



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

Will Be Held

**Tuesday, March 10, 2015 at 4:00 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. 2014 State of Equity Report Work Session/Discussion
- V. 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

### 2014 State of Equity Local Issues

1. **Wealth and Poverty:** In Linn County and Cedar Rapids, there are income disparities based on household composition, gender, and race.
2. **Representation in Public Employment:** With the exception of the Cedar Rapids school district, no public sector organization analyzed in Linn County had more than one racial minority in a senior leadership position.
3. **Fair Housing:** Disparities exist between Whites/Caucasians and Blacks/African-Americans with regard to homeownership rates in Cedar Rapids.
4. **Education:** In the Cedar Rapids and Linn Mar school districts, information gathered showed academic achievement gaps in the areas of Talented and Gifted participation. There were also disproportionalities for students with access to higher level math and science courses and disciplinary disparities. All issues identified correlate to race and income.

## Questions to Consider

- 1) What are our strategic imperatives for the 2014 State of Equity Report?
- 2) What effect do we, as a Commission, seek to achieve in our use of this report and other information?
- 3) How will we assess our effect?
- 4) What will be our action plan?
- 5) What are the best ways for us to support staff in their use of this report?