

CIVIL RIGHTS COMMISSION MEETING

CITY OF DAVENPORT, IOWA

TUESDAY, OCTOBER 10, 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

B. Director's Report

V. New Business

A. Budget

B. ED-0109-0002-14

C. Election of Chair

VI. Old Business

VII. Public Comment and Presentation

VIII. Adjourn

IX. Next Meeting

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**10/10/2017**

Subject:  
Minutes

ATTACHMENTS:

Type	Description
 Cover Memo	September minutes

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/9/2017 - 10:32 AM

**DAVENPORT CIVIL RIGHTS COMMISSION MEETING**  
**October 10, 2017**  
**Minutes of Regular Meeting of September 12, 2017**

The Davenport Civil Rights Commission (DCRC) met at 12:06 pm, Tuesday, September 12, 2017 in the first-floor conference room at the Davenport City Hall. Commission Chairperson, Tim Hart, presided.

**Commissioners Present**

Tim Hart  
Judy Shawver  
Susie Greenwalt  
Nicole Briebriesco  
Clyde Mayfield  
Nora Dvorak  
Helen Roberson

**Commissioners Absent**

None

**Other Person(s) Present**

Devin Patel  
Jason Gordon

**Approval of Agenda**

Motion made by Judy Shawver, seconded by Susie Greenwalt, the agenda was approved by all commissioners present.

**Approval of Minutes**

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

**Director's Report**

Director Latrice Lacey gave an update on the meetings with Palmer School of Chiropractic; there will be a study done to assess the impact of the proposed PID. The main concern being that low-income housing would be torn down with no replacements set in place. University of Iowa Public Policy clinic has offered a partnership to work with the deaf community on developing policy initiatives for effective communication between first responders and the non-verbal community.

**Case Status Report**

There was a rental case settlement of \$350.00 for client being sent to fake address when applying for residence in a rental property, and a \$32,000.00 settlement.

A motion was made by Judy Shawver, seconded by Nora Dvorak not to move case #E0086-0004-16 to public hearing, the motion carried, with all Commissioners voting yes.

**New Business**

Director Lacey requested that the FY2018 Budget be amended to \$27,877 for transitioning the part time employee to full-time for period covering September 18, 2017 to June 30, 2018. Motion to accept made by Susie Greenwalt, seconded by Nicole Briebriesco.

There was discussion about the refusal to approve Director Lacey's travel submission without Commission approval. There was discussion on why the process was different for the Commission than other departments. On motion by Judy Shawver and seconded by Susie Greenwalt, the Commission voted, with all Commissioners voting yes, to allow Director Lacey to approve the method of travel and to approve the previously denied travel allocation.

There was discussion about upcoming budget discussions for the October meeting.

**Old Business**

Nora Dvorak announced that she would be retiring from the Commission in the month of October 2017.

**Public Comment**

None

**Adjournment**

Meeting was adjourned at 12:45pm. Motion made by Susie Greenwalt, seconded by Tim Hart.

**The next meeting scheduled for Davenport Civil Rights is October 10, 2017**

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**10/10/2017**

Subject:  
Case status

ATTACHMENTS:

Type	Description
▣ Cover Memo	Case Status Report September 2017

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/9/2017 - 10:31 AM



# CASE STATUS REPORT

## Monthly Summary

September 01 , 2017 THRU September 30 , 2017

### Informal Case Information

Monthly		
Area	Filed	Closed
Housing	4	4
<b>Total</b>	<b>4</b>	<b>4</b>

Year to Date		
Area	Filed	Closed
Housing	17	18
<b>Total</b>	<b>17</b>	<b>18</b>

**Overall total active informal complaints: 0**

### Formal Case Information Identified this Month

Areas Filed	
Area	Count
Credit	0
Employment	6
Education	0
Housing	2
NJ EEOC Referral	3
Public Accommodation	2
Transit Title VI	0
<b>Total</b>	<b>13</b>

Areas Closed	
Area	Count
Credit	0
Employment	3
Education	0
Housing	1
NJ EEOC Referral	5
Public Accommodation	1
Transit Title VI	0
<b>Total</b>	<b>10</b>

Basis Filed (Monthly)					
Basis	Cnt	Basis	Cnt	Basis	Cnt
Age	3	Pregnancy	0	Creed	0
Retaliation	7	Gender Identity	0	Mental Disability	1
Religion	1	Age under 40	0	Physical Disability	4
Sex	1	Retaliation-ADA	0	Familial Status	0
Sex Orientation	1	Color	1	Marital Status	1
				National Origin	1
				Race	8

Trigger Events Filed (Monthly)							
Trigger	Cnt	Trigger	Cnt	Trigger	Cnt	Trigger	Cnt
Demotion	0	Terms	8	Advertising	0	Fail To Hire	0
Negative Treatment	1	Accessibility	1	Harassment	0	Fail To Promote	0
Racial Harassment	2	Fail to Lend/Appraise	0	Eviction	1	Fail To Rent	1
Sexual Harassment	1	Steering/Redlining	0	Equal Pay	3	Fail To Serve	0
Termination	3	Discipline	2	Fail to Accom/Mod	1		



# CASE STATUS REPORT

## Monthly Summary

September 01 , 2017 THRU September 30 , 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	4
Insufficient # employees	0
No Basis	0
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	3
Jurisdiction waived	0
Fact do not support claim	0
Does not warrant further actions	0
Conciliation	0
Complaint Withdrawn/Duplicate	0
Commission Final Decision	1
Conciliation Failed	0
<b>Total Dispositions</b>	<b>10</b>

Disposition of formal complaints (Annual)	
Disposition	Count
Lack of Interest	
Interrogatories not Returned	0
Did not respond/attend appointment	9
No Jurisdiction	
Statute of limitations	1
Prima Facia not met	0
Outside geographical jurisdiction	1
NJ Referred to EEOC	13
Insufficient # employees	0
No Basis	5
No Area	5
Dismiss lack of subject matter	1
Satisfactorily Adjusted	0
Settlement	2
Right to sue letter issued	0
No Probable Cause	20
Mediation Settlement	23
Jurisdiction waived	0
Fact do not support claim	6
Does not warrant further actions	1
Conciliation	1
Complaint Withdrawn/Duplicate	1
Commission Final Decision	2
Conciliation Failed	0
<b>Total Dispositions</b>	<b>91</b>

Summary: Previous Open: 121 (+) New Open 13 (-) Closed 10 (=) Total Open 124

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

### Pending Complaints

Open Complaints By Year	
Description	Count
Total number for year 2014	4
Total number for year 2015	24
Total number for year 2016	40
Total number for year 2017	56
<b>Total</b>	<b>124</b>

Complaint By Status	
Status	Count
Initial Investigation 3	0
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	27
Mediation	14
Mediation/Intermediate Invest.	0
Initial Investigation (2)	45
Initial Investigation	10
Initial Review / Screening	10
Opened	0
<b>Total</b>	<b>124</b>



# CASE STATUS REPORT

## Monthly Summary

September 01 , 2017 THRU September 30 , 2017

### Staff Presentation Information

Monthly Presentations			
Presentation type	Count	Hours	People
Total	0	0	0

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	3	25

Monthly	
Resolution	Count
Monetary Settlement	2
No Resolution	0
Reinstatement	0
Specific Performance	1
Policy Change	0
Training	0
<b>Total</b>	<b>3</b>

Year to Date	
Resolution	Count
Monetary Settlement	16
No Resolution	6
Reinstatement	0
Specific Performance	7
Policy Change	1
Training	1
<b>Total</b>	<b>31</b>

**Total monthly settlement amount: \$4,750.00**

**Total yearly settlement amount: \$78,282.00**

### Referrals

Referral Distribution					
	Month	YTD		Month	YTD
ICRC	1	8	IDHR	0	1
Other	2	4	HUD	0	1
Help Legal	0	5	NAACP	0	0
ADA project	0	0	IA Citizen's Aid	0	3
Other City Departments	1	22	Bettendorf Human	0	1
DPD Internal Affairs	0	1	US Dept of Labor	0	3
Attorney Disciplinary Office	0	0	Attorney Referral	0	12
Scott Cty & Cthouse	0	4	Landlord Association	0	0
			<b>Total</b>	<b>4</b>	<b>65</b>



# CASE STATUS REPORT

## Monthly Summary

September 01 , 2017 THRU September 30 , 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	Intermediate Investigation
E-0078-0039-15	Intermediate Investigation
PA-0082-0015-15	Initial Investigation
E-0087-0043-15	Intermediate Investigation
E-0096-0045-15	Final Review
E-0100-0047-15	Intermediate Investigation
E-0101-0048-15	Intermediate Investigation
E-0102-0049-15	Intermediate Investigation
E-0103-0050-15	Intermediate Investigation
E-0110-0054-15	Final Review
ED-0118-0002-15	Intermediate Investigation
PA-0119-0019-15	Intermediate Investigation
E-0120-0060-15	Intermediate Investigation
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)
E-0035-0017-16	Initial Investigation (2)



## CASE STATUS REPORT

### Monthly Summary

September 01 , 2017 THRU September 30 , 2017



#### Case Listing for 2016

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	Intermediate 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	Intermediate Investigation
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 Listing for 2017

E-0003-0002-17	Final Review
E-0007-0005-17	Initial Investigation (2)



**CASE STATUS REPORT**  
**Monthly Summary**  
**September 01 , 2017 THRU September 30 , 2017**



**Case Listing for 2017**

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	Intermediate Investigation
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)
TR-0052-0002-17	Mediation
E-0053-0025-17	Mediation
E-0055-0026-17	Mediation
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-0068-0035-17	Initial Investigation (2)
E-0071-0036-17	Mediation
E-0072-0037-17	Initial Investigation (2)
E-0073-0038-17	Initial Investigation (2)
E-0074-0039-17	Mediation
E-0075-0040-17	Mediation
E-0076-0041-17	Mediation
E-0077-0042-17	Mediation
E-0080-0043-17	Initial Investigation
H-0081-0008-17	Initial Investigation
H-0082-0009-17	Initial Investigation
E-0084-0044-17	Mediation
E-0085-0045-17	Initial Investigation (2)
E-0086-0046-17	Mediation
PA-0087-0012-17	Initial Review / Screening



## CASE STATUS REPORT

### Monthly Summary

September 01 , 2017 THRU September 30 , 2017



#### Case Listing for 2017

E-0088-0047-17	Initial Review / Screening
NJR-0090-0016-17	Initial Review / Screening
E-0093-0048-17	Initial Investigation (2)
H-0094-0010-17	Initial Investigation
H-0095-0011-17	Initial Review / Screening
E-0096-0049-17	Mediation
E-0097-0050-17	Mediation
E-0099-0051-17	Initial Investigation
E-0100-0052-17	Initial Investigation
E-0101-0053-17	Mediation
H-0102-0012-17	Initial Review / Screening
NJR-0103-0020-17	Initial Review / Screening
E-0105-0054-17	Initial Investigation
E-0106-0055-17	Initial Review / Screening
PA-0107-0013-17	Initial Review / Screening
PA-0108-0014-17	Initial Review / Screening
H-0109-0013-17	Initial Review / Screening

City of Davenport  
Civil Rights Commission

Department:  
Contact Info:

**Date**  
**10/10/2017**

Subject:  
Director's Report

ATTACHMENTS:

Type	Description
 Cover Memo	Director Report

REVIEWERS:

Department	Reviewer	Action	Date
City Clerk	Badillo, Beth	Approved	10/9/2017 - 10:29 AM

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

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## **I. CASE STATUS**

1. No “right to sue” letters were issued in September.
2. During the month of September, one housing case settled in mediation for relief in the public interest and housing. Two employment cases settled in mediation during the month of September. The first case, involving allegations of race discrimination, settled for \$2,500 and relief in the public interest; the second case also involving race discrimination allegations settled for \$2,250 and relief in the public interest.

## **II. OTHER ACTIVITY**

1. DCRC has become a certified FEPA agency.
2. Director met with the Housing Analyst worked to submit an application for upcoming HUD grant opportunities.
3. Director facilitated the scheduling of a meeting for the non-verbal community to discuss barriers to effective communication.
4. Director worked on budget updates for FY2019 budget.
5. Director and Housing Analyst met with Bruce Berger, Ryan Rusnak, Tom Warner and Dennis Marchiori to discuss PID application and the potential disparate impact of the proposed PID.
6. Director met with Parents Empowered representatives to discuss an upcoming Know Your Rights training provided by Commission staff.
7. Director met with Carolyn O’Connor of the Esperanza Center to discuss collaborative opportunities.
8. Director attended the Global Leadership Conference.
9. Director attended the Quad Cities Deaf Club’s Annual picnic.
10. Director participated in the IMS FEPA Phase One training session.
11. Director attended the Civil Service meeting.
12. Housing Analyst provided fair housing information to landlords.
13. Housing Analyst answered contractor questions regarding FHA design and construction requirements.
14. Housing Analyst provided fair housing information to a tenant regarding an assistance animal.
15. Housing Analyst answered contractor questions regarding FHA design and construction requirements.

## **III. OLD BUSINESS**

1. Budget update

## **IV. NEW BUSINESS**