

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, OCTOBER 9, 2018; 12:00 PM

REVISED 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. Directors Report

V. New Business

A. FY 2020 Budget

B. ICRC Contract

C. Commission meeting format

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	Minutes for September meeting

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/8/2018 - 9:51 AM

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

The Davenport Civil Rights Commission (DCRC) met at 12:03 p.m. Tuesday, September 11, 2018, in the first floor conference room at the Davenport City Hall. Commission President, Susie Greenwalt presided

COMMISSIONERS PRESENT:

Clyde Mayfield
Judy Shawver
Susie Greenwalt
Shylee Garrett
Ben Hahn

COMMISSIONERS ABSENT:

Helen Roberson
Nicole Bribriesco Ledger

OTHER PERSONS PRESENT:

Director, Latrice Lacey
Davenport City Councilwoman Rita Rawson
Davenport City Councilwoman Maria Dickmann
Civil Rights Commission Attorney, Mike Meloy

APPROVAL OF AGENDA:

On motion by Judy Shawver, seconded by Clyde Mayfield, the agenda was approved, by all commissioners present.

APPROVAL OF MINUTES:

On motion by Clyde Mayfield, seconded by Judy Shawver, the minutes of the regular meeting of August 14, 2018 were approved. All commissioners voted yes.

PUBLIC COMMENT

None

REPORT OF THE DIRECTOR:

Director provided update on the status of the proposed ordinance changes.

Director worked on preparation for the upcoming public hearing.

Director provided update on upcoming Commission events.

Motion to accept the Director's report was made by Susie Greenwalt and seconded by Judy Shawver. Motion passed with all commissioners voting yes.

NEW BUSINESS:

Director reported on E-0017-0005-17. After discussion Judy Shawver moved that the Commission NOT take the matter to public hearing, seconded by Clyde Mayfield, the motion passed.

There was a general discussion regarding the City of Davenport's updated Administrative policies that may affect Civil Rights Commission employees. Director Lacey explained that all City of Davenport Administrative policies for employees may apply the Civil Rights Commission employees and distributed copies on thumb drives of all the administrative policies with recent changes for the Commissioners to review and familiarize themselves with for later discussion.

OLD BUSINESS:

At the request of the Commission, Attorney Mike Meloy prepared and presented at the meeting employment contracts for the Commission employees.

On Motion by Commissioner Clyde Mayfield, the Commission went into closed session with all Commissioners present voting yes at 12:25 p.m. to discuss the employment contracts pursuant to Iowa Code Section 21.5(c).

Commissioners Judy Shawver, Susie Greenwalt, Clyde Mayfield, Shylee Garrett and Ben Hahn all present and each voting yes.

Reconvening in Open Session:

On Motion by Commissioner Clyde Mayfield, seconded by Commissioner Ben Hahn and all Commissioners present Clyde Mayfield, yes; Judy Shawver, yes; Susie Greenwalt, yes; Ben Hahn, yes; Shylee Garrett, yes; the Commission reconvened in open session at 12:45 p.m.

A motion to authorize Susie Greenwalt to execute the employment contracts drafted by attorney Mike Meloy – after he makes minor drafting corrections – effective September, 2018 with a term ending June 30, 2020 for all employees of the Civil Rights Commission was made by Clyde Mayfield and seconded by Ben Hahn. Motion passed with all commissioners voting yes.

At 12:53 pm after motion by Judy Shawver the meeting was adjourned.

The next meeting scheduled for Davenport Civil Rights Commission is October 9, 2018.

Submitted by Judy Shawver

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	September Case Status Report for Oct mtg

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/8/2018 - 9:54 AM



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	3	3
Total	3	3

Year to Date		
Area	Filed	Closed
Housing	3	3
Total	3	3

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	8
Education	2
Housing	1
NJ EEOC Referral	2
Public Accommodation	2
Transit Title VI	1
Total	16

Areas Closed	
Area	Count
Credit	0
Employment	14
Education	1
Housing	0
NJ EEOC Referral	0
Public Accommodation	0
Transit Title VI	0
Total	15

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	1	Pregnancy	0	Creed	0
Retaliation	5	Gender Identity	0	Mental Disability	1
Religion	1	Age under 40	0	Physical Disability	4
Sex	3	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	1	Marital Status	1
				National Origin	0
				Race	11

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	11	Advertising	0	Fail To Hire	0
Negative Treatment	3	Accessibility	0	Harassment	3	Fail To Promote	2
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	1
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	1
Termination	7	Discipline	1	Fail to Accom/Mod	1		



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 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	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	1
Right to sue letter issued	0
No Probable Cause	7
Mediation Settlement	4
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	2
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	15

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	3
Right to sue letter issued	2
No Probable Cause	11
Mediation Settlement	19
Jurisdiction waived	4
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	2
Complaint Withdrawn/Duplicate	4
Commission Final Decision	1
Conciliation Failed	0
Total Dispositions	68

Summary: Previous Open: 167 (+) New Open 16 (-) Closed 15 (=) Total Open 168

Probable Cause (Monthly) = 3 (Annual) = 4

Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	20
Total number for year 2016	30
Total number for year 2017	51
Total number for year 2018	64
Total	168

Complaint By Status	
Status	Count
Initial Investigation 3	3
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	0
PC/Conciliation	1
Final Review	30
Final Investigation	2
Intermediate Investigation	26
Mediation	13
Mediation/Intermediate Invest.	0
Initial Investigation (2)	66
Initial Investigation	5
Initial Review / Screening	20
Opened	0
Total	168



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
GenAge	1	1.5	16
Community	3	10.5	109
Respondent Training	1	3.5	5
Total	5	15.5	130

Year to Date Presentations			
Presentation type	Count	Hours	People
GenAge	5	6.2	66
Community	12	204	613
Respondent Training	1	3.5	5
Total	18	213.7	684

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	15
Closed with resolution	5	24

Monthly	
Resolution	Count
Monetary Settlement	4
No Resolution	0
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
Total	5

Year to Date	
Resolution	Count
Monetary Settlement	21
No Resolution	15
Reinstatement	0
Specific Performance	3
Policy Change	0
Training	0
Total	39

Total monthly settlement amount: \$55,250.00

Total yearly settlement amount: \$188,683.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	3	12	IDHR	1	1
Other	2	6	HUD	0	3
Help Legal	1	8	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	3
Other City Departments	0	11	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	6
Attorney Disciplinary Office	0	0	Attorney Referral	0	11
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			Total	9	62



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 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-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Public Hearing Decision 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-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
E-0060-0026-16	Final Review
E-0063-0027-16	Initial Investigation (2)
E-0064-0028-16	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018



Case Listing for 2016

E-0072-0031-16	Initial Investigation (2)
E-0076-0035-16	Final Review
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Final Review
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-0125-0059-16	Final Review
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-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
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	Final Investigation
E-0055-0026-17	Initial Investigation 3



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018



Case Listing for 2017

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-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-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	Intermediate Investigation
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Investigation
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)
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)
E-0143-0075-17	Intermediate Investigation

Case Listing for 2018

E-0001-0001-18	PC/Conciliation
ED-0003-0001-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018



Case Listing for 2018

E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	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	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-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-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Initial Investigation (2)
PA-0060-0010-18	Mediation
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Mediation
NJR-0066-0011-18	Initial Review / Screening
H-0067-0009-18	Mediation
H-0068-0010-18	Initial Investigation
H-0069-0011-18	Initial Investigation
E-0070-0032-18	Mediation
E-0071-0033-18	Initial Review / Screening
TR-0073-0005-18	Mediation
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)



CASE STATUS REPORT

Monthly Summary

September 01 , 2018 THRU September 30 , 2018



Case Listing for 2018

E-0076-0035-18	Initial Review / Screening
E-0077-0036-18	Initial Review / Screening
H-0078-0012-18	Mediation
E-0079-0037-18	Mediation
H-0080-0013-18	Initial Review / Screening
E-0081-0038-18	Initial Review / Screening
E-0082-0039-18	Initial Investigation (2)
E-0083-0040-18	Mediation
E-0084-0041-18	Mediation
E-0085-0042-18	Initial Investigation (2)
PA-0086-0012-18	Initial Review / Screening
ED-0087-0003-18	Initial Review / Screening
ED-0088-0004-18	Initial Review / Screening
E-0089-0043-18	Initial Review / Screening
H-0090-0014-18	Mediation
NJR-0091-0013-18	Initial Review / Screening
E-0092-0044-18	Initial Review / Screening
NJR-0093-0014-18	Initial Review / Screening
E-0094-0045-18	Initial Review / Screening
E-0095-0046-18	Initial Investigation
E-0096-0047-18	Initial Review / Screening
TR-0097-0006-18	Initial Review / Screening
E-0098-0048-18	Initial Review / Screening
E-0099-0049-18	Initial Review / Screening
PA-0100-0013-18	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Directors Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Director's report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/8/2018 - 10:31 AM

DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR September 2018

I. CASE STATUS

1. No “right to sue” letters were issued in the month of September.
2. During the month of September four employment cases settled in mediation and one that settled privately. Two cases were settled in the amount of \$50,000.00 and relief in the public interest. The Complainant alleges that she was subjected to different terms and conditions and harassed lost wages terminated based on her sex, sex orientation, race, and in retaliation for previously filing a complaint. In the third case, the Complainant alleges they were demoted, subjected to racial slurs and ultimately terminated because of race. This case resolved between the parties. In the fourth case, the Complainant alleges she was discriminated against based on gender identity and subjected to different terms and conditions, suspended and ultimately terminated. This case settled in mediation for \$1500.00 and training. The fifth case involved allegations of racial harassment, lost hours and wages because of race and different treatment. This case settled for \$3750 and relief in the public interest.

II. OTHER ACTIVITY

1. Director met with community members to review ICRA coverages.
2. Director attended Iowa League of Civil and Human Rights Agencies training and meeting.
3. Director participated in public hearing.
4. Director attended FY2020 Budget Kickoff meeting.
5. Director worked on budget preparation.
6. Director and Housing Analyst prepared for and organized the Race, The Power of an Illusion Learning Exchange.
7. Director conducted training for the Quad Cities Mediation Service.
8. Director and Housing Analyst prepared for Protecting Places of Worship Training in collaboration with the DOJ.
9. Secretary attended Boards and Commissions staff liaison minutes training.
10. Director prepared and presented community training on DCRC.
11. Director prepared for upcoming public hearing.
12. Director presented on the DRCO for community members.
13. Director met with community members regarding ADA compliance.
14. Director and Housing Analyst attended information session for the proposed zoning ordinance.
15. Housing Analyst attended CPED’s Year 45 CDBG public input open house
16. Housing Analyst participated in the Sector Panel of QC Housing Solutions focus group series.
17. Investigative Paralegal presented information on what our office does, including our process and jurisdictional elements for senior meal site.
18. Director, Housing Analyst and Secretary facilitated a Protecting Places of Worship forum presented by the Department of Justice’s Community Relations Service to explain

laws regarding hate speech, encourage security planning and develop collaborative relationships.

19. Director and Housing Analyst met with representative of consultant who is preparing Davenport's Assessment of Fair Housing regarding the barriers to fair housing in Davenport.

20. Housing Analyst presented fair housing training to Respondent's staff pursuant to a conciliation agreement entered in H-0102-0012-17 and staff of another complex.

21. Housing Analyst answered landlords' questions about reasonable accommodations and design and construction requirements.

22. Housing Analyst worked on case investigations.

23. Investigative Paralegal worked on investigations.

III. OLD BUSINESS

1. Human Rights Campaign

IV. NEW BUSINESS

1. Human Right Campaign

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
FY 2020 Budget

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/5/2018 - 5:50 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
ICRC Contract

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/5/2018 - 5:55 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Commission meeting format

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/5/2018 - 6:00 PM