

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, SEPTEMBER 12, 2017; 12:00 PM

CITY HALL 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. Budget Amendment
 - B. Travel approval
 - C. E-0086-0040-16
- 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

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/11/2017 - 11:47 AM

DAVENPORT CIVIL RIGHTS COMMISSION MEETING
September 12, 2017
Minutes of Regular Meeting of August 8, 2017

The Davenport Civil Rights Commission (DCRC) met at 12:07 pm, Tuesday, **of August 8, 2017** in the first-floor conference room at the Davenport City Hall. Commission Chairperson, Tim Hart, presided.

Commissioners Present

Tim Hart
Clyde Mayfield
Susie Greenwalt
Nora Dvorak
Helen Roberson

Commissioners Absent

Nicole Briebriesco
Judy Shawver

Other Person(s) Present

Regina Tsosie
Tom Morrell
Devan Patel
Alderwoman Maria Dickmann
Alderwoman Marian Meginnis

Approval of Agenda

Motion made by Susie Greenwalt, seconded by Nora Dvorak, the agenda was approved by all commissioners present.

Motion made by Tim Hart to amend the agenda, adding Palmer College of Chiropractic Rezoning Request to new business, seconded by Susie Greenwalt, the amended agenda was approved by all commissioners present.

Approval of Minutes

Motion made by Susie Greenwalt, seconded by Nora Dvorak. Minutes approved by all commissioners present.

Director's Report

Director Lacey conducted a joint training with Iowa Legal Aid on Barriers to Opportunity and Civil Rights. Director Lacey provided an update on the Fair Housing Outreach activities, the upcoming Sunshine Festival, is scheduled for August 19, 2017. Director Lacey attended the EEOC FEPA conference in Cleveland, Ohio. Director Lacey updated the Commission on a community concern regarding the rezoning of 38.65 acres of land by Palmer Chiropractic College in the central city. Director Lacey reports that the office received a concern from a community member who did not believe that he received

adequate notice of the public hearing before the Planning and Zoning Commission regarding the rezoning, due to the late notice he was not able to arrange transportation to the meeting, due to his limited mobility. Director Lacey reports that the office also received contact from a community member seeking the Commission's position on the proposed rezoning. Director Lacey reports that the next meeting of the Planning and Zoning Commission on this issue is August 15, 2017.

Case Status Report

There was a public accommodation case settlement through mediation.

Motion made by Susie Greenwalt, seconded by Nora Dvorak. Director's report approved by all commissioners present.

New Business

- A. Quad Cities Native American Coalition(QCNAC)- Regina Tsosie and Tom Morrell come before the Commission at the request of Alderwoman Maria Dickmann to ask that the Commission ask the City of Davenport stop recognizing Columbus Day and instead celebrate, "Indigenous People's Day". Tsosie and Morrell explained that Dickmann relayed that the council currently has sufficient support to pass this matter, however it may be helpful if the Commission brought this matter to the council. After discussion, the Commission determined that Columbus Day is not currently recognized by the City of Davenport or the State of Iowa; therefore there is no holiday to change. Commissioners present suggested that Alderwoman Dickmann and QCNAC present their proposal to council to ask that they acknowledge Indigenous People's Day, because despite the general support of the initiative, this is not something that fits within the Commission's mission. The Commission declined to take this matter forward; Alderwoman Dickmann will continue working with QCNAC to advance this initiative.
- B. Palmer Expansion Rezoning Request- Director Lacey reiterated concerns raised by community members, including the disparate impact that the rezoning and impending displacement would have on low income and minority populations. Director Lacey explained the possible Fair Housing Act and Title VI implications of the rezoning decision. Alderwoman Dickmann suggested that perhaps as a requirement of the approval of the rezoning the City Council could require Palmer College to replace the lost housing in another area, where the impacted people felt comfortable. Alderwoman Meginnis suggested that we look to other similarly sized cities that have faced the same issues to research innovative solutions that benefit both institutions and community members. Alderwoman Dickmann raised concerns with the verbiage used in the rezoning notice letters, stating that they are hard to understand.

After discussion, on motion by Susie Greenwalt and seconded by Tim Hart, the Commission voted to request that city staff request that the rezoning proposal be tabled until there is further investigation of the impact that this change will have on the community, motion approved by all Commissioners present.

Old Business

- A. Closed Session – The Commission entered closed session pursuant to Iowa Code Section 21.5(1) (a) and (c) to discuss an issue with an open investigation, legal strategies and the filing of a Commission initiated complaint.

On motion by Nora Dvorak and seconded by Susie Greenwalt, all Commissioners present voted in favor of initiating a complaint alleging violations of the Davenport Civil Rights Ordinance.

Public Comment

Alderwoman Meginnis introduced herself to the Commission.

Nora Dvorak gave information regarding an upcoming rally sponsored by an alliance of local community organizations.

Adjournment

Motion to adjourn made by Susie Greenwalt at 1:34 pm.

**The next meeting scheduled for Davenport Civil Rights Commission is September 12,
2017**

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	9/11/2017 - 11:47 AM



CASE STATUS REPORT

Monthly Summary

August 01 , 2017 THRU August 31 , 2017

Informal Case Information

Monthly		
Area	Filed	Closed
Housing	0	0
Total	0	0

Year to Date		
Area	Filed	Closed
Housing	13	14
Total	13	14

Overall total active informal complaints: 0

Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	4
NJ EEOC Referral	5
Public Accommodation	1
Transit Title VI	0
Total	16

Areas Closed	
Area	Count
Credit	0
Employment	1
Education	0
Housing	2
NJ EEOC Referral	2
Public Accommodation	0
Transit Title VI	1
Total	6

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	2	Pregnancy	1	Creed	0
Retaliation	0	Gender Identity	0	Mental Disability	1
Religion	0	Age under 40	0	Physical Disability	4
Sex	3	Retaliation-ADA	0	Familial Status	1
Sex Orientation	0	Color	0	Marital Status	1
				National Origin	3
				Race	9

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



CASE STATUS REPORT

Monthly Summary

August 01 , 2017 THRU August 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	1
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	1
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	2
Jurisdiction waived	0
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
Total Dispositions	6

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	8
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	9
Insufficient # employees	0
No Basis	5
No Area	4
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	20
Mediation Settlement	20
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
Total Dispositions	81

Summary: Previous Open: 111 (+) New Open 16 (-) Closed 6 (=) Total Open 121

Probable Cause (Monthly) = 1 (Annual) = 4

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	51
Total	121

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	4
Final Review	12
Final Investigation	2
Intermediate Investigation	16
Mediation	10
Mediation/Intermediate Invest.	0
Initial Investigation (2)	48
Initial Investigation	7
Initial Review / Screening	16
Opened	4
Total	121



CASE STATUS REPORT

Monthly Summary

August 01 , 2017 THRU August 31 , 2017

Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Community	1	6	1100
Respondent Training	1	8	5
Total	2	14	1105

Year to Date Presentations			
Presentation type	Count	Hours	People
Community	21	52.3	2307
Respondent Training	9	24.5	391
Total	30	76.8	2698

Mediation and Settlement Information

Mediation & Settlement		
	Month	YTD
Held with no resolution	0	6
Closed with resolution	2	22

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

Year to Date	
Resolution	Count
Monetary Settlement	14
No Resolution	6
Reinstatement	0
Specific Performance	6
Policy Change	1
Training	1
Total	28

Total monthly settlement amount: \$32,350.00

Total yearly settlement amount: \$73,532.00

Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	7	IDHR	0	1
Other	0	2	HUD	0	1
Help Legal	0	5	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	3
Other City Departments	1	21	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	3	12
Scott Cty & Cthouse	0	4	Landlord Association	0	0
			Total	5	61



CASE STATUS REPORT
Monthly Summary
August 01 , 2017 THRU August 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	PC/Conciliation
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

August 01 , 2017 THRU August 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
August 01 , 2017 THRU August 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
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	Initial Investigation (2)
E-0063-0032-17	Initial Investigation (2)
E-0064-0033-17	Initial Investigation (2)
E-0066-0034-17	Mediation
E-0068-0035-17	Mediation
NJR-0070-0013-17	Initial Review / Screening
E-0071-0036-17	Initial Review / Screening
E-0072-0037-17	Mediation
E-0073-0038-17	Mediation
E-0074-0039-17	Initial Review / Screening
E-0075-0040-17	Initial Review / Screening
E-0076-0041-17	Initial Review / Screening
E-0077-0042-17	Initial Review / Screening
E-0080-0043-17	Initial Investigation



CASE STATUS REPORT
Monthly Summary
August 01 , 2017 THRU August 31 , 2017



Case Listing for 2017

H-0081-0008-17	Opened
H-0082-0009-17	Opened
E-0084-0044-17	Initial Review / Screening
E-0085-0045-17	Initial Review / Screening
E-0086-0046-17	Initial Review / Screening
PA-0087-0012-17	Initial Review / Screening
E-0088-0047-17	Initial Review / Screening
NJR-0090-0016-17	Initial Review / Screening
NJR-0091-0017-17	Initial Review / Screening
NJR-0092-0018-17	Initial Review / Screening
E-0093-0048-17	Initial Review / Screening
H-0094-0010-17	Opened
H-0095-0011-17	Opened
E-0096-0049-17	Initial Review / Screening

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Director's Report

ATTACHMENTS:

Type	Description
📎 Cover Memo	Director's Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/11/2017 - 11:44 AM

**DIRECTOR REPORT FOR THE DAVENPORT CIVIL RIGHTS COMMISSION FOR
August 2017**

I. CASE STATUS

1. No “right to sue” letters were issued in August.
2. During the month of August, one housing case settled in mediation for \$350.00, relief in the public interest and housing. One employment case settled in mediation during the month of July for \$32,000 and relief in the public interest.

II. OTHER ACTIVITY

1. Director conducted training on barriers to opportunity in collaboration with Iowa Legal Aid.
2. Director met with the Housing Analyst to review upcoming HUD grant opportunities.
3. Director hosted DCRC’s 2nd Annual Back to School Supply Giveaway at the Sunshine Festival, the final Fair Housing outreach activity of the summer. The event reached over 1000 community members.
4. Director attended Opportunities for Quad Citians meeting.
5. Director attended the Civil Service meeting.
6. Director attended Scott County BSC meeting.
7. Director attended training on how to use data in Fair Housing assessments.
8. Director attended ADA Network training on hearing loss in employment.
9. Director met with DPD, Quad Cities Deaf Club President, Dirk Hillard, Amy Cox, Kelsey Maginity, Leonard Sandler to discuss DPD interactions with members of the deaf community and the development of community and DPD safety trainings and an internal policy update.
10. Director met with Director Wright to discuss current staffing levels.
11. Housing Analyst provided fair housing information to landlords.
12. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
13. Housing Analyst provided fair housing information to a tenant regarding an assistance animal.
14. Housing Analyst answered contractor questions regarding FHA design and construction requirements.

III. OLD BUSINESS

1. School supply drive

IV. NEW BUSINESS

1. Budget update

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
Budget Amendment

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	8/24/2017 - 1:10 PM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date
9/12/2017

Subject:
Travel approval

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/11/2017 - 9:30 AM

City of Davenport
Civil Rights Commission

Department:
Contact Info:

Date

Subject:
E-0086-0040-16

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	9/7/2017 - 5:21 PM