

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, JULY 10, 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. Chair Appointment

B. Director's Salary Increase

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Minutes

ATTACHMENTS:

Type	Description
 Cover Memo	June Minutes for July meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/9/2018 - 11:26 AM

## **DAVENPORT CIVIL RIGHTS COMMISSION MEETING**

**July 10, 2018**

### **Minutes of Regular Meeting of June 12, 2018**

The Davenport Civil Rights Commission (DCRC) met at 12:03 pm, Tuesday, June 12, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Susie Greenwalt presided. A quorum was met.

#### **Commissioners Present**

Nicole Briebresco-Ledger  
Clyde Mayfield  
Susie Greenwalt  
Ben Hahn  
Shylee Garrett

#### **Commissioners Absent**

Judy Shawver  
Helen Roberson

#### **Other Person(s) Present**

Maria Dickman, Councilperson  
Rita Rawson, Council Liaison  
Evelyn Nelson

#### **Approval of Agenda**

Motion made by Nicole Briebresco-Ledger, seconded by Clyde Mayfield. The agenda was approved by all commissioners present.

#### **Approval of Minutes**

Motion made by Clyde Mayfield, seconded by Nicole Briebresco-Ledger. Minutes approved by all commissioners present.

#### **Director's Report**

Director Latrice Lacey introduced the newly appointed Davenport Civil Rights Commissioner, Shylee Garrett. Ms. Garrett works in John Deere's IT department; she is a trans-racial adoptee and does Asian American student work.

There was one public accommodations case settled in mediation during the month of May, 2018.

There were no "right to sue" letter issued in May 2018.

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

#### **New Business**

The Davenport Civil Rights Commission (DCRC) received an update that the Davenport Community Advisory Panel (DCAP) has been notified that the City of Davenport would like to stop annual data collection and replace it with data collection for every three years. There was discussion about the concerns with having the reporting done so far apart due to the potential for issues that could occur within that timeframe and not be uncovered for three years. Commissioners expressed support of the

current one year reporting period, stating that it is important to having effective review and the trust building aspect of the relationship between the community and the police department.

**Old Business**

None.

**Public Comment**

None.

**Adjournment**

Meeting adjourned at 12:30 pm. Motion made by Commissioner Nicole Briebresco-Ledger, seconded by Commissioner Clyde Mayfield.

**The next meeting scheduled for Davenport Civil Rights Commission is August 14, 2018**

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Case Status report

ATTACHMENTS:

Type	Description
 Cover Memo	Case Status Report June for July meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/9/2018 - 11:42 AM



# CASE STATUS REPORT

## Monthly Summary

June 01 , 2018 THRU June 30 , 2018

### Informal Case Information

Monthly		
Area	Filed	Closed
Housing	2	2
<b>Total</b>	<b>2</b>	<b>2</b>

Year to Date		
Area	Filed	Closed
Housing	9	9
<b>Total</b>	<b>9</b>	<b>9</b>

**Overall total active informal complaints: 0**

### Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	4
Education	1
Housing	3
NJ EEOC Referral	0
Public Accommodation	3
Transit Title VI	0
<b>Total</b>	<b>11</b>

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	1
Housing	5
NJ EEOC Referral	0
Public Accommodation	3
Transit Title VI	0
<b>Total</b>	<b>10</b>

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	1	Creed	0
Retaliation	1	Gender Identity	0	Mental Disability	3
Religion	0	Age under 40	0	Physical Disability	3
Sex	1	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	0
				Race	4

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	5	Advertising	0	Fail To Hire	0
Negative Treatment	1	Accessibility	0	Harassment	0	Fail To Promote	0
Racial Harassment	2	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	2	Discipline	1	Fail to Accom/Mod	1		



# CASE STATUS REPORT

## Monthly Summary

**June 01 , 2018 THRU June 30 , 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	4
NJ Referred to EEOC	0
Insufficient # employees	0
No Basis	0
No Area	0
Dismiss lack of subject matter	0
Satisfactorily Adjusted	0
Settlement	0
Right to sue letter issued	0
No Probable Cause	3
Mediation Settlement	2
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
<b>Total Dispositions</b>	<b>10</b>

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	4
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	4
Mediation Settlement	13
Jurisdiction waived	4
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	0
Conciliation Failed	0
<b>Total Dispositions</b>	<b>47</b>

**Summary: Previous Open: 150 (+) New Open 11 (-) Closed 10 (=) Total Open 151**

**Probable Cause (Monthly) = 1 (Annual) = 1**

### 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	34
Total number for year 2017	57
Total number for year 2018	35
<b>Total</b>	<b>151</b>

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	1
Final Review	27
Final Investigation	3
Intermediate Investigation	31
Mediation	9
Mediation/Intermediate Invest.	0
Initial Investigation (2)	63
Initial Investigation	8
Initial Review / Screening	2
Opened	0
<b>Total</b>	<b>151</b>



# CASE STATUS REPORT

## Monthly Summary

June 01 , 2018 THRU June 30 , 2018

### Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
GenAge	1	1.2	9
Total	1	1.2	9

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	7	182.5	473
GenAge	2	2.2	19
Total	9	184.7	492

### Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	1	10
Closed with resolution	2	16

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

Year to Date	
Resolution	Count
Monetary Settlement	14
No Resolution	10
Reinstatement	0
Specific Performance	2
Policy Change	0
Training	0
<b>Total</b>	<b>26</b>

Total monthly settlement amount: \$5,293.00

Total yearly settlement amount: \$127,413.00

### Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	7	IDHR	0	0
Other	2	2	HUD	1	2
Help Legal	1	5	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	1
Other City Departments	2	5	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	3
Attorney Disciplinary Office	0	0	Attorney Referral	3	6
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			<b>Total</b>	<b>11</b>	<b>32</b>





# CASE STATUS REPORT

## Monthly Summary

**June 01 , 2018 THRU June 30 , 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	PC/Conciliation
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
E-0040-0018-16	Initial Investigation (2)
E-0052-0023-16	Initial Investigation (2)
E-0053-0024-16	Intermediate Investigation



**CASE STATUS REPORT**  
**Monthly Summary**  
**June 01 , 2018 THRU June 30 , 2018**

**Case Listing for 2016**

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



**CASE STATUS REPORT**  
**Monthly Summary**  
**June 01 , 2018 THRU June 30 , 2018**

**Case Listing for 2017**

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)
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)
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)



**CASE STATUS REPORT**  
**Monthly Summary**  
**June 01 , 2018 THRU June 30 , 2018**

**Case Listing for 2017**

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-0028-0016-18	Initial Investigation (2)
E-0029-0017-18	Initial Investigation (2)
E-0030-0018-18	Initial Investigation (2)
H-0032-0004-18	Initial Investigation (2)
E-0038-0021-18	Mediation
NJR-0039-0006-18	Initial Review / Screening
E-0040-0022-18	Mediation
E-0041-0023-18	Mediation
PA-0042-0005-18	Mediation
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)



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

**CASE STATUS REPORT**  
**Monthly Summary**  
**June 01 , 2018 THRU June 30 , 2018**



City of Davenport

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<b>Case Listing for 2018</b>	
PA-0048-0006-18	Initial Investigation (2)
H-0050-0005-18	Initial Investigation
E-0051-0027-18	Mediation
H-0057-0007-18	Initial Investigation
E-0058-0028-18	Initial Investigation
E-0059-0029-18	Initial Investigation
E-0061-0030-18	Initial Investigation
H-0062-0008-18	Initial Review / Screening

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Director's Report

ATTACHMENTS:

Type	Description
▯ Cover Memo	Directors report June for July meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/9/2018 - 11:43 AM

## **DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR June 2018**

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### **I. CASE STATUS**

1. No “right to sue” letters were issued in June.
2. During the month of June one housing case settled in mediation in the amount of \$3,093.00 and one employment case settled in the amount of \$2,200.00. The housing case was filed on the bases of race and disability, the Complainant alleges that he was subjected to different terms and conditions and evicted in violation of the FHA. The employment case was filed on the bases of sex and sexual orientation, the Complainant alleges that he was constructively discharged after being subjected to a hostile working environment and bullied because of his perceived sexual orientation.

### **II. OTHER ACTIVITY**

1. Director attended Breakthrough Series Collaborative meeting.
2. Director met with the NCRC staff to discuss data collection and collaborative efforts to address disparities.
3. Director presented on the DRCO with an emphasis on disability discrimination for community members.
4. Director attended an Urban Revitalization meeting.
5. Director met with EEOC, executed new contract.
6. Director attended EEOC FEPA Conference.
7. Director met with community members regarding ADA compliance.
8. Director worked on Fairmount Community garden project.
9. Director attended Civil Service Meeting.
10. Director worked with the parties to establish equitable relief for a case pending public hearing to establish settlement terms.
11. Director discussed #metoo advertisement initiatives.
12. Director and Housing Analyst worked on a potential FHA §901 case.
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 presented information on DCRC process and jurisdictional elements to attendees of a Milestones Nutritional Center.
16. Housing Analyst attended grant writing training.
17. Housing Analyst relayed ADA guidelines regarding service animals to a business owner.
18. Housing Analyst worked on case investigations.
19. Investigative Paralegal attended ADA Symposium.
20. Investigative Paralegal worked on investigations.

### **III. OLD BUSINESS**

1. DCAP Participation
2. DOJ Collaborative Efforts

### **IV. NEW BUSINESS**

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Chair Appointment

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/9/2018 - 11:59 AM



City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Director's Salary Increase

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/9/2018 - 11:59 AM