

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, SEPTEMBER 11, 2018; 12:00 PM

REVISED AGENDA CIVIL RIGHTS CONFERENCE ROOM

REVISED AGENDA

- I. Roll Call
- II. Approval of Agenda
- III. Approval of Minutes
 - A. August Minutes
- IV. Directors Report
 - A. Case Status Report
 - B. Director's Report
- V. New Business
 - A. E-0017-0005-17
 - B. Human Rights Campaign Initiative
 - C. Administrative Policies
- VI. Old Business
 - A. Commission agreements
 - B. NAACP Banquet
- VII. Public Comment and Presentation
- VIII. Closed Session pursuant to Iowa Code 21.5(c)
 - A. Closed Session
- IX. Adjourn and Next Meeting

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
August Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	August minutes for September meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/10/2018 - 11:35 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
September 11, 2018
Minutes of Regular Meeting of August 14, 2018

The Davenport Civil Rights Commission (DCRC) met at 12:003 pm, Tuesday, August 14, 2018 in the first-floor conference room at the Davenport City Hall. Commissioner Susie Greenwalt presided. A quorum was met.

Commissioners Present

Clyde Mayfield
Shylee Garrett
Susie Greenwalt
Judy Shawver
Ben Hahn
Nicole Briebriesco-Ledger
Helen Roberson

Commissioners Absent

None

Other Person(s) Present

Bill Lukitsch, QC Times
Dennis Platt – Community person from the 6th Ward
Katrina Lasanasky – WQAD
Stephanie Mattox - WQAD

Approval of Agenda

Motion made by Helen Roberson, seconded by Ben Hahn. The agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Nicole Briebriesco-Ledger, seconded by Shylee Garrett. Minutes approved by all commissioners present.

Director's Report

- No "right to sue" letters issued for the period.
- Settlement of one housing discrimination case. Leaser was directed to a non-existent address after being refused a walkthrough of the unit that she requested.
- Discussion of terms settled on case scheduled for public hearing.
- 8/18/18 Block party held at Fairmount Library for the program being sponsored there, with school supply giveaway.
- There will be a training session held at Eastern Avenue Library on September 21, 2018 from 8:30 a.m. – 3:00 p.m. on housing discrimination (race-based outcome versus race).
- Commissioners Clyde Mayfield and Susie Greenwalt agreed to attend session held at St. Ambrose University on September 12, 2018 from 6:00 p.m. - 8 p.m. on hate crimes.

Motion to accept the Director's report made by Judy Shawver, seconded by Clyde Mayfield.

New Business

Library agreement: Funds granted in the amount of \$1260.00 will be transferred to the library's account. The monies can be used to set up a food forest with the hopes of establishing a sensory garden for persons with disabilities to use in the future.

Commissioner Judy Shawver made a motion to enter into an agreement to create a "food forest" behind the library to help provide food, community building resources and civil rights information sharing to community members, seconded by Commissioner Nicole Briebriesco-Ledger. Motion approved.

Old Business

None

Public Comment

Community member, Dennis Platt questioned the reasoning behind the Civil Rights Commission Director did not receive the usual 2% cost of living raise that is provided annually to all city employees. Platt questioned the inconsistency with City policies and practices as they applied to Commission employees. Platt asked if the city's proposal that 3 city councilmembers are to oversee the commission, would that eliminate all complaints filed through the commission.

Discussion: Councilperson Marion Meginnis has contacted some Commissioners to discuss meeting with the Commission. The Commission believes that the Council would benefit from an educational opportunity to learn about the function and purpose of the Commission. There will be a public meeting on Thursday, August 30, 2018 at the Main Street Library from 6 til 7:30 pm to educate council and the public about the functioning of the office, staff and role of the Commission.

Adjournment

Meeting adjourned 1:35 pm. Motion made by Commissioner Ben Hahn, seconded by Commissioner Clyde Mayfield.

The next meeting scheduled for Davenport Civil Rights Commission is September 11, 2018.

DCRC meeting scheduled for August 30, 2018 was cancelled. Due to computer issues, the announcement did not go out in time.

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	August Case Status Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/10/2018 - 11:30 AM



CASE STATUS REPORT

Monthly Summary

August 01 , 2018 THRU August 31 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	1	1
Total	1	1

Year to Date		
Area	Filed	Closed
Housing	11	11
Total	11	11

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	10
Education	0
Housing	4
NJ EEOC Referral	0
Public Accommodation	1
Transit Title VI	1
Total	16

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	3

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	5	Gender Identity	0	Mental Disability	3
Religion	0	Age under 40	0	Physical Disability	6
Sex	6	Retaliation-ADA	0	Familial Status	1
Sex Orientation	1	Color	0	Marital Status	2
				National Origin	1
				Race	8

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	7	Advertising	0	Fail To Hire	0
Negative Treatment	2	Accessibility	0	Harassment	1	Fail To Promote	2
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	3
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	2	Fail To Serve	0
Termination	4	Discipline	3	Fail to Accom/Mod	3		



CASE STATUS REPORT

Monthly Summary

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

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	9
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	15
Jurisdiction waived	4
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	2
Complaint Withdrawn/Duplicate	2
Commission Final Decision	0
Conciliation Failed	0
Total Dispositions	53

Summary: Previous Open: 155 (+) New Open 16 (-) Closed 3 (=) Total Open 168

Probable Cause (Monthly) = 0 (Annual) = 1

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	21
Total number for year 2016	34
Total number for year 2017	56
Total number for year 2018	53
Total	167

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	1
PC/Conciliation	1
Final Review	33
Final Investigation	3
Intermediate Investigation	28
Mediation	9
Mediation/Intermediate Invest.	0
Initial Investigation (2)	67
Initial Investigation	7
Initial Review / Screening	13
Opened	0
Total	167



CASE STATUS REPORT

Monthly Summary

August 01 , 2018 THRU August 31 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
GenAge	1	0.6	15
Total	1	0.6	15

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	9	192.5	504
GenAge	4	4.2	50
Total	13	196.7	554

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	3	15
Closed with resolution	2	19

Monthly	
Resolution	Count
Monetary Settlement	2
No Resolution	3
Reinstatement	0
Specific Performance	0
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	17
No Resolution	15
Reinstatement	0
Specific Performance	2
Policy Change	0
Training	0
Total	34

Total monthly settlement amount: \$4,500.00

Total yearly settlement amount: \$133,433.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	9	IDHR	0	0
Other	2	4	HUD	0	3
Help Legal	2	7	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	2
Other City Departments	1	11	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	2	5
Attorney Disciplinary Office	0	0	Attorney Referral	4	11
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	13	53



CASE STATUS REPORT

Monthly Summary

August 01 , 2018 THRU August 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-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 Review
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
PA-0054-0006-16	Intermediate Investigation



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

Case Listing for 2016

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	Final 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	Intermediate Investigation
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	Final Review
E-0125-0059-16	Final Review
E-0128-0061-16	Intermediate Investigation
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Final Review
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 Review
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	Final Review
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
E-0031-0016-17	Intermediate Investigation



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

Case Listing for 2017

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)
E-0128-0067-17	Initial Investigation (2)



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

Case Listing for 2017

E-0129-0068-17	Initial Investigation
E-0130-0069-17	Initial Investigation (2)
E-0131-0070-17	Initial Investigation
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	Final Review
E-0002-0002-18	Final 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	Intermediate Investigation
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	Initial Investigation (2)
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	Mediation
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	Initial Investigation (2)
NJR-0039-0006-18	Initial Review / Screening
E-0040-0022-18	Initial Investigation (2)
PA-0042-0005-18	Initial Investigation (2)
E-0045-0024-18	Initial Investigation (2)
E-0046-0025-18	Initial Investigation (2)
PA-0048-0006-18	Initial Investigation (2)
H-0050-0005-18	Mediation
E-0051-0027-18	Mediation



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



Case Listing for 2018

E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Initial Investigation (2)
PA-0060-0010-18	Mediation
E-0061-0030-18	Initial Investigation (2)
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Mediation
NJR-0066-0011-18	Initial Review / Screening
H-0067-0009-18	Initial Review / Screening
H-0068-0010-18	Initial Investigation
H-0069-0011-18	Initial Investigation
E-0070-0032-18	Intermediate Investigation
E-0071-0033-18	Initial Review / Screening
TR-0073-0005-18	Mediation
E-0074-0034-18	Initial Review / Screening
PA-0075-0011-18	Initial Investigation
E-0076-0035-18	Initial Review / Screening
E-0077-0036-18	Initial Review / Screening
H-0078-0012-18	Initial Investigation
E-0079-0037-18	Initial Review / Screening
H-0080-0013-18	Initial Review / Screening
E-0081-0038-18	Initial Review / Screening
E-0082-0039-18	Initial Review / Screening
E-0083-0040-18	Initial Review / Screening
E-0084-0041-18	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/10/2018 - 11:31 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR August 2018

I. CASE STATUS

1. No “right to sue” letters were issued in the month of August.
2. During the month of August two employment cases settled in mediation. One case, scheduled for public hearing settled in the amount of \$2,500.00 and relief in the public interest. The Complainant alleges that he was subjected to different terms and conditions and harassed because of his race and sex. The second case involved a failure to hire due to criminal background, this case settled in mediation for \$2,000.00 and relief in the public interest.

II. OTHER ACTIVITY

1. Director met with community members to discuss proposed changes to the DCRO.
2. Director met with Iowa League of Civil and Human Rights Agencies.
3. Director participated in EEOC webinar and training on updated online system.
4. Director attended the Opportunity for Quad Citians Strategic Planning session.
5. Director attended telephone hearing for upcoming public hearing.
6. Director attended deposition for Complainant in upcoming public hearing.
7. Director prepared and presented community training on DCRC.
8. Director prepared for upcoming public hearing.
9. Director presented on the DRCO for community members.
10. Director submitted joint work effort proposal to EEOC regarding labor trafficking.
11. Director met with community members regarding ADA compliance.
12. Director and Housing Analyst attended information session for the proposed zoning ordinance.
13. Director and Housing worked with the Department of Justice and local religious institutions to plan efforts throughout the City of Davenport to discuss hate crime protections.
14. Housing Analyst worked on case investigations.
15. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. DOJ Collaborative Efforts – September 12, 2018 at the Rogalski Center
2. NAACP Banquet September 29, 2018.
3. Race the Power of Illusion - September 21, 2018 at Eastern Avenue Library,

IV. NEW BUSINESS

1. Human Rights Campaign

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0017-0005-17

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	8/27/2018 - 2:22 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Human Rights Campaign Initiative

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/7/2018 - 1:52 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Administrative Policies

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/10/2018 - 9:47 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission agreements

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/7/2018 - 1:09 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
NAACP Banquet

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/7/2018 - 1:54 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Closed Session

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/7/2018 - 1:10 PM