
Total	150



CASE STATUS REPORT

Monthly Summary

May 01 , 2018 THRU May 31 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
GenAge	1	1	10
Community	2	3.5	302
Total	3	4.5	312

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	7	182.5	473
GenAge	1	1	10
Total	8	183.5	483

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	2	9
Closed with resolution	1	14

Monthly	
Resolution	Count
Monetary Settlement	1
No Resolution	2
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	3

Year to Date	
Resolution	Count
Monetary Settlement	12
No Resolution	9
Reinstatement	0
Specific Performance	2
Policy Change	0
Training	0
Total	23

Total monthly settlement amount: \$1,000.00

Total yearly settlement amount: \$122,120.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	0	0
Other	0	0	HUD	0	1
Help Legal	1	4	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
Other City Departments	1	3	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	0	2
Attorney Disciplinary Office	0	0	Attorney Referral	1	3
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	3	21



CASE STATUS REPORT

Monthly Summary

May 01 , 2018 THRU May 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	Intermediate Investigation
E-0024-0009-16	Final 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
May 01 , 2018 THRU May 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	Intermediate Investigation
E-0121-0057-16	Intermediate Investigation
E-0125-0059-16	Final Review
E-0128-0061-16	Intermediate Investigation
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	Final Investigation
E-0009-0007-17	Final Review
PA-0011-0001-17	Intermediate Investigation
E-0012-0009-17	Initial Investigation 3
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

May 01 , 2018 THRU May 31 , 2018

Case Listing for 2017

E-0027-0015-17	Intermediate Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Intermediate Investigation
E-0031-0016-17	Intermediate Investigation
E-0033-0017-17	Initial Investigation (2)
E-0036-0019-17	Intermediate Investigation
E-0037-0020-17	Initial Investigation (2)
E-0040-0021-17	Intermediate Investigation
E-0053-0025-17	Intermediate Investigation
E-0055-0026-17	Initial Investigation 3
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	Intermediate 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	Mediation
H-0095-0011-17	Initial Investigation (2)
E-0096-0049-17	Initial Investigation 3
E-0097-0050-17	Initial Investigation 3
E-0099-0051-17	Initial Investigation (2)
H-0102-0012-17	Mediation
PA-0108-0014-17	Mediation
H-0111-0015-17	Initial Investigation (2)
E-0117-0057-17	Intermediate Investigation
E-0119-0059-17	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

May 01 , 2018 THRU May 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 (2)
E-0143-0075-17	Initial Investigation (2)

Case Listing for 2018

E-0001-0001-18	Intermediate Investigation
E-0002-0002-18	Intermediate Investigation
ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)
E-0008-0005-18	Initial Investigation (2)
E-0010-0007-18	Initial Investigation (2)
E-0011-0008-18	Initial Investigation (2)
H-0012-0001-18	Initial Investigation (2)
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 (2)
E-0021-0010-18	Initial Investigation (2)
E-0022-0011-18	Initial Investigation (2)
E-0025-0013-18	Initial Investigation (2)
E-0027-0015-18	Mediation
E-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (2)
E-0030-0018-18	Mediation
H-0032-0004-18	Initial Investigation (2)
E-0038-0021-18	Mediation
NJR-0039-0006-18	Initial Review / Screening



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

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



City of Davenport

Page: 8

Case Listing for 2018	
E-0040-0022-18	Initial Investigation
E-0041-0023-18	Mediation
PA-0042-0005-18	Initial Investigation
E-0045-0024-18	Mediation
E-0046-0025-18	Mediation
PA-0048-0006-18	Mediation
H-0050-0005-18	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
▯ Cover Memo	Directors Report May for June meeting 2018

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/11/2018 - 11:56 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR May 2018

I. CASE STATUS

1. No “right to sue” letters were issued in May.
2. During the month of May one public accommodations case settled in mediation in the amount of \$1,000.00.

II. OTHER ACTIVITY

1. Director participated in two pre-hearing telephone conference calls.
2. Director met with the NCRC staff to discuss collaboration ideas.
3. Director presented on employment and housing harassment at the annual service coordinators meeting.
4. Director attended an Urban Revitalization meeting.
5. Director met with HUD.
6. Director attended DCSD parent meeting at Fairmount Library.
7. Director conducted Commissioner Onboarding process for new Commissioners.
8. Director attended grants recap reception for the Fairmount Community garden project.
9. Director attended Civil Service Meeting.
10. Director met with QCI staff to discuss potential collaborations.
11. Director participated in FHAP Guidance Rollout Conference Call.
12. Director prepared presenter PowerPoints for the Fair Housing Symposium.
13. Director met with NCRC staff to discuss City of Davenport data presentation.
14. Director met with the Department of Justice to discuss efforts throughout the City of Davenport to address equity concerns.
15. Housing Analyst prepared grant reports for Fair Housing Symposium.
16. Housing Analyst planned 50th Anniversary The Color of Law book discussion sessions in collaboration with the Davenport Library.
17. Housing Analyst worked on case investigations.
18. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. Equity Report and Statistics
2. DCAP Participation

IV. NEW BUSINESS

1. DOJ Collaborative Efforts

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
DCAP

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	6/11/2018 - 11:57 AM