

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, DECEMBER 11, 2018; 12:00 PM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. November Meeting Minutes

IV. Directors Report

A. Case Status Report

B. Directors Report

V. New Business

A. Commission Elections

VI. Old Business

A. Budget

B. Commissioner Reappointments

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
November Meeting Minutes

ATTACHMENTS:

Type	Description
▯ Cover Memo	Novmeber Meeting Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:53 AM

**DAVENPORT CIVIL RIGHTS COMMISSION**  
**Minutes of Regular Meeting**  
**November 13, 2018**

The Davenport Civil Rights Commission (DCRC) met at 12:08 p.m. Tuesday, November 13, 2018, in the first floor conference room at the Davenport City Hall. Commission President Susie Greenwalt presided

**COMMISSIONERS PRESENT:**

Judy Shawver  
Clyde Mayfield – via phone  
Susie Greenwalt  
Helen Roberson  
Shylee Garret – via phone  
Ben Hahn

**COMMISSIONERS ABSENT:**

Nicole Bribriesco Ledger

**OTHER PERSONS PRESENT:**

Director, Latrice Lacey

**APPROVAL OF AGENDA:**

On motion by Judy Shawver, seconded by Helen Roberson, the agenda was approved by all commissioners present.

**APPROVAL OF MINUTES:**

On motion by Judy Shawver, seconded by Helen Roberson, the minutes of the regular meeting of October 9, 2018 were approved. All commissioners voted yes.

**REPORT OF THE DIRECTOR:**

The Director advised that there is a case pending in Scott County District Court arguing that the Davenport Civil Rights Commission does not have the authority to issue right to sue letters for protected class categories that are not protected classes under the Iowa Civil Rights Act. That is not the position of the DCRC, nor the position of the Iowa Civil Rights Commission.

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

## **NEW BUSINESS:**

Director distributed the Memorandum of Understanding from the Davenport Community Advisory Panel (DCAP). After discussion, Motion by Clyde Mayfield to participate and authorize Susie Greenwalt to sign the MOU was seconded by Helen Roberson. All commissioners voting yes.

Director Lacey distributed financial and budget reports what she is able to produce from the City's finance system, MUNIS. The Commissioners were not able to discern what they meant nor were they useful on any level. We were advised the City does not provide ANY financial reporting and directs the DCRC staff to produce their own reports from the MUNIS system. The Commissioners asked that Director Lacey arrange to have someone from City Finance Department present to the Commission regarding how to produce and interpret the financial information available, hopefully at the next meeting.

Commissioner terms for Helen Roberson, Susie Greenwalt and Clyde Mayfield all expire on November 30, 2018. None of the Commissioners, nor the Director have been contacted by the Mayor as to whether they will be re-appointed or if others have been appointed. Ben Hahn offered to reach out to the Mayor for an update.

On Motion by Commissioner Judy Shawver, seconded by Commissioner Helen Roberson, the Commission went into closed session pursuant to Iowa Code 21.5(1)(a), with all Commissioners present and by roll call vote, voting yes at 1:18 p.m.

## **Reconvening in Open Session:**

On Motion by Commissioner Judy Shawver, seconded by Commissioner Helen Roberson and all Commissioners present and by roll call vote, voting yes; the Commission reconvened in open session at 1:41 p.m.

## **OLD BUSINESS:**

Discussion regarding the meeting format was moved to the December meeting.

## **PUBLIC COMMENT**

NONE

At 1:42 pm after motion by Judy Shawver the meeting was adjourned.

The next meeting scheduled for Davenport Civil Rights Commission is December 11, 2018 at noon.

Submitted by Judy Shawver.

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Case Status Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Case Status November

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:51 AM



# CASE STATUS REPORT

## Monthly Summary

**November 01 , 2018 THRU November 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	8	8
<b>Total</b>	<b>8</b>	<b>8</b>

**Overall total active informal complaints: 0**

### Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	4
Education	0
Housing	0
NJ EEOC Referral	0
Public Accommodation	1
Transit Title VI	0
<b>Total</b>	<b>5</b>

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	0
NJ EEOC Referral	1
Public Accommodation	2
Transit Title VI	0
<b>Total</b>	<b>4</b>

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

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	1	Terms	0	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	0	Fail To Rent	0
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	1	Fail To Serve	0
Termination	3	Discipline	0	Fail to Accom/Mod	0		



# CASE STATUS REPORT

## Monthly Summary

November 01 , 2018 THRU November 30 , 2018



Page: 2

### 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	1
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	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
<b>Total Dispositions</b>	<b>4</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	16
Insufficient # employees	0
No Basis	9
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	24
Jurisdiction waived	6
Fact do not support claim	0
Does not warrant further actions	1
Conciliation	3
Complaint Withdrawn/Duplicate	4
Commission Final Decision	1
Conciliation Failed	0
<b>Total Dispositions</b>	<b>85</b>

Summary: Previous Open: 170 (+) New Open 5 (-) Closed 4 (=) Total Open 171

Probable Cause (Monthly) = 0 (Annual) = 4

### Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	3
Total number for year 2015	19
Total number for year 2016	30
Total number for year 2017	51
Total number for year 2018	68
<b>Total</b>	<b>171</b>

Complaint By Status	
Status	Count
Initial Investigation 3	6
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	1
Public Hearing Pending	0
PC/Conciliation	0
Final Review	34
Final Investigation	3
Intermediate Investigation	27
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (2)	71
Initial Investigation	10
Initial Review / Screening	4
Opened	0
<b>Total</b>	<b>171</b>



# CASE STATUS REPORT

## Monthly Summary

November 01 , 2018 THRU November 30 , 2018

### Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
GenAge	2	1.8	38
Total	2	1.8	38

Year to Date Presentations			
Presentation type	Count	Hours	People
GenAge	8	9	119
Community	13	206	641
Respondent Training	2	4.5	7
Total	23	219.5	767

### Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	1	18
Closed with resolution	1	30

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

Year to Date	
Resolution	Count
Monetary Settlement	23
No Resolution	18
Reinstatement	0
Specific Performance	6
Policy Change	1
Training	0
<b>Total</b>	<b>48</b>

Total monthly settlement amount: \$0.00

Total yearly settlement amount: \$191,783.00

### Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	2	16	IDHR	1	2
Other	2	9	HUD	0	3
Help Legal	2	11	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	1	5
Other City Departments	0	12	Bettendorf Human	0	0
DPD Internal Affairs	0	1	US Dept of Labor	1	8
Attorney Disciplinary Office	1	2	Attorney Referral	0	15
Scott Cty & Cthouse	0	0	Landlord Association	0	0
			<b>Total</b>	<b>10</b>	<b>84</b>





# CASE STATUS REPORT

## Monthly Summary

November 01 , 2018 THRU November 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
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	Final 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)
E-0072-0031-16	Initial Investigation (2)



## CASE STATUS REPORT

### Monthly Summary

November 01 , 2018 THRU November 30 , 2018



#### Case Listing for 2016

E-0076-0035-16	Final Review
E-0084-0038-16	Final Review
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	Final Review
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	Final 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
E-0058-0028-17	Initial Investigation (2)



## CASE STATUS REPORT

### Monthly Summary

November 01 , 2018 THRU November 30 , 2018



#### Case Listing for 2017

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	Intermediate Investigation
E-0075-0040-17	Intermediate Investigation
E-0076-0041-17	Final Review
E-0077-0042-17	Intermediate Investigation
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	Intermediate Investigation
E-0097-0050-17	Final Review
E-0099-0051-17	Initial Investigation (2)
PA-0108-0014-17	Final Review
H-0111-0015-17	Intermediate Investigation
E-0117-0057-17	Final Review
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

ED-0003-0001-18	Initial Investigation (2)
E-0006-0003-18	Initial Investigation (2)
E-0007-0004-18	Initial Investigation (2)



## CASE STATUS REPORT

### Monthly Summary

November 01 , 2018 THRU November 30 , 2018



Page: 7

#### Case Listing for 2018

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 3
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)
E-0058-0028-18	Initial Investigation (2)
E-0059-0029-18	Intermediate Investigation
H-0062-0008-18	Initial Investigation (2)
E-0063-0031-18	Initial Investigation (2)
H-0067-0009-18	Initial Investigation (2)
H-0068-0010-18	Initial Investigation (2)
H-0069-0011-18	Initial Investigation (2)
E-0070-0032-18	Initial Investigation 3
E-0071-0033-18	Initial Investigation (2)
TR-0073-0005-18	Mediation
E-0074-0034-18	Initial Investigation (2)
PA-0075-0011-18	Initial Investigation (2)
E-0077-0036-18	Mediation
E-0079-0037-18	Initial Investigation 3
H-0080-0013-18	Initial Review / Screening
E-0081-0038-18	Initial Investigation (2)
E-0082-0039-18	Initial Investigation (2)



## CASE STATUS REPORT

### Monthly Summary

November 01 , 2018 THRU November 30 , 2018



#### Case Listing for 2018

E-0083-0040-18	Initial Investigation (2)
E-0084-0041-18	Mediation
E-0085-0042-18	Initial Investigation 3
PA-0086-0012-18	Initial Investigation
ED-0087-0003-18	Mediation
ED-0088-0004-18	Initial Investigation (2)
E-0089-0043-18	Initial Investigation (2)
H-0090-0014-18	Mediation
E-0092-0044-18	Initial Investigation (2)
E-0094-0045-18	Initial Investigation
E-0095-0046-18	Mediation
E-0096-0047-18	Initial Investigation (2)
E-0098-0048-18	Mediation
E-0099-0049-18	Mediation
PA-0100-0013-18	Initial Investigation (2)
H-0102-0015-18	Initial Investigation
E-0104-0050-18	Mediation
PA-0105-0015-18	Mediation
PA-0106-0016-18	Mediation
E-0108-0051-18	Mediation
E-0110-0052-18	Initial Investigation
E-0111-0053-18	Initial Investigation
E-0113-0054-18	Mediation
E-0115-0055-18	Initial Investigation
E-0116-0056-18	Initial Investigation
E-0117-0057-18	Initial Investigation
E-0119-0058-18	Initial Review / Screening
E-0120-0059-18	Initial Review / Screening

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Directors Report

ATTACHMENTS:

Type	Description
▢ Cover Memo	Directors Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:53 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR  
November 2018**

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**I. CASE STATUS**

1. No “right to sue” letters were issued in the month of November.
2. During the month of November one case settled in mediation. The case involved allegations of race discrimination and retaliation, the case settled for relief in the public interest.

**II. OTHER ACTIVITY**

1. Director and staff met with Finance on FY2020 budget.
2. Director worked with a Respondent to establish terms for an employment conciliation agreement.
3. Director attended an ADA Emergency Preparedness CLE.
4. Director attended a Protecting Places of Worship follow-up meeting.
5. Director attended civil service meeting.
6. Director attended Opportunities for Quad Citizens meeting.
7. Director met with a community member regarding a proposed civil rights tour including DCRC Walking Tour.
8. Director met with community member regarding ADA compliance.
9. Director met with community members regarding Continuing Courageous Conversations.
10. DCRC and participant of Race: the Power of an Illusion Learning Exchange and Continuing Courageous Conversations met to discuss upcoming collaborative opportunities.
11. Housing Analyst presented on DCRC’s accessibility program, Accessibility Always for senior meal site.
12. Investigative Paralegal presented on DCRC’s accessibility program, Accessibility Always for senior meal site.
13. Housing Analyst presented fair housing training to Respondent pursuant to a conciliation agreement entered in H-0050-0005-18
14. Director, Housing Analyst and Investigator attended HUD’s National Fair Housing Training Academy Conference.
15. Housing Analyst and Director reviewed newest zoning ordinance
16. Housing Analyst and Director worked with PD regarding background check form.
17. Housing Analyst worked on intakes and case investigations.
18. Housing Analyst worked on case investigations.
19. Investigative Paralegal worked on investigations.

**III. OLD BUSINESS**

- 1.

**IV. NEW BUSINESS**

- 1.

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Commission Elections

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:55 AM



City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Budget

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:43 AM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Commissioner Reappointments

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	12/10/2018 - 11:44 AM