



NOTICE OF MEETING
The Regular Meeting of the
CEDAR RAPIDS CIVIL RIGHTS COMMISSION

Will Be Held

Wednesday, June 17, 2015 at 5:30 p.m.

Civil Rights Commission Office
50 2nd Avenue Bridge, 4th Floor, Cedar Rapids, IA

A G E N D A

- I. Call to Order
- II. Roll Call – Introductions
- III. Public Response
- IV. Approval of Minutes from May Meeting
- V. Report from Chair
 - State of Equity Report
- VI. Committee Reports
 - Outreach and Education
 - Marion Civil Rights Commission Liaison
- VII. Director’s Report
- VIII. State of Equity Work Session Continued / Work Plan Discussion
- IX. Adjournment

NOTICE: Any person needing visual/audio assistance or language interpretation should contact Civil Rights at 319-286-5036 at least 48 hours prior to the meeting.

CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)
MEETING MINUTES
May 20, 2015 5:30 p.m.
Civil Rights Commission
50 2nd Avenue Bridge
Cedar Rapids, IA 52401

Commissioners Present: Mr. Keith Rippy, Chair
Ms. Salma Igram, Vice Chair
Mr. Leland Freie
Ms. Paulette Hall
Ms. Laura O’Leary
Mr. Robin Tucker
Dr. Ruth White
Mr. Keith Wiggins

Commissioners Absent: Dr. Emily Bowman
Ms. Ashley Reynolds

Staff Present: Ms. LaSheila Yates, Executive Director
Ms. Janet Abejo, Investigator
Ms. Judy Goldberg, Investigator
Mr. Johnny Alcivar Zuniga, Outreach Coordinator
Ms. Alicia Abernathy, Administrative Assistant

Guests: Al Rowe, Bret Nilles, Ciuin Ferrin

I. Call to Order

Commissioner Rippy, Chair, called the meeting to order at 5:36 p.m.

II. Roll Call/Introductions

Commissioners, staff and guests introduced themselves.

III. Public Response

Ciuin Ferrin, O Porrajmos Education Society, stated she is waiting for a response as to whether or not commissioners are attending the Saint Sarah’s Day celebration at her house on May 26th.

Commissioner Rippy asked Judy Goldberg, Investigator, and Al Rowe, Kirkwood Community College, to introduce themselves.

IV. Approval of Minutes from April Meeting

Commissioner O’Leary moved to approve the minutes. Commissioner Igram seconded the motion, which was unanimously approved.

V. Report from Chair

State of Equity Report

Commissioner Rippy stated Al Rowe is present to facilitate the State of Equity work session. The Commission will create goals and devise a work plan.

Regional Performance Assessments

Commissioner Rippy asked if there was anything Commissioners would like to add or adjust for the Commission as it relates to other commissions. Commissioner Rippy stated the public hearing and first reading of the commission size reduction was held May 12th.

VI. Committee Reports

Outreach and Education

Johnny Alcivar Zuniga, Outreach Coordinator, stated the committee met on May 11th and reviewed the monthly outreach report. Mr. Alcivar Zuniga stated the committee was going to create the FY16 Outreach Plan but it was tabled until their next meeting in order to coordinate the plan with the outcomes of the State of Equity work session.

Commissioner Freie arrived at 5:40 PM.

Commissioner White arrived at 5:42 PM.

Marion Civil Rights Commission Liaison

Bret Nilles, Marion Liaison, stated the commission discussed upcoming trainings and Johnny will be providing Train-the-Trainer trainings to the commission. The commission is looking into holding an all-day retreat for the trainings and to work on setting goals for next year.

Commissioner Tucker stated the Marion Commission discussed how they will handle education once Johnny's position ends. They are looking into a breakout meeting for strategy planning.

Mr. Nilles stated the Marion Commission was made aware the Cedar Rapids Commission is downsizing from 11 members to 9 members.

VII. Director's Report

LaSheila Yates, Executive Director, stated she would like to welcome the Commission's new Investigator, Judy Goldberg. Another new Investigator, Bernard Walther, will be joining the team on June 1st. Janet Abejo has been serving as the lead to provide the new investigators with adequate training. Ms. Yates stated the Commission will also have a summer intern and Janet is serving as the lead for the internship program.

Janet Abejo, Investigator, stated the intern went through the screening process and qualifies as he met the minimum GPA requirement. The intern is interested in law. Ms. Abejo stated the schedule for the intern is still currently being worked out but he will start sometime after June 8th and will be with the commission until the end of July.

Ms. Yates stated she had an interview with AmeriCorp Public Allies and passed round one of the process. Ms. Yates stated she is waiting on a contract but the position will start in October.

Ms. Yates stated several cases were transferred to the Iowa Civil Rights Commission for completion of investigation due to several organizational changes. All parties were notified of the transfers. Ms. Yates stated a table was included in the agenda packet outlining how many cases were transferred and the number that were Cedar Rapids cases versus Marion cases.

VIII. State of Equity Work Session

Al Rowe, Kirkwood Community College, stated this is an informal discussion. Mr. Rowe asked the commissioners several questions in regards to the State of Equity of Report.

What have you heard about the report?

- Minorities are not equal in the schools.
- There needs to be more minorities in administration.

What were your thoughts about the report?

- It put things in writing that people were already thinking.
- Shock how much it existed.

What are your hopes from doing this report?

- Consistent approaches.
- Follow through with goals and objectives.
- Education is available more and is more equal.

What did you like about the report and summit?

- A broad group of people participated.
- People walked away having learned something.

What do you feel the Commission needs to do?

- Educate
- Recruit
- Improve
- Utilize programs
- Create new programs
- Define the role of the Commission – the role should not be in conflict with the mission
- Build partnerships
- Assist organizations with goals

Mr. Rowe stated the information should not be used as a hammer but should be used more as a flashlight. Using it as a flashlight will shine light on certain areas that need improvement.

Ms. Yates stated the Commission is currently working with the Cedar Rapids School District. Chair Rippy and Commissioner White have been involved in those meetings. Commissioner White stated they are heading toward a partnership with the school district and are making small measures of progress.

Mr. Rowe asked Commissioners to break into groups of two or three people and come up with goals they would like the Commission to have.

Commissioner White left the meeting at 6:58 PM.

Mr. Rowe, Ms. Yates and Commissioners discussed the State of Equity Report and goals the Commission would like to set as an outcome of the report. (See attached for work session notes).

Commissioner Rippy left the meeting at 7:05 PM.

IX. **Adjournment**

The meeting adjourned at 8:20 p.m.

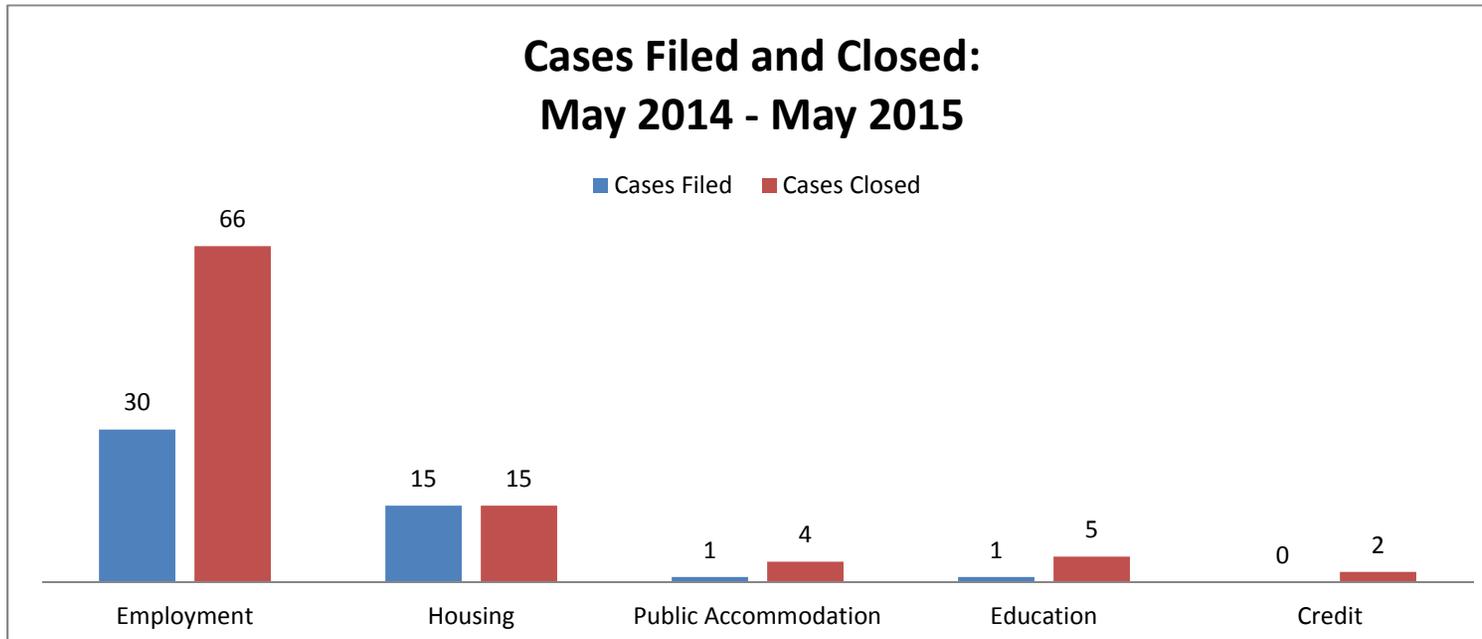
Respectfully submitted by Alicia Abernathy



CASES FILED AND CLOSED: May 2014 - May 2015

For reporting period May 2014 – May 2015, **47 cases** were **filed** with the Cedar Rapids Civil Rights Commission. Of those 47, 30 (64%) were employment, 15 (32%) housing, 1 (2%) public accommodation, 1 (2%) education, and 0 credit.

A total of **92 cases** were **closed** by the Cedar Rapids Civil Rights Commission during the same reporting period. Of those 92, 66 (72%) were employment, 15 (16%) housing, 4 (4%) public accommodation, 5 (6%) education, and 2 (2%) credit. The chart below shows the areas for all cases filed and closed during this reporting period:



Cedar Rapids Civil Rights Commission Case Report - May 29, 2015

Cases Filed May 2014 - May 2015		
May 2014	6	5 Emp, 1 Hsg
June 2014	5	3 Emp, 2 Hsg
July 2014	10	6 Emp, 4 Hsg
August 2014	0	
September 2014	3	3 Emp
October 2014	4	2 Emp, 1 Hsg, 1 PA
November 2014	0	
December 2014	5	3 Emp, 2 Hsg
January 2015	2	2 Emp
February 2015	2	1 Emp, 1 Hsg
March 2015	10	5 Emp, 4 Hsg, 1 Edu
April 2015	0	
May 2015	0	
TOTAL FILED	47	

Settlements April 2014 - April 2015		
May 2014	0	\$ -
June 2014	0	\$ -
July 2014	0	\$ -
August 2014	0	\$ -
September 2014	2	\$ 1,514.00
October 2014	1	\$ 300.00
November 2014	0	\$ -
December 2014	0	\$ -
January 2015	0	\$ -
February 2015	1	\$ 390.00
March 2015	1	\$ 15,000 (Marion)
April 2015	0	\$ -
May 2015	0	\$ -
TOTAL	5	\$ 2,204.00

Cases Closed May 2014 - May 2015		
May 2014	1	1 Hsg
June 2014	3	1 Emp, 2 Hsg
July 2014	4	2 Emp, 1 Hsg, 1 Edu
August 2014	0	
September 2014	3	2 Emp, 1 Hsg
October 2014	10	7 Emp, 2 Hsg, 1 Edu
November 2014	2	2 Hsg
December 2014	5	4 Emp, 1 Hsg
January 2015	1	1 Emp
February 2015	28	21 Emp, 1 Hsg, 2 Edu, 3 PA, 1 Credit (24 Transferred to ICRC)
March 2015	9	7 Emp, 1 Hsg, 1 Credit
April 2015	3	3 Emp (1 Marion)
May 2015	23	18 Emp, 3 Hsg, 1 Edu, 1 PA (18 Transferred to ICRC - 1 Marion Emp)
TOTAL CLOSED	92	

Case Assignments		
Abejo, Janet	4	4 Hsg (1 Marion)
Goldberg, Judy	2	1 Emp (Marion), 1 Hsg
Macias, Elizabeth	2	1 Emp, 1 Hsg (Marion)
TOTAL ASSIGNED	8	

Additional Case Status		
Out w/Commissioners	1	1 Emp
Public Hearing	2	2 Hsg (1 Hsg - Marion)
Conciliation in process	2	2 Hsg
Intakes In Process	0	

Average Days of Open Cases	April	May
Including Post PC Finding (i.e. Conciliation, Public Hearing)	182	211
Not including Post PC Finding	149	158

Visual Arts Commission 2015 Work Plan

GENERAL INFORMATION

CHARTER

The City of Cedar Rapids Visual Arts Commission is a nine member Commission appointed by the Mayor and approved by the City Council. The Commission was established as the recommending body regarding public visual art within the City by Resolution No. 316-2-94 dated February 23, 1994.

CHARTER GOALS

1. To improve the appearance and cultural climate of the city, so as to enhance quality of life and community prestige.
2. Involve the public in the selection and dedication of public art.
3. Use eligible funds wisely to incorporate public art in our city.
4. To use art as an aid in economic development.
5. To encourage local artists by supporting their works and efforts.
6. To incorporate visual arts in the design process of qualifying projects.

MEETINGS

Scheduled meetings are held on the second Thursday of every month unless otherwise published, beginning at 3:00 pm at City Hall.

CONTACTS

Commissioners and Term

Bill Stamats, Chair	Term thru 2016
Ann Knierim, Vice Chair	Term thru 2015
Mel Andringa	Term thru 2015
Arbe Bareis	Term thru 2015
Marilee Fowler	Term thru 2015
Lynn Ocken	Term thru 2016
Barbara Green	Term thru 2017
Kim Vogel	Term thru 2017
Mary Ottoson	Term thru 2017

City Council Liaison

Ann Poe
a.poe@cedar-rapids.org

Staff Liaisons

Seth Gunnerson
319.286.5129
s.gunnerson@cedar-rapids.org

Kirsty Sanchez
319.286.5428
k.sanchez@cedar-rapids.org

Visual Arts Commission 2015 Work Plan

2014 Highlights

- Reframing and installation of three Ann Royer paintings in the Blairs Ferry Conference Room at City Hall
- Creation of three committees: Artwork Review, Collections Management, and Outreach
- Updates to the Visual Arts Commission website
- Began the process of creating a brochure highlighting artwork throughout the City
- Initiated the process to create a Collections Manager position

Advise City Council on Public Art Collection

Goals and Ongoing Tasks

- Review Gift Art Applications and make recommendations to the City Council for inclusion into the collection
- Review and make recommendations on mural applications
- Serve as recommending body on other matters pertaining to public art
- Assist groups interested in installing art in the community
- Develop annual Work Plan
- Review and make recommendations on placement of pieces in the City art collection
- Review and make recommendations on deaccessioning pieces of the City art collection

2015 Action Items

Item	Cost or resource	Timeline
Elect Chair and Vice Chair	VAC	January, 2015
Develop 2016 Work Plan	VAC and Staff	October, 2015
Present Work Plan to Development Committee	VAC and Staff	November, 2015
Present Work Plan to City Council	VAC and Staff	January, 2016

Public Outreach and Education

Ongoing Tasks

- Promote newly acquired art in the community
- Develop promotional materials to educate and celebrate public art collection
- Represent the City at public events such as Downtown Farmer's Markets
- Seek resident input on ideas to enhance Cedar Rapids

Visual Arts Commission 2015 Work Plan

2015 Action Items

Item	Cost or resource	Timeline
Print promotional material for art collection – either pamphlets or downtown tours	Up to \$10,000	Early 2015
Update photography and artwork inventory to include new and relocated pieces	Up to \$2,500	Mid 2015
Provide feedback on the sculpture donation for Greene Square	Staff and VAC	Mid 2015

Stewardship of Public Art Collection

Ongoing Tasks

- Identify opportunities to purchase new art through the 2% for Arts Policy
- Make Recommendations on Gift Art Applications
- Identify maintenance and conservation needs for Public Art Collection

2015 Action Items

Item	Cost	Timeline
<ul style="list-style-type: none"> • Complete process of hiring of a Collections Manager to: <ul style="list-style-type: none"> ○ Survey existing art ○ Maintain Records, including appraisal of art ○ Develop Conservation Plan and schedule 	Up to \$10,000	Early 2015
<ul style="list-style-type: none"> • Install or deaccess public art currently in storage 	Staff and VAC Subcommittee	Early 2015
<ul style="list-style-type: none"> • Identify opportunities to purchase art as part of the 2% for art policy for FY2016 	As available in FY16 Budget	Early 2015
<ul style="list-style-type: none"> • Work to develop budgets and timelines for any public art purchases through 2% for Arts Policy 	Staff and VAC Subcommittee	Mid 2015
<ul style="list-style-type: none"> • Plan a public outreach event to promote art in Cedar Rapids 	Staff and VAC	Mid 2015