

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, AUGUST 8, 2017; 12:00 PM

CITY HALL CIVIL RIGHTS CONFERENCE ROOM

I. Roll Call

II. Approval of Agenda

III. Approval of Minutes

A. July Minutes 2017

IV. Directors Report

A. Case Status Report

B. Director's Report

V. New Business

A. Quad Cities Native American Coalition

VI. Old Business

A. Closed Session

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**8/8/2017**

Subject:  
July Minutes 2017

ATTACHMENTS:

Type	Description
 Cover Memo	July 2017 Minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	8/7/2017 - 12:04 PM

**DAVENPORT CIVIL RIGHTS COMMISSION**  
**Minutes of Regular Meeting**  
**July 11, 2017**

The Davenport Civil Rights Commission (DCRC) met at 12:04 p.m. Tuesday, July 11, 2017, in the first floor conference room at the Davenport City Hall. President, Tim Hart's presided.

**COMMISSIONERS PRESENT:**

Tim Hart  
Nicole Bribiesco Ledger  
Nora Dvorak  
Susie Greenwalt

**COMMISSIONERS ABSENT:**

Helen Roberson  
Judy Shawver  
Clyde Mayfield

**OTHER PERSONS PRESENT:**

Susan Weir

**APPROVAL OF AGENDA:**

On motion by Nora Dvorak, seconded by Nicole Bribiesco Ledger, the agenda was approved by all commissioners present.

**APPROVAL OF MINUTES:**

On motion by Nora Dvorak, seconded by Susie Greenwalt, the minutes of the regular meeting of June 13, 2017 were approved. All commissioners voted yes.

**NEW BUSINESS:**

- A. Wage Increase- On motion by Tim Hart, seconded by Nicole Bribiesco-Ledger, the Commission approves a wage increase for the Director comparable to other management staff in the City. All commissioners voted yes.

**OLD BUSINESS:**

**REPORT OF THE DIRECTOR:**

The Director updated the Commission on the case previously slated to be rescheduled for public hearing, the Respondent has submitted the compliance documentation for the relief in the public interest provision under the agreement, and the case has been closed.

The Director updated the Commission on the upcoming outreach initiatives with the Quad Cities Deaf Club, staff and members will meet with local first responders to discuss effective

communication with community members who are deaf or hard of hearing. The initial planning meeting is scheduled for July 25, 2017 at 1:00 p.m.

The Director updated the Commission on the status of a Commissioner concern regarding accessibility. The Director will submit documentation to the Commissioners for review at the August meeting.

The Davenport Community Advisory Panel will review the findings of the DPD racial profiling study on July 17, 2017 at LULAC, the meeting is scheduled from 4:00-6:00 p.m.

Maria Dickmann is hosting a community policing event at Beyond the Baseline on July 27, 2017 from 5:00-7:00 p.m.

Motion to accept the Director's report was made by Nora Dvorak, seconded by Nicole Bribiesco Ledger. Motion passed with all commissioners voting yes.

### **PUBLIC COMMENT**

Susan Weir, a candidate for the fourth ward council seat introduced herself to the Commission.

At 12:37 pm motion to adjourn was made by Susie Greenwalt, seconded by Nicole Bribiesco-Ledger. Motion passed with all commissioners voting yes, the meeting was adjourned.

Submitted by Latrice Lacey, Director.

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**

Subject:  
Case Status Report

ATTACHMENTS:

Type	Description
📎 Cover Memo	Case status Report July 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	8/7/2017 - 11:48 AM



# CASE STATUS REPORT

## Monthly Summary

July 01 , 2017 THRU July 31 , 2017

### Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Year to Date		
Area	Filed	Closed
Housing	13	14
<b>Total</b>	<b>13</b>	<b>14</b>

Overall total active informal complaints: 0

### Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	10
Education	0
Housing	2
NJ EEOC Referral	1
Public Accommodation	0
Transit Title VI	2
<b>Total</b>	<b>15</b>

Areas Closed	
Area	Count
Credit	0
Employment	2
Education	0
Housing	0
NJ EEOC Referral	2
Public Accommodation	2
Transit Title VI	1
<b>Total</b>	<b>7</b>

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	0	Pregnancy	0	Creed	0
Retaliation	6	Gender Identity	0	Mental Disability	1
Religion	0	Age under 40	0	Physical Disability	7
Sex	6	Retaliation-ADA	0	Familial Status	0
Sex Orientation	0	Color	0	Marital Status	0
				National Origin	1
				Race	5

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	5	Advertising	0	Fail To Hire	0
Negative Treatment	3	Accessibility	0	Harassment	1	Fail To Promote	1
Racial Harassment	0	Fail to Lend/Appraise	0	Eviction	0	Fail To Rent	1
Sexual Harassment	0	Steering/Redlining	0	Equal Pay	3	Fail To Serve	1
Termination	3	Discipline	1	Fail to Accom/Mod	1		



# CASE STATUS REPORT

## Monthly Summary

July 01 , 2017 THRU July 31 , 2017

### CLOSED - Disposition of formal complaints

Disposition of formal complaints (Monthly)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	2
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	2
No Area	1
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	1
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	0
Conciliation Failed	0
<b>Total Dispositions</b>	<b>7</b>

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	7
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	8
Insufficient # employees	0
No Basis	4
No Area	3
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	20
Mediation Settlement	18
Jurisdiction waived	0
Fact do not support claim	6
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	1
Conciliation Failed	0
<b>Total Dispositions</b>	<b>75</b>

**Summary: Previous Open: 103 (+) New Open 15 (-) Closed 7 (=) Total Open 111**

**Probable Cause (Monthly) = 1 (Annual) = 3**

### Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	4
Total number for year 2015	25
Total number for year 2016	41
Total number for year 2017	41
<b>Total</b>	<b>111</b>

Complaint By Status	
Status	Count
Initial Investigation 3	1
Elected District Court	0
Court on Appeal	1
Commission Review	0
Public Hearing Decision Pending	0
Public Hearing Pending	0
PC/Conciliation	3
Final Review	12
Final Investigation	2
Intermediate Investigation	17
Mediation	12
Mediation/Intermediate Invest.	0
Initial Investigation (2)	45
Initial Investigation	8
Initial Review / Screening	10
Opened	0
<b>Total</b>	<b>111</b>



# CASE STATUS REPORT

## Monthly Summary

July 01 , 2017 THRU July 31 , 2017

### Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	4	10.3	517
Total	4	10.3	517

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	20	46.3	1207
Respondent Training	8	16.5	386
Total	28	62.8	1593

### Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	1	6
Closed with resolution	1	20

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

Year to Date	
Resolution	Count
Monetary Settlement	12
No Resolution	6
Reinstatement	0
Specific Performance	6
Policy Change	1
Training	1
<b>Total</b>	<b>26</b>

**Total monthly settlement amount: \$500.00**

**Total yearly settlement amount: \$41,182.00**

### Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	0	6	IDHR	1	1
Other	0	2	HUD	0	1
Help Legal	2	5	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	3
Other City Departments	7	20	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	3	9
Scott Cty & Cthouse	1	4	Landlord Association	0	0
			<b>Total</b>	<b>14</b>	<b>56</b>





# CASE STATUS REPORT

## Monthly Summary

July 01 , 2017 THRU July 31 , 2017



### Status of Complaints by Number and Year

#### Case Listing for 2014

PA-0100-0008-14	Final Review
ED-0109-0002-14	PC/Conciliation
H-0123-0026-14	Court on Appeal
PA-0132-0011-14	Final Review

#### Case Listing for 2015

E-0002-0001-15	PC/Conciliation
E-0017-0005-15	Final Review
E-0030-0014-15	Intermediate Investigation
E-0038-0017-15	Intermediate Investigation
E-0051-0024-15	Intermediate Investigation
E-0054-0026-15	Final Review
PA-0067-0011-15	Intermediate Investigation
E-0076-0037-15	Intermediate Investigation
E-0077-0038-15	Initial Investigation 3
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Initial Investigation
E-0087-0043-15	Initial Investigation (2)
PA-0088-0016-15	Initial Investigation
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Initial Investigation (2)
E-0102-0049-15	Initial Investigation (2)
E-0103-0050-15	Initial Investigation (2)
E-0110-0054-15	Final Review
ED-0118-0002-15	Initial Investigation (2)
PA-0119-0019-15	Initial Investigation (2)
E-0120-0060-15	Initial Investigation (2)
PA-0133-0025-15	Intermediate Investigation
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	Initial Investigation (2)
E-0024-0009-16	Initial Investigation (2)
E-0027-0010-16	Initial Investigation (2)
E-0031-0014-16	Initial Investigation (2)



**CASE STATUS REPORT**  
**Monthly Summary**  
**July 01 , 2017 THRU July 31 , 2017**

**Case Listing for 2016**

E-0035-0017-16	Initial Investigation (2)
H-0037-0004-16	Final Investigation
H-0038-0005-16	Final 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	Initial Investigation
E-0060-0026-16	Initial Investigation (2)
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
H-0081-0010-16	Intermediate Investigation
E-0084-0038-16	Intermediate Investigation
E-0085-0039-16	Initial Investigation (2)
E-0086-0040-16	PC/Conciliation
E-0088-0042-16	Initial Investigation (2)
PA-0089-0008-16	Initial Investigation (2)
E-0094-0044-16	Intermediate Investigation
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	Initial Investigation (2)
PA-0117-0011-16	Initial Investigation (2)
PA-0118-0012-16	Initial Investigation (2)
E-0120-0056-16	Initial Investigation (2)
E-0121-0057-16	Initial Investigation (2)
E-0125-0059-16	Intermediate Investigation
E-0128-0061-16	Initial Investigation (2)
E-0129-0062-16	Final Review
E-0133-0064-16	Intermediate Investigation
E-0135-0066-16	Intermediate Investigation
E-0139-0069-16	Initial Investigation (2)
E-0141-0070-16	Initial Investigation (2)
E-0143-0071-16	Initial Investigation (2)
E-0145-0073-16	Initial Investigation (2)



**CASE STATUS REPORT**  
**Monthly Summary**  
**July 01 , 2017 THRU July 31 , 2017**

**Case Listing for 2017**

E-0003-0002-17	Final Review
E-0007-0005-17	Initial Investigation (2)
E-0009-0007-17	Intermediate Investigation
PA-0011-0001-17	Initial Investigation
E-0012-0009-17	Initial Investigation (2)
E-0015-0011-17	Initial Investigation (2)
E-0017-0012-17	Intermediate Investigation
E-0022-0013-17	Initial Investigation (2)
H-0026-0001-17	Mediation
E-0027-0015-17	Initial Investigation
PA-0029-0006-17	Initial Investigation (2)
PA-0030-0007-17	Initial Investigation (2)
E-0031-0016-17	Initial Investigation (2)
E-0033-0017-17	Initial Investigation (2)
E-0037-0020-17	Mediation
E-0040-0021-17	Initial Investigation (2)
E-0043-0022-17	Mediation
E-0046-0023-17	Mediation
TR-0052-0002-17	Mediation
E-0053-0025-17	Mediation
E-0055-0026-17	Mediation
H-0056-0005-17	Initial Investigation
E-0058-0028-17	Initial Investigation (2)
E-0060-0029-17	Initial Investigation (2)
E-0062-0031-17	Mediation
E-0063-0032-17	Mediation
E-0064-0033-17	Mediation
E-0066-0034-17	Mediation
H-0067-0043-17	Initial Review / Screening
E-0068-0035-17	Initial Review / Screening
H-0069-0006-17	Initial Review / Screening
NJR-0070-0013-17	Initial Review / Screening
E-0071-0036-17	Initial Review / Screening
E-0072-0037-17	Initial Investigation
E-0073-0038-17	Mediation
E-0074-0039-17	Initial Review / Screening
E-0075-0040-17	Initial Review / Screening



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

**CASE STATUS REPORT**  
**Monthly Summary**  
**July 01 , 2017 THRU July 31 , 2017**



City of Davenport

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<b>Case Listing for 2017</b>	
E-0076-0041-17	Initial Review / Screening
E-0077-0042-17	Initial Review / Screening
TR-0079-0005-17	Initial Review / Screening
E-0080-0043-17	Initial Investigation

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**8/8/2017**

Subject:  
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Director's Report July 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	8/7/2017 - 12:03 PM

## **DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR July 2017**

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### **I. CASE STATUS**

1. No “right to sue” letters were issued in July.
2. During the month of July, one public accommodation case settled in mediation. No housing cases settled in mediation during the month of July. No employment cases settled in mediation during the month of July.

### **II. OTHER ACTIVITY**

1. Director conducted training on barriers to opportunity in collaboration with Iowa Legal Aid.
2. Director met with the Special Projects Coordinator for the Monsoon United Asian Women of Iowa to discuss the upcoming expansion of the organizations programs to Davenport.
3. Director conducted three Fair Housing trainings and outreach activities in the parks.
  - a. Cork Hill Park – July 24, 2017
  - b. Emeis Park – July 25, 2017
  - c. Goose Creek Park – July 26, 2017
4. Director attended the Civil Service meeting.
5. Director attended the EEOC FEPA Conference.
6. Director attended event hosted by Alderwoman Dickmann on Community Policing at Beyond the Baseline.
7. Housing Analyst provided fair housing information to landlords.
8. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
9. Housing Analyst presented fair housing module for Police Department’s all day Landlord Education Assistance Program for Davenport apartment owners and managers.
10. Housing Analyst provided fair housing information to a tenant regarding an assistance animal.
11. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
12. Investigative Paralegal conducted ADA plan reviews.
13. Investigative Paralegal met with builders regarding ADA plan reviews.
14. Investigative Paralegal, Investigator and EEOC investigator conducted joint interviews on the DCRC initiated employment case.

### **III. OLD BUSINESS**

1. School supply drive
2. Commissioner concern

### **IV. NEW BUSINESS**

1. Update on pending litigation

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**8/8/2017**

Subject:  
Quad Cities Native American Coalition

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/31/2017 - 2:07 PM

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**8/8/2017**

Subject:  
Closed Session

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	7/31/2017 - 2:09 PM