



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

Will Be Held

Wednesday, March 9, 2016 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. Equity and Diversity in the Cedar Rapids Community School District – Paul Hayes
- V. Approval of Minutes from February Meeting
- VI. Closed Session
The Commission may go into closed session to discuss the filing of one or more complaints, information gathered during investigation of such complaints, and attempts to eliminate such alleged discrimination pursuant to Iowa Code Sections 21.5(1)(a) and 216.15(5) (2012).
 - Discuss Respondent Offer for Pearson v. Seldin Properties, LLC
- VII. Action Items
 - Review and Approve Revised 28E Agreement between the City of Cedar Rapids and the City of Marion
- VIII. Report from Chair
- IX. Committee Reports
 - Outreach Committee Liaison
 - CRCSD Diversity Committee Liaison
 - Marion Civil Rights Commission Liaison
- X. Director’s Report
- XI. Adjournment

NOTICE: Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a City program, service, or activity, should contact Civil Rights at 319-286-5036 or email civilrights@cedar-rapids.org as soon as possible but no later than 48 hours before the event.

Advancing the Equity Conversations in CRCSD

The themes and accompanying actions plans below are the result of a community conversation held on January 12, 2016. Feedback from that event points to a need for increased student voice, a sharper focus on minority teacher recruitment, more explicit representation of diversity in instructional materials, and increased transparency of the District’s efforts and outcomes. Framed as a response to community input, this document is a complement to and addresses more specifically the objectives laid out in the District Equity Action Plan which was based on data.

We believe that by addressing the themes that emerged from the community conversation we will gain a more comprehensive picture of the current state of the District’s needs in the areas of equity and diversity.

THEME: Inclusion of student stories, opinions, and solutions in the conversations about equity and diversity			
GOAL: To provide structured opportunities for students to give input into the impact that issues of equity and diversity have on them			
EXPECTED RESULTS:			
<ul style="list-style-type: none"> • We will gain a more comprehensive view of the actions that need to be taken • Students will feel empowered to voice their opinions and to ask for what they want and need • We will generate student interest in becoming more involved in District and community efforts to make changes 			
ACTIONS	TIMELINE	PERSON(S) RESPONSIBLE	MEASUREABLE OUTCOMES
Develop a common set of prompts and a facilitation guide to solicit feedback from students in existing programs (RoP, AAAP, LBA, The Academy, etc.) as to what they feel are the current conditions of equity and diversity in the District and what they feel are some possible solutions.	By August, 2016	Program facilitators	Student feedback will be compiled into a guiding document that will inform the District about the priority needs from the student point of view
Survey building administrators regarding practices they and their staff engage in to solicit student feedback	By March, 2016	Paul, Val, Mary Ellen	A list of best practices will be shared with all administrators and building staff with an expectation that strategies are used and outcomes are addressed

THEME: Expansion of the District's minority recruitment efforts

GOAL: To develop a diverse workforce that utilizes exemplary professional practices

EXPECTED RESULTS:

- The District will attract highly qualified minority candidates for available positions
- The District will gain strategies and best practices for retaining highly qualified minority individuals
- Data will show that the minority employment in the District more closely reflects that of the minority student enrollment

ACTIONS	TIMELINE	PERSON(S) RESPONSIBLE	MEASUREABLE OUTCOMES
Diversity Task Force created to generate ideas and monitor District efforts	Ongoing	Jill Cirivello	Yearly evaluate progress on diversification of staff.
Maintain a joint partnership with City, County and City Civil Rights Commission to generate recruitment and retention ideas including reaching out to current students for opportunities	April, 2016	Jill Cirivello	Review number of students identified who are interested in teaching to assist with college readiness. Evaluate number of students applying of public employment.
Attend recruiting fairs	Ongoing	Jill Cirivello	Evaluate numbers of new hires from events attended.
Enhance recruiting materials with assistance from an outside consultant to attract diverse candidates	March, 2015	Jill Cirivello Sue Wilber	Review materials each year for updates.
Utilize social media for recruiting	Ongoing	Sue Wilber	Review number of candidates recruited from social media annually.
Reach out to HBCU's and HSI's to form partnership for recruiting	January 2016	Sue Wilber	Evaluate number of candidates recruited from development of partnership.

THEME: Explicit inclusion of the District’s diversity and cultural richness in curriculum and instruction and innovative programming

GOAL: To intentionally make the curriculum and instructional materials reflective of the student diversity in the District and to provide opportunities for students to learn about and celebrate their diversity through individualized learning opportunities.

EXPECTED RESULTS:

- The District will be intentional about reflecting its diversity in instruction and curricular materials
- An increased emphasis on identifying personalized learning opportunities for student

ACTIONS	TIMELINE	PERSON(S) RESPONSIBLE	MEASUREABLE OUTCOMES
Emphasize the continued use of tools to evaluate the attributes of existing and proposed curriculum materials in regard to culture and diversity	Ongoing	Ries, Curriculum Facilitators, and curriculum review teams.	Curriculum materials purchased for use will be evaluated for cultural diversity.
Ensure that innovative programming in regard to magnet schools addresses the specific goal of reducing subgroup isolation	Feb 2016 - June 2019	Pickering	-Magnet schools achieve the goals around "reducing subgroup isolation" -Magnet school outcomes for subgroups outperforms District averages. (academic achievement, Gallup poll on well-being, attendance, behavior, etc)
Actively work to identify individualized learning opportunities that promote and celebrate diversity	Feb 2016 - June 2018	Pickering & Staff	-Personalized learning pathways have increased in size, number and location. -Personalized learning pathways include at least the percentage of subgroups represented in the District

THEME: Increasing the visibility of the equity efforts, data, and outcomes

GOAL: To create a method for providing access to and communicating the efforts, outcomes, and plans for the equity work in the District

EXPECTED RESULTS:

- Stakeholders will be able to quickly access timely information regarding the District’s equity efforts
- Equity efforts will be highlighted in District/building communications (newsletters, reports, announcements, etc.)

ACTIONS	TIMELINE	PERSON(S) RESPONSIBLE	MEASUREABLE OUTCOMES
Make the Equity page on the District web site more accessible	Completed	Marcia Hughes	“3 click” access to the Equity page
Develop a District communication platform that: <ul style="list-style-type: none">• Supports and celebrates diversity among staff and students• Provides an internal vehicle for staff and students to share their stories• Displays data relevant to our diverse populations	Ongoing	Learning Supports, Technology, Communications	Increased visibility of equity efforts in District publications

CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)

MEETING MINUTES

February 17, 2016 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
Dr. Emily Bowman
Mr. Leland Freie
Ms. Laura O’Leary
Ms. Ashley Reynolds
Dr. Ruth White
Mr. Keith Wiggins

Commissioners Absent: Mr. Robin Tucker

Staff Present: Ms. LaSheila Yates, Executive Director
Ms. Janet Abejo, Investigator
Ms. Alicia Abernathey, Administrative Assistant

Guests: Bret Nilles, Christopher Yates, Naomi Jengwa

I. Call to Order

Commissioner Rippy, Chair, called the meeting to order at 5:32 p.m.

II. Roll Call/Introductions

Commissioners, staff and guests introduced themselves.

III. Public Response

No public response.

IV. Approval of Minutes from January Meeting

Commissioner Igram moved to approve the minutes. Commissioner Wiggins seconded the motion, which was unanimously approved.

V. Action Items

Recommendation for an Ordinance amendment of section 69.04 of the Cedar Rapids Municipal Code to reduce the number of members from nine (9) to seven (7)

Commissioner Rippy stated in 2015 the Commission reduced in size from eleven members to nine members and the current suggestion, with recommendation from the Mayor, is to reduce the Commission to seven members. Commissioner Rippy stated it is hard to find applicants for not only the Civil Rights Commission but also for all of the City’s boards and commissions.

Commissioner Rippy stated both the Des Moines and Davenport Civil Rights Commissions have seven members and this will align the Cedar Rapids Commission with other Commissions of cities similar in size. Commissioner Rippy stated there are 28 Boards and Commissions for the City and 20 of them have seven or less members. Commissioner Rippy stated in the past year there has not been full attendance at a meeting. When there were eleven members only nine people were showing up and now there is approximately seven people showing up on average.

Commissioner Bowman stated she feels the reduction in size will limit having a variety of voices and perspectives. Commissioner Bowman stated reducing the Commission to seven members will not guarantee seven members in attendance at each meeting.

Commissioner White arrived at 5:38 p.m.

Commissioner O'Leary stated the reduction makes her nervous as the Commission may become less diverse. Commissioner Igram stated the current process is to take what you can in order to fill all vacancies. With the reduction to seven members it will allow for the Mayor to be more "picky" in the selection process. Commissioner Rippy stated perhaps a committee can be formed for Commissioners to interview potential applicants and make a recommendation to the Mayor. Commissioner Rippy stated in the past all applicants had to go through an interview process with City Council before being selected to join a board or commission. Commissioner Reynolds stated just because recent Commissioners did go through an interview process does not make them less involved. Commissioner Reynolds stated the City needs to do more to make the community aware the boards and commissions exist and they can apply to join them. Commissioner Freie stated if attendance is a concern perhaps the Commission just needs to be a little harder on those frequently missing and have them consider if they can commit to the Commission.

Commissioner Igram moved to approve the ordinance amendment of section 69.04 to reduce the number of members from nine (9) to seven (7). Commissioner Wiggins seconded the motion. Ayes, Commissioners Rippy, Igram, O'Leary, White, and Wiggins. Nays, Commissioners Freie and Bowman. Abstain, Commissioner Reynolds. Motion carries.

VI. **Report from Chair**

28E Agreement with Marion

Commissioner Rippy stated two meetings have been held with Marion to discuss changes to the 28E Agreement and one meeting involved both City Managers. Commissioner Rippy stated changes have been made and were reviewed by both City Attorneys.

LaSheila Yates, Executive Director, stated the revised agreement will come before the Commission at the March meeting and once approved will move to City Council for review and approval. Commissioner Rippy stated the new agreement will go into effect on July 1, 2016. Ms. Yates stated administrative work such as the meeting agenda preparation, attendance at Executive Committee meetings, etc. is already being transferred to Marion staff.

March Meeting Date – March 9th or March 23rd

Commissioner Rippy stated there are staff conflicts and the March 16th Commission meeting needs to be moved to either March 9th or March 23rd.

Commissioner Bowman stated she is not available either date. All other Commissioners present indicated March 9th would work for their schedule to meet.

VII. **Committee Reports**

Outreach Committee Liaison

Commissioner Bowman stated there were significant increases in social media friends/followers. Staff is providing training to PFLAG and Immigrant Concerns in the coming months. The next training hosted by the Commission will be Fair Lending training on April 8th at 10:00 AM. Staff released information pertaining to this year's poster contest. The theme is "What does Fair Housing mean to you" and participants will be placed in two categories based on grade level. There will be a winner and a runner up from each age group and an additional \$50 will be provided if the

poster is in another language other than English. Commissioner Bowman stated the Outreach Committee will serve as the judges for the contest but other Commissioners are welcome to judge as well. Commissioner Bowman stated there is an online Fair Housing training that will be completed soon and will allow individuals to get training online rather than in person.

CRCSD Diversity Committee Liaison

Commissioner White stated there are no updates but there is a meeting coming up.

Marion Civil Rights Commission Liaison

Bret Nilles, Marion Civil Rights Commission, stated a presentation was provided from the Marion Housing Director and Marion is hosting a StarPower Simulation event on February 25th.

VIII. Director's Report

Ms. Yates stated she is pleased to announce Janet Abejo, Investigator, has been promoted to Senior Investigator effective February 20th. Ms. Yates stated Janet has taken the lead on various projects and helped run the department in her absence. Ms. Yates stated the proposed Assistant Director position was not approved so the Senior Investigator position was modified to include leadership opportunities. Janet Abejo, Senior Investigator, stated she is happy to accept the position and plans to be with the Commission long term.

Ms. Yates stated City Council has approved the request to cover the Commission's rent. Ms. Yates stated staff created a compliance process to ensure those who entered into Settlement Agreements did what was required. The interns are assisting on this project.

IX. Adjournment

The meeting was adjourned at 6:20 p.m.

Respectfully submitted by Alicia Abernathy

CHAPTER 28E AGREEMENT
BETWEEN THE CITIES OF MARION, IOWA
AND CEDAR RAPIDS IOWA FOR
THE PROVISION OF PROFESSIONAL
CIVIL RIGHTS STAFFING SERVICES

This agreement (“Agreement”) is entered into by and between the City of Cedar Rapids, Iowa (“Cedar Rapids”) and the City of Marion, Iowa (“Marion”).

WHEREAS, Cedar Rapids has an established Civil Rights Commission with many years of expertise in the area of investigating and determining civil rights complaints, and

WHEREAS, Marion established the Marion Civil Rights Commission (“the MCRC”) in May 2014 but currently does not employ staff for the MCRC, and

WHEREAS, Marion, and the Marion Civil Rights Commission (“the MCRC”) desire to use staff services from the Cedar Rapids Civil Rights Commission (“the CRCRC”), and Cedar Rapids and the CRCRC are agreeable to providing staff services to the Marion and the MCRC, as set forth herein.

Accordingly Cedar Rapids and Marion, on behalf of themselves and their respective civil rights commissions, agree as follows:

1. AREAS OF RESPONSIBILITY – The parties hereto will have the following respective responsibilities:
 - A. The CRCRC shall provide professional staffing services to the MCRC as provided herein. Said services may include 1) assisting the Marion Assistant City Attorney with any questions concerning upcoming commission meetings with regard to service delivery, and attending and assisting at commission meetings, as needed and subject to the availability of CRCRC staff, 2) providing assistance for outreach events, as needed and subject to the availability of CRCRC staff, 3) providing training to new MCRC members and informing MCRC members of future educational opportunities, 4) providing support data from which the MCRC may prepare billing for the Iowa Civil Rights Commission and

HUD, 5) informing MCRC on a monthly basis of each case accepted by the Cedar Rapids Civil Rights Commission for investigation and of each case forwarded for investigation to ICRC and HUD, 6) responding to all intake calls and 7) investigating complaints that fall outside of the jurisdiction of the Iowa Civil Rights Commission and the United States Department of Housing and Urban Development (“HUD”), as follows:

1. Employment: Association, Familial Status, Marital Status
 2. Education: Age, Association, Familial Status, Marital Status
 3. Credit: Association and Mental Disability
 4. Public Accommodation: Age, Association, Familial Status, Marital Status
 5. Housing: Age, Association, Marital Status, Lawful Source of Income
- B. Marion staff and/or the MCRC shall 1) provide administrative support for the MCRC 2) prepare and submit the MCRC meeting agendas and minutes, draft meeting minutes, assemble meeting packets and distribute any needed documentation and information for the MCRC and subcommittee meetings 3) lead, plan, and organize outreach events and activities, and 4) provide any legal, administrative, financial, policy development or other services as needed to fulfill the Commission’s mission, goals, and priorities, including but not limited to advising the MCRC on any proposed revisions to the Code or Rules of Practice.
- C. The CRCRC shall deliver to the MCRC the originals of all completed Marion case files and shall deliver all ongoing and future case files within 30 days of completion.
- D. All professional services which the CRCRC provides will be subject to the CRCRC’s assessment of its own needs and availability of staff. If at any time, the CRCRC determines, in the exercise of its sole judgment and discretion, that any MCRC request for services cannot be met, the CRCRC may inform the MCRC that such request for services cannot be met and the CRCRC shall have no duty or responsibility to provide such services.
- E. The staff of the CRCRC shall at all times be considered employees of the CRCRC and not employees of Marion or the MCRC. The CRCRC staff shall be under the direction and supervision of the CRCRC and neither

Marion nor the MCRC shall have the ability to direct or supervise the CRCRC staff.

2. FINANCING - Each month, the CRCRS will bill Marion for professional services provided during the preceding month. Marion will be billed according to the City of Cedar Rapids Rate Model which will be provided to the Marion at the beginning of each fiscal year. The rates for professional service provided shall be updated each fiscal year (July-June) and shall be based on the budget adopted by the City of Cedar Rapids City Council. Rates shall be a combination of budgeted wages & benefits, plus indirect and overhead charges applicable for each position title. Multiple staff of the same job title is averaged for a net job title rate. Marion will pay such billing within 30 days of receipt.

3. LEGAL ENTITY - No separate legal entity is created by this agreement.

4. ADMINISTRATION - The CRCRC and MCRC shall jointly administer this agreement. Should any dispute arise hereunder, the Executive Director and the Chairperson of the CRCRC and the Chairperson of the MCRC will meet and confer and seek to resolve the matter.

5. INDEMNITY - Cedar Rapids and Marion shall defend, indemnify and hold each other, their officers and employees harmless from any damages, claims, demands or suits by any party to the extent caused by the CRCRC or the MCRC, or their officers and employees, as the case may be, in the performance of this agreement.

6. DURATION, TERMINATION, AND AMENDMENTS - This Agreement shall commence on July 1, 2016, or the date that it is signed by Cedar Rapids, whichever occurs last, and unless terminated earlier as provided for herein, shall terminate at midnight on June 30, 2017. This Agreement may be extended thereafter for successive (12) month terms beginning

July 1st of each year and ending June 30th of the following year, unless either party elects to terminate the agreement through written notice of cancellation. Said notice must be given not less than sixty (60) days prior to the termination date set forth in the notice. It is not required to set forth a method or methods to be employed for disposition of property upon partial or complete termination, as hereinafter authorized, for the reason that no property is being acquired under this agreement. Either party may propose modifications, amendments, or replace any part of this Agreement at any time through written notice, detailing any changes. If both parties agree to such changes, the changes will be reflected in an amended agreement and signed by both parties. The updated Agreement will become effective upon the date agreeable to both parties. In the event any such changes are not agreeable to both parties, no changes will be made to the terms of the Agreement.

7. RECORDING – The City of Marion will file a copy of this Agreement with the Secretary of State of Iowa and notify the CRCRC when that has been accomplished.

8. LIMITED NULLIFICATION OF PRIOR AGREEMENT – Upon Cedar Rapids’ execution of this Agreement, the prior “Chapter 28E Agreement Between the Cities of Marion and Cedar Rapids, Iowa Re: Civil Rights Commission Services” executed by Marion on January 5th, 2012 and Cedar Rapids on February 16th, 2012 shall be deemed null, void and of no further force and effect except for any unpaid costs owed by Marion to Cedar Rapids pursuant to Paragraph 3 thereunder which Marion shall remain obligated to pay, and except for each party’s duty to indemnify and hold the other harmless as set forth in Paragraph 5 which will survive the termination of said prior agreement.

CITY OF CEDAR RAPIDS, IOWA

Mayor

Date: _____

Attest:

City Clerk

CITY OF MARION, IOWA

Mayor

Date: _____

Attest:

City Clerk

Cedar Rapids Civil Rights Commission Case Report - March 2, 2016

Cases Filed February 2015 - February 2016		
February 2015	2	1 Emp, 1 Hsg
March 2015	10	5 Emp, 4 Hsg, 1 Edu
April 2015	0	
May 2015	0	
June 2015	0	
July 2015	1	1 Emp
August 2015	2	1 Emp, 1 Hsg
September 2015	2	2 Emp
October 2015	2	2 Emp
November 2015	2	2 Hsg
December 2015	2	2 Emp
January 2016	1	1 Emp
February 2016	3	2 Emp, 1 Hsg
TOTAL FILED	27	

Settlements February 2015 - February 2016		
February 2015	1	\$ 390.00
March 2015	1	\$ 15,000 (Marion)
April 2015	0	\$ -
May 2015	0	\$ -
June 2015	0	\$ -
July 2015	0	\$ -
August 2015	0	\$ -
September 2015	0	\$ -
October 2015	0	\$ -
November 2015	0	\$ -
December 2015	0	\$ -
January 2016	0	\$ -
February 2016	0	\$ -
TOTAL	2	\$ 390.00

Cases Closed February 2015 - February 2016		
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)
June 2015	3	1 Emp, 2 Hsg
July 2015	1	1 Emp (Marion)
August 2015	1	1 Hsg (Marion)
September 2015	0	
October 2015	2	1 Emp, 1 Hsg
November 2015	2	1 Emp, 1 Hsg
December 2015	2	2 Emp
January 2016	0	
February 2016	1	1 Hsg
TOTAL CLOSED	75	

Case Assignments		
Abejo, Janet	6	3 Emp, 3 Hsg (1 Marion)
Goldberg, Judy	4	3 Emp, 1 Hsg
Walther, Bernie	3	2 Emp, 1 PA
TOTAL ASSIGNED	13	

Additional Case Status		
Out w/Commissioners	0	
Public Hearing	2	2 Hsg (1 Hsg - Marion)
Conciliation in process	1	
Intakes In Progress	5	2 Emp, 3 PA

Average Days of Open Cases	January	February
Including Post PC Finding (i.e. Conciliation, Public Hearing)	173	155
Not including Post PC Finding	71	65

Cedar Rapids Civil Rights Commission

March 2, 2016

Agency Outreach Performance

Performance Indicators: <i>50% of participants rating presentations & events as satisfactory or better</i>									
<i>15% of increased knowledge in participants after trainings</i>									
	July	August	September	October	November	December	January	February	YTD Average
% of participants rating presentations & events as satisfactory or better	N/A	N/A	N/A	N/A	100%	N/A	N/A	N/A	100%
% of increased knowledge in participants after trainings	N/A	N/A	N/A	N/A	21%	N/A	N/A	N/A	21%

Agency Customer Service Performance

Performance Indicators: <i>Average customer service rating of 2.5 or higher on a 5 point scale</i>									
	July	August	September	October	November	December	January	February	YTD Average
Average Intakes customer service rating	N/A	5	N/A	N/A	5	N/A	N/A	N/A	5
Average Investigations customer service rating	N/A	N/A	N/A	N/A	5	N/A	3	5	4.33
Average Outreach customer service rating	N/A	N/A	N/A	5	N/A	N/A	N/A	N/A	5

Agency Case Investigation Performance

Performance Indicators: <i>85% of non-housing cases investigated in 300 days or less</i>									
<i>50% of housing cases investigated in 100 days or less</i>									
	July	August	September	October	November	December	January	February	YTD Total
Cases filed	0	2	2	2	2	2	1	3	14
Intakes in Progress	3	2	3	2	4	4	6	5	N/A
Cases closed - Housing	0	0	0	0	1	0	0	1	2
- no probable cause determination (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	100%	100%
- probable cause determination (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	-	N/A
- administrative closure (%)	N/A	N/A	N/A	N/A	100%	N/A	N/A	-	100%
- settlement (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	-	N/A
- public hearing (%)	N/A	N/A	N/A	N/A	-	N/A	N/A	-	N/A
Number of Housing cases closed on time (100 Days)	N/A	N/A	N/A	N/A	1	N/A	N/A	1	2
% of Housing cases closed on time (100 Days)	N/A	N/A	N/A	N/A	100%	N/A	N/A	100%	100%
Cases closed - Non-Housing	0	0	0	1	1	2	0	0	4
- no probable cause determination (%)	N/A	N/A	N/A	100%	-	100%	N/A	N/A	100%
- probable cause determination (%)	N/A	N/A	N/A	-	-	-	N/A	N/A	N/A
- administrative closure (%)	N/A	N/A	N/A	-	100%	-	N/A	N/A	100%
- settlement (%)	N/A	N/A	N/A	-	-	-	N/A	N/A	N/A
- public hearing (%)	N/A	N/A	N/A	-	-	-	N/A	N/A	N/A
Number of Non-Housing cases closed on time (300 Days)	N/A	N/A	N/A	1	1	2	N/A	N/A	4
% of Non-Housing cases closed on time (300 Days)	N/A	N/A	N/A	100%	100%	100%	N/A	N/A	100%
Average age of complaint caseload (days)	N/A	27	47	44	58	74	71	65	N/A



CASES FILED AND CLOSED: February 2015 – February 2016

For reporting period February 2015 – February 2016, **27 cases** were **filed** with the Cedar Rapids Civil Rights Commission. Of those 27, 17 (63%) were employment, 9 (33%) housing, 0 public accommodation, 1 (4%) education, and 0 credit.

A total of **75 cases** were **closed** by the Cedar Rapids Civil Rights Commission during the same reporting period. Of those 75, 55 (73%) were employment, 11 (15%) housing, 4 (5%) public accommodation, 3 (4%) education, and 2 (3%) credit. The chart below shows the areas for all cases filed and closed during this reporting period:

