



# 2015 Annual Report

Cedar Rapids  
Civil Rights Commission

Cedar Rapids Civil Rights Commission  
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## From the Desk of the Commission Chair



I'd like to thank LaSheila Yates and the Civil Rights Commission staff for their hard work and extra effort this past year. They went the extra mile bringing much needed stability and consistency to the office after a year of significant transition. I'd also like to thank our group of dedicated Commissioners. Their commitment during the transition was integral to our success.

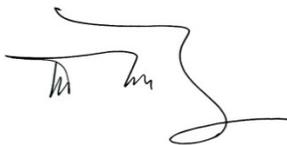
With the assistance of Al Rowe (Associate VP for Institutional Effectiveness, Kirkwood) the Commission and staff thoroughly reviewed the State of Equity Report focusing on local issues that fall within the scope of the Commission. An action plan was formulated based upon strategic imperatives and desired outcomes.

The staff developed a solid work plan as well as a specific blueprint for education and outreach. They worked diligently toward achieving defined departmental goals and meeting performance objectives. The Executive Director, Commissioner White and I worked closely with the Cedar Rapids school district administration regarding the State of Equity Report and the district's related initiatives.

Executive Director Yates was appointed Chief Diversity Officer for the City of Cedar Rapids. As a part of that appointment the Commission signed a three year service agreement with the City. Director Yates is working with a variety of City departments in her new role.

I'd like to once again thank our outstanding staff and Commissioners for a successful year. In addition, I'd wish to express my personal appreciation to the Cedar Rapids City Council, the City department heads, Cedar Rapids School Board and their administrators for their assistance and support.

Respectfully,

A handwritten signature in black ink, appearing to read "Keith M. Rippy". The signature is fluid and cursive, with a long, sweeping underline that loops back to the left.

Keith M. Rippy  
Commission Chair

## From the Desk of the Executive Director



I am excited to present our 2015 Annual Report. This has been a wonderful year for the Commission and staff. We started our year with bringing in a professional facilitator, Al Rowe, Associate Vice President, Institutional Effectiveness at Kirkwood Community College. Mr. Rowe guided the Commissioners and staff through a strategic planning process to follow-up on the State of Equity Report. The Commission established its first Work Plan that was approved by City Council.

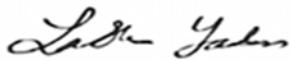
My professional take away from 2015 is that it truly takes a team to get things done. Through all the organizational transitions, the team stepped up to the plate and moved our Commission to its “True North.” Below you will find a few Commission highlights and accomplishments:

- Released the Commission's new and improved Smartphone Application. The new application contains easy-to-use mobile complaint filing capabilities, as well as the ability to upload pictures and video files to the mobile complaint.
  - Link to App: <https://itunes.apple.com/us/app/cedar-rapids-civil-rights/id627492412?ls=1&mt=8>
- Coordinated with the City's IT department to develop the Commission's first case management, tracking, monitoring, and reporting system using a Citywide Energov platform to support customer service delivery.
- Adopted our first performance standards for educational outreach and customer service.
- Designated Executive Director LaSheila Yates, by City Manager Jeff Pomeranz, to serve as the City's first Chief Diversity Officer.
- Worked with a functional team of City employees including the City Manager, Police Chief, Purchasing Manager, and other departments to improve its Human Rights Campaign Municipal Equity Index Scorecard. Cedar Rapids received a MEI score of 99 on a 100 point rating scorecard, ranking 3rd out of seven communities rated in the state of Iowa this year. This is a significant improvement from the 2014 score, in which the City received a score of 68 and ranked 4th out of five communities.
  - Click [here](#) to review Cedar Rapids Score card
  - Click [here](#) to review all Score cards
- Successfully addressed prior years' backlog of aged civil rights cases through a partnership with the Iowa Civil Rights Commission.
- Supported the Commission's fulfillment of Fair Housing Cooperative Agreements with five community organizations pursuant to HUD Partnership Funds.
- Increased public education by providing over 20 trainings related to Know Your Rights and Fair Housing, reaching over 540 individuals.
- Provided leadership to Cedar Rapids staff in the delivery of professional staffing services to the Marion Civil Rights Commission in the following:
  - Development of Marion's Rules of Practice, and Charters for Marion's Outreach, Finance and Development, and Personnel subcommittees;
  - Assisted in the creation of Marion's Mission and Vision Statements and Standard Operating Procedures for Intake and Investigation of Marion cases;
  - Provided 11 trainings to Commissioners at MCRC meetings between August 2014 and October 2015;
  - Coordinated with the Cedar Rapids Finance Department and developed a billing system to invoice MCRC for staffing services;

- Established a Public Sector Diversity Group to address disparities in the employment, recruitment, and retention of diverse employees in public sector jobs in February 2015. Members of the group included Linn County Government, City of Cedar Rapids, and Cedar Rapids Community School District.

Below you will find public relations activities. Please feel free to take time to review the information. We look forward to serving the Community in the upcoming years.

Respectfully,



LaSheila Yates  
Executive Director, Cedar Rapids Civil Rights Commission  
Chief Diversity Officer, City of Cedar Rapids

News Articles:

Source: The Gazette

Link: <http://www.thegazette.com/subject/news/cedar-rapids-civil-rights-commission-sets-performance-standards-20150320> Civil Rights Commission sets performance standards

Link: <http://www.thegazette.com/subject/opinion/staff-editorial/civil-rights-standards-are-a-good-move-20150324> Civil rights standards are a good move

Videos:

Source: KCRG-TV: Channel 9 Cedar Rapids, IA

Published: Jun 14, 2015

Topic: Labeling People; Moderator: Martha Rogers; Panelists: LaSheila Yates, Roy Porterfield, Alison Bianchi

Sponsor: Inter-Religious Council of Linn County

Link: <http://www.irclc.org/ethical-perspective-on-the-news.html>

Key Cedar Rapids Commission Newsletters:

Link: <http://www.cedar-rapids.org/government/departments/civil-rights/Documents/2016%20Newsletters/Jan%202016%20Newsletter.pdf>

Link: <http://www.cedar-rapids.org/government/departments/civil-rights/Documents/2015%20Newsletters/October%202015%20Newsletter.pdf>

Link: <http://www.cedar-rapids.org/government/departments/civil-rights/Documents/2015%20Newsletters/April%202015%20Newsletter.pdf>

# **HIGHLIGHTS & ACCOMPLISHMENTS OF 2015**

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## **Performance Standards for Outreach & Customer Service**

Following the creation of performance standards for the investigations of discrimination cases, the Cedar Rapids Civil Rights Commission (CRCRC) has approved performance standards for customer service provided by the Commission, and education and outreach activities conducted in the community. These standards were created with the goal of improving overall agency performance, as well as keeping our mission, vision and purpose at the forefront of all we do.

### **Mission**

*To promote and protect equality under the law.*

### **Vision**

*A Cedar Rapids Community that is welcoming, inclusive and preserves the personal dignity all people regardless of their age, color, creed, disability, familial status, gender identity, marital status, national origin, race, religion, sex, or sexual orientation so that we all may fulfill our productive capacities.*

### **Purpose**

*To secure for all individuals within the City of Cedar Rapids freedom from discrimination because of age, color, creed, disability, familial status, gender identity, marital status, national origin, race, religion, sex, or sexual orientation in connection with employment, public accommodations, housing, credit, and education; and thereby to protect the personal dignity of these individuals, to ensure their full productive capacities, to preserve the public safety, health, and general welfare, and to promote the interests, rights, and privileges of individuals within the City of Cedar Rapids.*

One of the pillars of the Civil Rights Commission, as stated in our local ordinance, is to serve “. . . as a source of information. . .” for the community, and to provide “. . . active assistance to prevent and eliminate the effects of discriminatory acts and/or discriminatory practices”. To fulfill this obligation, the CRCRC is invested in providing strategic and well planned educational outreach and trainings. The CRCRC actively seeks to educate the community regarding the local Civil Rights laws. The CRCRC also seeks to provide excellent customer service in the areas of intakes, investigations and outreach and education. Conversely, as good stewards of the resources available to us, it is necessary to keep measurements that track the overall effectiveness of our efforts. As a result, we can analyze the outcomes of our efforts and dynamically adjust our services as needed. These performance standards are in line with the Iowa Civil Rights Commission’s performance measures.

## **Outreach Performance Standards**

- *50% of customers rating presentations and events as satisfactory or better.*
- *15% of increased knowledge in customers after trainings.*

## **Customer Service Performance Standards**

- *Average Overall Experience rating of 2.5 for intakes, investigations and outreach and education.*

These performance standards, along with the investigation performance standards, were fully implanted on July 1, 2015. All are subject to periodic revision by the Commission through the various committees that compose it, as we continue to strive towards excellence.

## **State of Equity Report Update**

### **Executive Summary**

#### **Background:**

Released in April 2014 by the CRCRC, the State of Equity Report serves as a baseline resource for all community members to make data-informed decisions about where they want the City to assess its progress over time. The goal of the report was to take a snapshot of any disproportionality found throughout systems in Cedar Rapids and Linn County.

#### **Purpose:**

The State of Equity Report's purpose is to:

- Serve as a baseline resource to inform community leaders and policymakers on issues of inequality facing our community
- Take a snapshot of disproportionality found throughout various systems in Cedar Rapids and Linn County
- Inform local organizations so that they may use the report to work in partnership to attain the City of Cedar Rapids' vision, and support an environment that is welcoming and inclusive. City of Cedar Rapids Vision Statement:

*Cedar Rapids is a vibrant urban hometown – a beacon for people and businesses invested in building a greater community now and for the next generation.*

### **Local Findings**

The 2014 State of Equity Report showed overarching disproportionality within local, state, and national systems and institutions. In a thorough review of the report, the CRCRC prioritized three areas of disproportionality that have a direct impact on our local community. These areas include:

#### **Education:**

- Disproportionate participation of racial/ethnic minorities and low income students in Program for Academic and Creative Talent (PACT)
- Disproportionate disciplinary actions for racial/ethnic minorities
- Disproportionate participation of racial/ethnic minorities and low income students in all Advanced Placement courses
- Disproportionate representation of racial/ethnic minorities in senior leadership positions

#### **Representation in Public Employment:**

- Disproportionate representation of racial/ethnic minorities in senior leadership positions in public sector organizations analyzed in Linn County

#### **Fair Housing:**

- Disproportionate homeownership rates exist between Whites/Caucasians and Blacks/African-Americans in Cedar Rapids

### **Progress Toward Change**

Since September 2014, the Commission has had an opportunity to thoroughly review the report and prioritize local issues that fall within the Commission's scope of services. In order to further examine these critical issues, the Commission has reached out to partner agencies so that they can serve as valuable contributors to strategically address inequality in our community. Some of these entities include the Cedar Rapids Community School District, the Linn County Human Resources Department, and the City of Cedar Rapids Human Resources Department.

## **Taking Action**

Each year, the Commission will develop a plan of action for prioritizing such issues by establishing an annual work plan. In general, work plans allow boards and commissions to address the City Council's priorities, communicate their own priorities, and measure the accomplishments of the board or commission.

In support of local partners that work in systems in which disproportionality has been identified, the CRCRC adopted its first work plan at its July 15, 2015 Commission meeting. Below are the goals adopted by CRCRC as part of its annual work plan.

### CRCRC FY16 Goals:

- Increase awareness of public employment disparities through local data and outreach
- Increase awareness of disproportionality in homeownership
- Collaborate with the Cedar Rapids Community School District in efforts to reduce academic performance disproportionality
- Investigate effective practices in other communities
- Use program of work and serve as standards to influence next year's plan

## **Next Steps**

As part of ongoing organizational development, the staff will continue to facilitate a dialogue with its Commission members on issues of inequality facing our community.

## **City Manager Designates Executive Director Yates as the City of Cedar Rapids Chief Diversity Officer**

The City of Cedar Rapids and the CRCRC have established a three year agreement with CRCRC Executive Director, LaSheila Yates, serving as the City's Chief Diversity Officer (CDO). The CDO role is an advisor to the City Manager on issues of equity and diversity. The CDO coordinates with the Human Resources Department on internal diversity efforts and initiatives.

Through this partnership, we hope to attract more diverse candidates to City employment and ensure that we have an inclusive environment where all can work together well. While diversity and equity are the right thing to do, we also know that tapping into the creativity and problem solving ability of a wide group of people will help us face the complex issues of the future.

## **Commission Develops an E-submittal Process Accepting Civil Rights Intakes**

In 2014 and 2015, staff worked to update the Commission's intake forms and provide a convenient way for the forms to be submitted. The intake forms were altered to make them more uniform and to remove areas of information that are not relevant for the investigation of cases. The forms have been converted to fillable forms, are now available on our website and can now be submitted through email with just the touch of a bottom. These changes were made in order to provide better customer service and to streamline the intake process. The online version was launched on January 12, 2015. Alicia Abernathey served as the lead for this project.

Intake E-submittal link: [Employment, Education, Credit, and Public Accommodations](#)

Intake E-submittal link: [Housing](#)

## **New Civil Rights Commission Smartphone Application**

The CRCRC is pleased to announce the release of its new and improved Smartphone Application available on androids, iPads and iPhones. The original Smartphone Application was made available to the public in the spring of 2013.

The new application contains easy-to-use mobile complaint filing capabilities, as well as the ability to upload pictures and videos to the mobile complaint. Our Smartphone Application also contains a new logo and many easy-to-use features. Through the application you can learn about our protected classes, get our contact information, and check out our featured stories. Download it today!

<https://play.google.com/store/apps/details?id=com.victory.crcrc>

<https://itunes.apple.com/us/app/cedar-rapids-civil-rights/id627492412?ls=1&mt=8>

## **EnerGov**

This past year, the Commission began using EnerGov as a Case Management System for all newly filed complaints. This software was already being utilized by several city departments, which made for a cost-effective and efficient transition. After many meetings with the IT Department to discuss configuration of the software for the staff's needs, the Commission began utilizing EnerGov's major functions as a Case Management System in August 2015. Staff continues to work with IT on fine-tuning the software in order to meet the needs of the department. Thank you to Scott Foens for his assistance with configuration of the software and to Hope Lovera for creating reports for our Commission's needs. The reports will assist us in meeting our Performance Standards for Case Investigations.

## **Remote Interpretation Services**

The CRCRC has contracted with CTS LanguageLink to provide telephone language interpretation services for use with complainants, respondents and witnesses whose first language is not English. CTS LanguageLink interprets in more than 240 languages and dialects and uses only experienced knowledgeable interpreters with a good command of both the English language and the target language. An interpreter is available on demand or as scheduled, whenever needed. The CRCRC has also contracted with Hands Up Communications to provide remote sign language interpretation via internet connection on demand or as scheduled, as well.

## **Newly Revised Brochures, Complete with Translations in Spanish and Swahili**

This year, the CRCRC staff reviewed and revised our brochures to ensure they were comprehensive and easily understandable. Once the revisions were made, the brochures were translated to Spanish and Swahili, the next two most commonly spoken languages in our community. Please contact us if you would like to receive any of our brochures: An Overview of the Complaint Process, Know Your Rights, Fair Housing, Guide to Service and Companion Animals and Mediation.

## **Fair Housing Poster Contest Awards Ceremony**

On April 30, 2015, the CRCRC awarded the winners of our Fair Housing Poster Contest. Youth from Cedar Rapids and Marion participated in the contest and the winners received a college savings account. CRCRC Commissioners handed out the prizes to the winners. The awards ceremony took place at the Cedar Rapids Public Library Downtown and served as the closing event for Fair Housing Month.

## **CRCRC Successfully Addresses Backlog of Cases through a partnership with the Iowa Civil Rights Commission**

In order to provide timely closure of aged cases during our transition process, the CRCRC partnered with the Iowa Civil Rights Commission (ICRC). The CRCRC initially transferred 24 cases that were between 250 and 1,000 days old to ICRC on February 20<sup>th</sup>. Due to additional department restructuring, the commission transferred an additional 19 cases to ICRC or other appropriate federal agencies for further processing. A total of 42 cases were transferred. The CRCRC temporarily stopped accepting intakes from April 1, 2015 to July 1, 2015 while new staff members received training to become fully prepared to take on new cases for investigation.

The CRCRC notified all involved parties of these actions via mail and media outlets. Complainants continued to have options for mediation and a Right-to-Sue through ICRC. This was a very difficult decision for our agency, but it was certainly made with the best interest of those involved in mind. As a result, the Commission no longer has cases on file with a timeline over 300 days old. In December 2015, the average age of cases under investigation in CRCRC's inventory was 74 days.

## **Cedar Rapids Civil Right Commission Partners with Iowa Public Allies AmeriCorps Apprenticeship Program to Increase Public Outreach Capacity**

The CRCRC received a Public Allies AmeriCorps member/position through the Apprenticeship Program to support our educational outreach programs and initiatives. The position runs from October 1, 2015 to July 31, 2016. In the past, CRCRC had a similar partnership with the Iowa Civil Rights Commission for an AmeriCorps Vista program. The program is no longer offered by the Iowa Civil Rights Commission and the CRCRC was directed to the Iowa Public Allies. This is the same program used in the past by the Des Moines Civil Rights Commission when the Iowa Civil Rights Commission position ended. We look forward to the outcomes as a result of this partnership.

## **MOU Partnership Completion**

The CRCRC entered into Fair Housing Cooperative Agreements with several community organizations to support outreach efforts pursuant to HUD Partnership Funds. There were five organizations that the Commission committed to work with to provide technical assistance in the area of Fair Housing training. Those organizations were the Catherine McAuley Center, Jane Boyd, Tanager Place, Waypoint, and Young Parents Network. Due to the change in staff in 2014, there was a delay in working with those organizations. In order to support the expected outcomes to fulfill those agreements, a Commission staff member was assigned to work with each organization. In the agreement, the Commission identified report requirements and timelines. The requirements were amended to allow for completion of activities. In June 2015, all of the expectations were met. Today, we can share that altogether 160 staff, 489 participants and over 1,313 households received Fair Housing training and/or information as a result of the MOU Partnerships.

## **Dedication of Tommy Tucker Conference Room**

On April 15<sup>th</sup> the CRCRC held an Open House to celebrate the office relocation to the Veterans Memorial Building. The event provided members of the public with an opportunity to tour the new office space and to attend a ceremony where Mayor Corbett read a proclamation declaring April Fair Housing Month. As part of the festivities, the CRCRC recognized one of the original members of the Commission, Irvin Lee "Tommy" Tucker, who recently passed away. The CRCRC dedicated the 7th floor Conference Room to his memory by naming it the "Irvin Lee 'Tommy' Tucker Conference Room" and presented the plaque to his son and current Commissioner Robin Tucker.

## **Education & Outreach Plan**

The 2<sup>nd</sup> annual CRCRC Education & Outreach Action Plan was accepted by the Education and Outreach Committee in July 2015 with final approval by the Commission in August 2015. The document establishes educational programs and events for the fiscal year which carry forth the visions and goals of the Commission. Major items outlined in the plan include completion of the Smartphone Application, consolidation of trainings into quarterly trainings, provide training session to support the Marion Civil Rights Commission (MCRC) and develop training programs for the MCRC to conduct outreach activities.

## **MISSION STATEMENT**

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City of Cedar Rapids Civil Rights Commission Mission Statement:

*To promote and protect equality under the law.*

The Cedar Rapids Civil Rights Commission is an Administrative Law Agency which exists to:

- ◆ Provide education and outreach to the community on civil rights and fair housing issues;
- ◆ Receive citizen inquiries alleging discrimination;
- ◆ Determine jurisdiction under federal/state/local civil rights laws.

If inquiries are jurisdictional, to:

- ◆ Investigate the complaints;
- ◆ Conduct mediation/conciliation to resolve complaint allegations;
- ◆ Recommend findings after a complaint is investigated;
- ◆ Assist in the public hearing process.

If inquiries are not jurisdictional, to:

- ◆ Refer citizens to appropriate agencies for assistance.

## **WHO WE ARE**

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The CRCRC is the Local Administrative Law Agency charged with securing all individuals within the City of Cedar Rapids from discrimination because of age, color, creed, disability, family status, gender identity, marital status, national origin, race, religion, sex or sexual orientation in connection with employment, public accommodations, housing, credit, and education.

Civil Rights law codifies the basic rights that all people of a society should have, e.g. the right to vote or to receive fair treatment from the law. It is the “bottom” or “the line we shall not cross” when it comes to decency towards our fellow community members. The commission’s work goes beyond investigation and enforcement. It goes towards making our community a place where we all, in the fullness of our diversity, want to live.

The Commission is composed of nine volunteer members, who are appointed by the Mayor, with City Council approval, for a three-year term. Each may serve three consecutive three-year terms. This is a policy-making body, which directs the Commission staff. Commissioners are also involved in revising the local civil rights ordinance and assisting staff members in their efforts to enforce these laws. The Commission annually elects a Chairperson and a Vice-Chairperson. Regularly scheduled public meetings take place on the third Wednesday of each month.

## **LOCAL CIVIL RIGHTS LAW**

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Prohibits discrimination/different treatment in education, employment, housing, credit, and public accommodations because of:

- ◆ Age (18+)
- ◆ Association (with a protected class)
- ◆ Color
- ◆ Creed
- ◆ Familial and Marital Status
- ◆ Gender Identity
- ◆ National Origin
- ◆ Mental or Physical Disability
- ◆ Race
- ◆ Religion
- ◆ Retaliation
- ◆ Sex (gender, pregnancy, sexual harassment)
- ◆ Sexual Orientation
- ◆ Lawful Source of Income (*Marion only*)

## **OVERVIEW OF THE COMPLAINT PROCESS**

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There are 12 steps in the complaint process:

- |                          |                 |                  |                    |
|--------------------------|-----------------|------------------|--------------------|
| 1. Filing                | 4. Cross-Filing | 7. Screening     | 10. Finding        |
| 2. Jurisdictional Review | 5. Answer       | 8. Mediation     | 11. Conciliation   |
| 3. Notice                | 6. Rebuttal     | 9. Investigation | 12. Public Hearing |

*From the time the Commission receives the complaint to the time the investigation is completed and a finding has been made, the Commission is a neutral fact-finder and represents neither party.*

1. **FILING:** The Complainant (the person who alleges the discrimination) submits a complaint to the Civil Rights Commission for review.
2. **JURISDICTIONAL REVIEW:** When a signed/verified complaint is received, it is reviewed to determine whether it meets legal requirements of the Cedar Rapids Civil Rights Ordinance or the Marion Civil Rights Ordinance (Chapter 69 of the Municipal Code of Cedar Rapids, or Chapter 31 of the Municipal Code of Marion). A complaint must be filed with the Commission within 300 days (365 days for housing complaints) of the last alleged discriminatory incident.
  - a. If the complaint does not meet the statutory requirements, the Complainant is notified that the Commission does not have jurisdiction and the complaint is closed. Where possible, the Complainant is referred to another agency.
  - b. If the complaint meets the statutory requirements, a charge of discrimination is drafted by the Commission and signed by the Complainant. The charge is given a case number.
3. **NOTICE:** A copy of the formal complaint is mailed to the Complainant. Another copy is served to the **Respondent** (the person or organization charged in the complaint with a violation of Chapter 69 of the Municipal Code of Cedar Rapids or Chapter 31 of the Municipal Code of Marion, and Iowa Code Chapter 216).
4. **CROSS-FILING:** The complaints (except housing cases) are automatically cross-filed with the Iowa Civil Rights Commission; employment cases are also cross-filed with the Equal Employment Opportunity Commission (EEOC). Housing cases are automatically cross-filed with the Department of Housing and Urban Development (HUD). The Iowa Civil Rights Commission and HUD register the charges and defer to the Cedar Rapids Civil Rights Commission to conduct the investigation unless the Complainant specifically requests that the state or federal agency handle the case.

5. **ANSWER:** The Respondent is required to answer the charge and submit any requested records or relevant documents as requested.
6. **REBUTTAL:** When the Commission receives the Respondent’s position statement to the charge of discrimination, the Complainant is given a copy of the response and the opportunity to refute the statements made by the Respondent and/or submit additional information. The parties will also be given the opportunity to mediate a no fault-settlement.
7. **INVESTIGATION:** An investigator will conduct interviews of the Complainant, Respondent and witnesses, and collect, review and analyze all necessary documents.
8. **MEDIATION:** Both parties must agree to mediate for this option to become available. If mediation is not mutually accepted by the parties or mediation fails, a letter of *right-to-sue* may be requested (see below). Mediation is available throughout the investigative process, even if it initially fails.

***RIGHT TO SUE:*** *After the complaint has been on file for sixty (60) days, the Complainant can choose whether the complaint will remain with the Cedar Rapids Civil Rights Commission for investigation and resolution or whether the complaint will be removed from the Commission and pursued by the Complainant in state district court. If the Complainant’s choice is to take the case to court, the complaint will be administratively closed with the Commission and no further action will be taken.*

9. **FINDING:** Once an investigation is complete, the investigator will prepare an investigative report. The investigative report is reviewed by the Executive Director, and once approved, is given to a Commissioner on the Civil Rights Commission who reviews the report and recommends whether probable cause or no probable cause of discrimination exists.
  - a. If the Commission finds No Probable Cause, the complaint is closed. A No Probable Cause finding terminates the Complainant’s right-to-sue with the Iowa Civil Rights Commission.
  - b. If the Commission finds Probable Cause, the complaint will move to conciliation.
10. **CONCILIATION:** With a probable cause finding, the complaint is assigned a conciliator who will contact the parties and attempt to conciliate or settle the complaint.
11. **PUBLIC HEARING:** If the conciliation fails, the complaint will be reviewed to determine whether it should proceed to public hearing. If the complaint is selected for public hearing, an Administrative Law Judge will hear the case in accordance with the “Iowa Administrative Procedure Act.” If not selected for public hearing, the complaint will be administratively closed and the Complainant may request a letter of right-to-sue with the Iowa Civil Rights Commission.

## DEFINITIONS

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**Age** – persons age 18 and over: protected under the local ordinance. Persons under the age of 18: a parent or custodial adult may file a complaint on behalf of the child. For Housing, under age 18 is protected under familial status.

**Association** – a person’s relationship or association with a person protected under Chapter 69.

**Color** – skin pigmentation.

**Creed** – a formal summary of beliefs; a set of beliefs or principles not necessarily religious.

**Disability** – physical and/or mental impairment, which substantially limits a major life activity; others' perception of one having such impairment; or history or record of having such impairment.

**Familial Status** – the presence of children; protects one or more individuals under age 18:

- ◆ who is domiciled with a parent or another person who has legal custody;
- ◆ and the designee of the parent or other person who has legal custody;
- ◆ and a person who is pregnant or in the process of securing legal custody of someone under 18.

**Gender Identity** – the gender role that a person claims – which may or may not align with his or her physical gender.

**Lawful Source of Income (Marion only)** – any lawful, verifiable source of money paid directly or indirectly to or on behalf of a renter or buyer of housing, including income derived from:

- A. Any lawful profession or occupation.
- B. Any government or private assistance, subsidy, voucher, grant, or loan program.
- C. Any gift, inheritance, pension, annuity, alimony, child support, or other benefit.
- D. Any sale or pledge of property or interest in property.

**Marital Status** – whether a person is married or not.

**National Origin** – includes people who have a common origin, tradition and language, and who are capable of forming or actually constitute a Nation-State.

**Race** – a division of humankind possessing traits that are transmissible by descent and sufficient to characterize the division as a distinct human type.

**Religion** – a belief in the existence of a superhuman controlling power, especially of God or gods, usually expressed in worship or a system of faith and worship.

**Retaliation** – to take action against another person because such person has lawfully opposed any practice forbidden under Chapter 69 or Chapter 31, obeys the provisions of Chapter 69 or Chapter 31, or has filed a complaint, testified, or assisted in any proceeding under Chapter 69 or Chapter 31.

**Sex** – gender is either male or female, belonging to one of two main groups (male or female) which is dependent on reproductive functions; includes sexual harassment and pregnancy.

**Sexual Orientation** – actual, history of, or perceived heterosexuality, homosexuality or bisexuality.

## **COMMISSION HISTORY**

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In 1963, local minorities placed pressure on the Mayor of Cedar Rapids, Robert M. L. Johnson, to establish a local civil rights commission. The local Council of Churches, along with the Jewish community and the Roman Catholic Clergy, supported the minority groups' call for the establishment of a commission. On October 17, 1963, Mayor Johnson and the City Council adopted Resolution No. 1436, creating the Mayor's Committee on Human Rights. Mayor Johnson then appointed citizen members to the Committee.

The first task was to determine how to run a Human Rights Committee. At the time, cities and states were just beginning to create such agencies. The newness of the enterprise meant no standard existed to be a guide. The Committee's primary goals included education, prevention and mediation. The Committee strove to be both effective and efficient as it took on these challenges.

In addition to tackling the administrative issues associated with a new organization, the Committee also had to struggle through the development of civil rights laws. In its early years, many of the civil rights that we take for granted were nonexistent. In 1963, there were few civil rights laws, and even fewer examples of civil rights law cases, especially in the state of Iowa. At that time, Congress and state legislatures were enacting some of the earliest civil rights legislation, including the Iowa Fair Employment Practices Act and the national Equal Pay for Equal Work Act. For these first few years, a comprehensive Iowa Civil Rights Act was not in place. These deficiencies left important legal questions unanswered, complicating the early years of the Committee.

Initially, only housing cases were filed. The Committee tried to be proactive in dealing with race-based housing discrimination by contacting a number of area landlords and asking them to agree not to discriminate based on race when renting. The Committee created a document for landlords to sign stating that they would rent to minority individuals. The goal was to get half of Cedar Rapids' landlords to sign the statement. The Committee hired a retired high school principal to make personal calls to apartment owners who had not signed the letter of intent. Those signatures represented 598 rental units out of 1,559. The Committee asked owners who had not signed a letter of intent to reconsider their decision. The Committee then compiled a list of the landlords, homebuilders, real estate personnel and employers who had positive dealings with minority individuals as tenants.

In addition to reaching out to area landlords, the Committee also sought out members of Cedar Rapids' minority communities. This was a particularly important task for the Committee because in the early years, whites would often report incidents on behalf of blacks. In order to combat this problem, the Committee surveyed the black community, as well as conducted a census, to get a better understanding of the problems facing the Cedar Rapids minority communities.

The Committee focused much of its energy on raising general community awareness about discrimination and about the Committee itself. Members attended conferences and requested public service time on local radio and television stations. They also made special efforts to address the needs of Cedar Rapids' youth.

In these early years, some people raised concerns about the effectiveness of a commission with no enforcement powers. There was a growing consensus in the community that in order for the Committee to be effective, it needed enforcement powers. Concerned groups and members of the minority communities petitioned Mayor Johnson and the City Council for an ordinance that would make the Committee a more effective body.

In October 1969, the City Council passed City Ordinance 104-69 renaming the Committee "Cedar Rapids Civil Rights Commission," giving the Commission enforcement powers and empowering the commission to hire an executive secretary, and other staff as the Commission deemed necessary.

Much has changed since 1963. The Commission is now empowered to investigate complaints in the areas of employment, housing, public accommodation, education and credit on the basis of race, creed, color, sex, religion, national origin, physical and mental disability, age, sexual orientation, gender identity, familial status, and marital status.

In July 1997, the Commission started receiving information and hearing from individuals in the community about the need to add sexual orientation as a protected class. The process of updating the ordinance included discussion, research, and input from the community. It took approximately 16 months to complete, and with a 3-2 vote in November 1998, the City Council added sexual orientation (for definition see page 8) to the local civil rights ordinance that became effective in January 1999.

In collaboration with the University of Iowa, College of Law, the Commission began updating its ordinance in 2009. After two and a half years of public input, a new ordinance was signed by the Mayor of Cedar Rapids on January 10, 2012.

## **COMMISSIONERS**

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In 2015, two Commissioners ended their tenure with the Commission – Tamara Cronin on March 16<sup>th</sup> and Paulette Hall on June 30<sup>th</sup>. One Commissioner was reappointed – Keith Rippy. Below are bios for Commissioners who served some or all of 2015.



**Dr. Emily Bowman**

**Currently Serving, since November 2013**

Dr. Emily Bowman is currently employed as an Assistant Professor of Sociology at Coe College, where she specializes in inequality, sociological theory, and educational policy. She obtained her B.A. from Hanover College and her M.A. and Ph.D. from Indiana University. Prior to moving to Cedar Rapids, Dr. Bowman lived in Bloomington, Indiana, where she served as a member and the Chair of the Bloomington Human Rights Commission. As a member of the CRCRC, she looks forward to continuing her efforts in not only educating people about their rights and responsibilities regarding the civil rights ordinance, but also ameliorating discrimination and fighting for social equality here in Cedar Rapids.



**Leland Freie**

**Currently Serving, since July 2011**

Leland has been the Day Manager of Foundation 2 Youth Shelter for over 25 years. He received his MA in Therapeutic Recreation from the University of Iowa. Leland is married and has a son and four grandchildren.



**Salma Igram**

**Currently Serving, since July 2011**

Salma was born in a small village in the Bakaa Valley of Lebanon. After experiencing the start a terrible civil war, she met the love of her life and was uprooted and dragged to the United States. In her new found home, Salma combined her rich background with her love of education to become a CPA in 1998. She is currently the Vice President and CFO of Cedar Graphics, Inc., a family owned full-service printing company located in Hiawatha, Iowa. She has also taught accounting at Kirkwood Community College, and Arabic at Coe College for Kids summer program. Her passion is the nonprofit world as she has served (and is still serving) for many years on different boards in various capacities, including Horizons Family Services, United Way, U of I Department of Religious Studies, the Islamic Center of Cedar Rapids and the Cedar Rapids Downtown Rotary. Salma lives by the core principal that every person deserves to be accepted and should be accepting of others, as all humans were created equal. Salma is married and has four children and 13 grandchildren.



**Laura O'Leary**  
**Currently Serving, since August 2008**

Laura O'Leary has managed residential rental property in Cedar Rapids for the past thirty years. She has been active in Landlords of Linn County since 1988, and is currently the President.

Laura has served on the Board of Directors of Landlords of Iowa since 1991, which has been instrumental in successfully promoting numerous legislative changes to the Landlord Tenant Code of Iowa, benefiting many property owners statewide. Laura has served on the Cedar Rapids Affordable Housing Commission, The Enhance Our Neighborhoods Task Force, and has served two terms on the Cedar Rapids Housing Board of Appeals, of which she is a past chair. In addition, she is an active parishioner and volunteer of St. Jude Church, and is currently a volunteer ESL tutor at the Catherine McCauley Center.

She and her husband, Joe, an IT Data Analyst for AdTrack, have lived in Cedar Rapids since 1984. They have three grown sons and three grandchildren.



**Ashley Reynolds**  
**Currently Serving, since November 2014**

Ashley Reynolds is currently a Quality and Standards Mechanical Designer for Rockwell Collins. She recently accepted this position, in November 2015. She has been with Rockwell Collins since June 2014. Since moving to Cedar Rapids in July of 2014, Ashley has become involved in a few organizations including the Rockwell Collins Elementary School PenPal program, Secretary in Charge of Public Relations for Wake Up For Your Rights (an international organization that works to raise awareness of the trials and hardships that refugees and immigrants face upon leaving their native lands as well as to help them become acclimated and settled into their new communities).

Mrs. Reynolds holds an Associate of Applied Science in Mechanical Design - CAD/Pro Engineer from EICCD Scott Community College, Bettendorf, IA.

Ashley is the proud mother of three children, Fatima, Josiah & Naomi. She enjoys sewing, crocheting, gardening and cooking.



**Keith Rippy**  
**Currently Serving, since November 2010**

Mr. Rippy is currently the Executive Director for Area Ambulance Service. He has held this position since August 2005. Since coming to Cedar Rapids, Keith has become an active member of the community participating in a variety of organizations including the Chamber Ambassadors, Downtown Rotary, Neighborhood Transportation Service, Miracles In Motion, Cedar Rapids Civil Rights Commission, Linn County Gaming Committee, Family Promise board of directors, and Community Corrections Improvement Association board of directors. Mr. Rippy has been in either the ambulance or passenger transportation business for approximately ten years.

Prior to entering this field Mr. Rippy had a twenty year career in law enforcement. He retired from the Peoria, Illinois police department as its Chief in 1994. Soon after retiring, Mr. Rippy accepted a contract with the Department of Justice and went to the country of Haiti to work with an international team of law enforcement executives charged with the task of establishing Haiti's (first ever) civilian police force.

Mr. Rippy holds a Masters' degree in Management from the University of Northern Colorado and a Bachelors' degree from the University of Denver. He is also a graduate of the FBI National Police Academy.

Keith is married to Susie (a school teacher) and has one son, Jordan.



**Robin Tucker**

**Currently Serving, since January 2012**

Robin Tucker is a native of Cedar Rapids and is currently a REALTOR® with Tommy Tucker Realty Co. and general manager of Tucker Manufacturing Co., Inc., two multi-generational companies. Prior to returning to Cedar Rapids 25 years ago, he worked in public accounting in Omaha. Robin has participated in trade exhibitions in England, Canada, Germany, the Netherlands, and the United States.

Robin has a Bachelor of Science degree in Business Administration, Accounting from Creighton University in Omaha, Nebraska. He completed "*A Leader's Guide to Asian Cultures?*" in St. Louis in the Executive Education for the Global Leader program through FedEx and the University of Memphis.

Robin is a Rotarian and has performed other volunteer work throughout the years with various schools, the YMCA, St. Paul's United Methodist Church, the Jaycees, community and industry organizations, and the City of Cedar Rapids.

Robin and his wife Carole have three daughters, one college graduate and two who attend college.



**Dr. Ruth White**

**Served July 2009 – June 2012; Currently Serving, since February 2013**

Dr. Ruth White retired from Washington High School, where she taught Advanced Placement English and Humanities. White also served as Academic Advisor to Minority Students, through which she counseled minority students toward greater academic success. In that capacity, Dr. White developed The Academy for Scholastic and Personal Success, a summer program for high school students of color, The Academy Expansion program for elementary students of color, and TAP (Toward Advanced Placement), a curricular choice for minority students with untapped potential to encourage their enrollment in AP classes. She was also instrumental in developing Washington High School's Ethnic Week celebration, a program that involves the entire student body and celebrates the school's rich diversity.

In 2002, Dr. White accepted an invitation from then-Governor Vilsack to head the Commission on the Status of African Americans, a division of the Iowa Department of Human Rights, shortly after which she was promoted to head the department of Human Rights. In this position she was able to learn and implement Cultural Competence training, which enables public and private enterprises to include and retain people from varying cultural backgrounds. In addition to serving as Executive Director of The Academy for Scholastic and Personal Success and The Academy Expansion, Dr. White serves with the Cedar Rapids Civil Rights Commission, the LBA Foundation, is a member of Cedar Rapids Rotary West and is on the Board of Trustees for Mount Mercy University. Dr. White also works with Transwebglobal, through which she helps prepare international students improve their performance on college entrance exams.

She holds the Ph.D. in American Studies from The University of Iowa. Dr. White and her husband, George Pope are the adoptive parents of their grandson, Travell.



**Keith Wiggins**  
**Currently Serving, since August 2014**

Keith Wiggins is a Cedar Rapids native with a passion to serve his community and country. As a single father of three wonderful children ages 7, 6, and 3, Keith enjoys his work as a Commercial Realtor for NAI Iowa Realty Commercial. Keith is actively involved with many committees and boards such as RPAC and Governmental Affairs within the CRAAR, Cedar Rapids Metro Economic Alliance, Iowa Capital Investment Board, Jaycee's and Kiwanis. Keith is also a Veteran of the United States Army where he proudly served a tour in Iraq in 2003-2004. Shortly after returning from his tour Keith started his own successful business and began working as a Quality Engineer for Clipper Windpower. Keith also attended Ashford University where he studied Business Administration all while gaining experience and studies in Six Sigma, Project Management and ISO Auditing.



**Tamara Cronin**  
**Served July 2012 – March 2015**

Tammy is currently the Abbe PACT Team Vocational Specialist. She has held various other positions within local colleges as Student Advisor and Workforce Career Consultant. She is active in the community as a member of the Employer's Council of Iowa for Region 10, and is serving as an AmeriCorps volunteer with the Community Corrections Improvement Association as an Employment Coordinator. Tammy and her family have been volunteers with the MacBride Raptor Project, a cooperative effort between The University of Iowa and Kirkwood Community College, since 1997.



**Paulette Hall**  
**Served July 2012 – June 2015**

Paulette grew up on a ranch in Idaho and attended college at Brigham Young University and the University of Minnesota. She received her BS degree in Horticulture and spent 20 months as a volunteer in Japan. Paulette did freelance writing and teaching at vocational/tech schools before moving to Cedar Rapids in March of 1979. She raised five children, was a foster parent, and hosted foreign students for four years. Paulette volunteered at schools and taught reading to adults. She has served as a volunteer to women's groups, children and teens and held various Boy Scouts of America positions. After being a stay-at-home mom for many years, Paulette accepted the position of Business Manager for Bright Ideas! Inc. and has been there since 1997.

## **COUNCILMEMBER LIASION**

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**Susie Weinacht**  
**Served January 2013 – December 2015**

Councilwoman Weinacht served as liaison between the Cedar Rapids City Council and our Civil Rights Commission. In addition to serving our community as Councilwoman At-Large, Susie is committed to community building through active engagement and collaboration. As the daughter of a Veteran she experienced and believes in giving back, paying it forward and working together for the common good. Susie's roots are in Iowa as her father's family moved from western Iowa in the early 1990's. Susie is self-employed working in the areas of strategic planning, finance, negotiation and project management.

Most notable in Susie's continuing education is her active participation in the *Pacific Institute* and *Disney Institute's Keys of Excellence*. Pacific Institute focuses on performance improvement and

professional growth, change management and leadership development. The *Disney Institute*, the professional development arm of The Walt Disney Company, focuses on their global success of solutions in time-tested best practices, sound methodologies, and real life business lessons to facilitate corporate culture change.

Susie has been awarded her Chamber of Commerce Community Leadership Certificate, and has a long history of community involvement. She was, and continues to be, an active solution-oriented advocate for flood recovery. In 2008 she was appointed to the Governor's Long Term Recovery Task Force, served locally on the United Way's flood recovery and rebuild committees, and in June and July 2008 spearheaded the Hawkeye Labor Council 'Gut & Mucks' for 100 plus of our neighbors who were impacted by flood waters. That fall she brought together the Cedar Rapids School District, PTA and Organized Labor for a successful *Back to School Rally* held for displaced students and families. Her most recent involvement spans Housing Fund for Linn County, Horizons Family Service Alliance, Five Seasons Stand Down, Kids on Course Page Pal, NAACP, the History Center Board of Directors, United Way Education Solutions Team, Blue Zones Advisory Council, local, city and state-level PTA, Junior League, and a host of other organizations.

## COMMISSION STAFF

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### **LaSheila Yates, Executive Director Hired August 2014**

LaSheila has been the Executive Director since August 2014. Prior to being hired as the Commission's Executive Director, LaSheila worked as a Civil Rights Investigator in 2008 before being promoted in 2010 to the position of Housing Programs Manager in the Community Development Department. In that position, she was responsible for providing management, compliance, and operational functions for the Section 8 Housing Choice Voucher (HCV), Family Self-Sufficiency (FSS), and Homeownership programs. She managed an annual operating budget of over 5.9 million in federal dollars. The funding supported rent subsidies for an average of 1,200 families, primarily residing in Linn and Benton counties.

LaSheila received her Bachelor of Science in Sociology in 2004 and Master of Arts in Social Science from Southern University A&M College (Baton Rouge, LA) in 2005, while also serving as a Heavy Construction Engineer in the Louisiana Army National Guard. LaSheila completed Officer Candidate School and was commissioned as a 2nd Lieutenant in 2005. She then received a Master of Arts in Sociology for Southern Illinois University (Carbondale, IL) in 2007.

LaSheila has a background in public policy, civil rights enforcement, governmental financial management, organizational process improvement and development, team building, and cultural competency to the Commission. In August 2015, in conjunction with her current position, she was appointed and serves as the City's first Chief Diversity Officer.

LaSheila has been acknowledged by the local community for her leadership. She is a 2010 Corridor Business Journal Forty Under 40 Emerging Leaders recipient, an African American Museum of Iowa 2013 History Maker, Women's Equality Coalition of Linn County 2014 Women of the Year, and is an Iowa Association of Business and Industry Foundation 2014 Leadership Iowa graduate.

During her leisure, LaSheila enjoys giving back to her community through volunteerism. She serves on numerous boards including United Way of East Central Iowa and the Area Substance Abuse Council (ASAC). LaSheila is also the past Chairperson of the Iowa Commission for Persons with Disabilities and former board member of the Iowa Department of Human Rights.

LaSheila is married to Christopher Yates, Senior Software Engineer at Rockwell Collins, and has a dog named Princess.

**Janet A. H. Abejo, Investigator / Mediator**

**Hired January 2011**

Janet has worked at the Civil Rights Commission since January 31, 2011. Before being hired by the Commission, Janet worked in Human Resources for the City of Cedar Rapids for approximately 2.5 years. She acquired a Bachelors of Science degree in Psychology at the University of Iowa as well as an M.A. in Industrial/Organizational Psychology at Roosevelt University. Janet is originally from the Chicago area, where most of her family resides. She has lived in Cedar Rapids for approximately 5 years. Janet currently serves as a board member for the Arc of East Central Iowa, is a volunteer advocate for Waypoint Services, and a member of the League of Women Voters. When time permits, she is also a volunteer for Cedar Rapids Animal Care & Control.

**Bernie Walther, Investigator**

**Hired June 2015**

Bernie Walther was born in Lake Forest, IL and raised in Waukegan. In 1980 he moved to Cedar Rapids to attend Mount Mercy College. He graduated in 1982 with a Bachelor's Degree in Criminal Justice Administration & Political Science. He later obtained a Master's Degree in Criminal Justice Administration from Southwest University. From 1982 to May 2015, Bernie was a police officer for the City of Cedar Rapids. He retired as a Captain having managed each of the three Divisions in the Police Department (Patrol, Criminal Investigations, and Administrative Operations).

**Judy Goldberg, Investigator**

**Hired April 2015**

Judy Goldberg joined the Commission in April 2015 as a Civil Rights Investigator. She also serves on the City's Wellness Committee. Judy worked as an attorney for more than 20 years advising, mediating, and advocating for children and adults. She received a Bachelor's Degree in Journalism and Mass Communications from Kansas State University in 1987. She then worked as a newspaper reporter at The Hawk Eye in Burlington, Iowa for three years before attending the University of Iowa College of Law and graduating with a Juris Doctor Degree with distinction in 1992.

Judy was the Assistant City Attorney for the City of Mount Vernon, Iowa from 1992-2001. She was certified as a Divorce Mediator in 1997. In 2005, Judy founded and served through 2011 as the chairperson for the Linn County Juvenile Law Committee. Judy was elected to and served on the Cedar Rapids Community School Board from 2006-2009, and was president of the Board of Directors of the Kids First Law Center from 2006-2009.

In 2015, Judy served as a certified Volunteer State Long-Term Care Ombudsman advocating for elderly residents. Judy is also a Mercy Medical Center volunteer and in May received a Certificate of Completion from Venture School at the University of Iowa's John Pappajohn Entrepreneurial Center, where she helped create a business plan for the Family Caregivers Center at Mercy.

Judy and her husband, Gordon Parker, have two children, Adam, who is a junior, and Kylie, who is a freshman, at Iowa State University.

**Alicia Abernathey, Administrative Assistant / Intake Specialist**

**Hired October 2014**

Alicia was born and raised in Cedar Rapids and comes from a big Cedar Rapids family. Alicia has worked for the Civil Rights Commission since October 2014 but started with the City of Cedar Rapids in May 2012. Prior to being hired by the Commission, Alicia worked in the City's

Community Development Department and worked with various Boards and Commissions including the City Planning Commission, Historic Preservation Commission and the Metropolitan Planning Organization. Prior to joining the City, Alicia worked as an Administrative Assistant for an Environmental Remediation company assisting with the demolitions of the flood damaged homes following the tragic 2008 flood. In Alicia's free time she enjoys time with her family, camping, boating, fishing and doing anything adventurous.

**Johnny Sevier, Training & Outreach Specialist, Public Allies Iowa AmeriCorps Apprentice  
Hired October 2015**

Johnny attained the position of Training and Outreach Specialist as a Public Allies Iowa AmeriCorps Apprentice, and is dedicated to creating a more conscious and inclusive city for generations to come. Johnny was born in Laguna Niguel, California. His family later relocated to the Cedar Rapids area, where he graduated from Washington High School in 2009. Pursuing a swimming scholarship he attended Florida Southern College, where he studied Psychology and Pre-Physical Therapy. In his junior year he came back to Iowa to pursue an Economics BA with an entrepreneurial certificate and a minor in Creative Writing with a focus in poetry. In the spring of 2014, Johnny opened a retail store in Iowa City called Mayfair Men's. He also worked for an environmental nonprofit called League of Conservation Voters, lobbying for the EPA's "Clean Power Plan," as a Field Organizer. In November of 2014 "The League" was picked up by the Bruce Braley campaign, for having established a very active Climate Action base, and Johnny continued to work as a Field Organizer, for the Iowa Democratic Party and Brass Tactics. After the campaign he was hired by Google Premier Partner, Hibu, as a Digital Strategist where he consulted with medium and small enterprise, and in the spring of 2015 he worked at GoDaddy as a Consultant and Product Specialist.

Johnny's strength comes from helping all people and trying to see the humor in everything. His weaknesses are Iowa Public Radio, tiramisu, all animals and writing bios.

**Sophie Belter, Intern  
Hired December 2015**

Sophie was born and raised in Omaha, Nebraska and moved to Cedar Rapids in 2012. She is currently attending Coe College, pursuing her undergrad in Sociology and Gender Studies; she will graduate in May of 2016. She has been fortunate enough to earn an internship with the CRCRC which will allow her the knowledge and experience to be successful in a similar career involving civil rights litigation, protection, community outreach, and education. Between the classroom and the office, Sophie also works for a local catering company. When Sophie is not working hard to excel in her professional career, she loves to get involved with the community through leadership and civil service. She is a mentor with a Coe program called OUTreach, which aims to create safe and inclusive conversations and spaces for Coe's LGBTQIA+ community. Closely related, Sophie has been delegated to an on-campus committee labeled the Gender Taskforce. Their focus is to create and revise existing programs which focus on gender inclusive and safe spaces for non-binary and trans individuals in academic, social, and living spaces associated with the college at large. Also on campus, she is the captain of Coe's very own Walahroo Drum Line. Sophie spends much of her time volunteering with Omaha's Heartland Pride and Queer Nebraska Youth Network to help create a healthy and validated LGBTQIA+ community in the state. In the past, she has been a dedicated volunteer and leader within many organizations like Big Brothers Big Sisters, Youth Leadership Omaha, and many communities which aim to subvert oppression, prejudice, and discrimination of marginalized and protected classes in society as well as promote diversity and leadership. With any time that Sophie can find for herself, she enjoys camping, hiking, cooking, surfing, and rugby.

## 2015 EDUCATION AND OUTREACH

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- January 2, 2015: Diversity Focus Board Meeting, Stefanie Munsterman-Robinson attended.
- January 7, 2015: New Hire Orientation, Anti-Harassment training, Janet Abejo attended
- January 8, 2015: ADA Advisory Committee Meeting, Stefanie Munsterman-Robinson attended.
- January 9, 2015: Human Needs Day for Leadership for Five Seasons Program, Stefanie Munsterman-Robinson and Johnny Alcivar Zuniga attended.
- January 12, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- January 12, 2015: Festival Latino Community Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- January 13, 2015: Cedar Rapids City Council Meeting, LaSheila Yates attended.
- January 13, 2015: City of Cedar Rapids Rental Business Training, LaSheila Yates, Stefanie Munsterman-Robinson and Johnny Alcivar Zuniga attended.
- January 13, 2015: State of the Equity Work Session with Al Rowe (Kirkwood), LaSheila Yates, Alicia Abernathey, Janet Abejo, Johnny Alcivar Zuniga, Stefanie Munsterman-Robinson and Virginia Sipes attended.
- January 14, 2015: Jane Boyd Fair Housing Staff Training, Johnny Alcivar Zuniga provided training.
- January 14, 2015: Immigrant Concerns Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- January 14, 2015: Horizons Lunch and Learn, Johnny Alcivar Zuniga attended.
- January 19, 2015: Remembering Martin Luther King Jr. Luncheon, LaSheila Yates and Johnny Alcivar Zuniga attended.
- January 20, 2015: Cedar Rapids Community School District Equity Walk, LaSheila Yates attended.
- January 20, 2015: Foundation 2 Board Meeting, LaSheila Yates attended.
- January 21, 2015: City Housing & Community Consolidation Plan Meeting, LaSheila Yates attended.
- January 22, 2015: City Housing & Community Consolidation Plan Meeting, LaSheila Yates attended.
- January 22, 2015: Lunch and Learn with Big Brother Big Sister, LaSheila Yates attended.
- January 23, 2015: Civil Rights Discussion at Prairie Hill Elementary, Stefanie Munsterman-Robinson attended.
- January 26, 2015: The Arc Board of Directors Meeting, Janet Abejo attended.
- January 27, 2015: EnvisionCR Comprehensive Plan Reception, LaSheila Yates and Johnny Alcivar Zuniga attended.
- January 27, 2015: Waypoint Board of Directors Meeting, Stefanie Munsterman-Robinson attended.
- January 27, 2015: Parks & Recreation Accessible Playground Press Conference, LaSheila Yates attended.
- January 27, 2015: Marion Executive Committee Meeting, LaSheila Yates and Alicia Abernathey attended.
- January 29, 2015: Public Forum for Cedar Rapids Community School District Superintendent search, LaSheila Yates attended
- January 30, 2015: University of Iowa Social Work Agency Fair, Johnny Alcivar Zuniga attended.

- February 2, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- February 2, 2015: Gazette Writers Circle, LaSheila Yates attended.
- February 3, 2015: KGAN Interview – Closing the Racial Inequality Gap, LaSheila Yates attended.
- February 4, 2015: New Hire Orientation, Anti-Harassment training, Stefanie Munsterman-Robinson attended
- February 4, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- February 5, 2015: Cedar Rapids City Council Meeting, LaSheila Yates attended.
- February 9, 2015: Catherine McAuley Center Clientele Training, Stefanie Munsterman-Robinson attended.
- February 10, 2015: Eastern Iowa Fatherhood Alliance Meeting, Johnny Alcivar Zuniga attended.
- February 11, 2015: Section 8 Waiting List Opening, Janet Abejo, Alicia Abernathey, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- February 11, 2015: Immigrant Concerns Meeting, Johnny Alcivar Zuniga attended.
- February 12, 2015: Donna the Dolphin Event at Young Parents Network, Janet Abejo and Johnny Alcivar Zuniga attended.
- February 20, 2015: Iowa Council on Homelessness Meeting, Stefanie Munsterman-Robinson attended.
- February 21, 2015: Body Image and Media Presentation to Girl Scout Troop, Stefanie Munsterman-Robinson attended.
- February 23, 2015: Continuum of Care Linn County Meeting, Johnny Alcivar Zuniga attended.
- February 24, 2015: Waypoint Board Meeting, Stefanie Munsterman-Robinson attended.
- February 25, 2015: State of Equity Meeting with Kirkwood, LaSheila Yates attended.
- February 25, 2015: 2015 State of the City Address, LaSheila Yates and Janet Abejo attended.
- February 25, 2015: West Side Neighborhood Group Meeting, Johnny Alcivar Zuniga attended.
- February 25, 2015: Festival Latino Committee Meeting, Johnny Alcivar Zuniga attended.
- February 25, 2015: Marion Executive Committee Meeting, LaSheila Yates and Alicia Abernathey attended.
- February 28, 2015: Cedar Rapids Police Department Ride-A-Long, LaSheila Yates attended.
- March 2, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- March 2, 2015: Gazette Writers Circle, LaSheila Yates attended.
- March 4, 2015: New Hire Orientation, Anti-Harassment training, Janet Abejo attended
- March 4, 2015: Marion Civil Rights Commission Meet & Greet, LaSheila Yates and Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- March 4, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- March 6, 2015: Donna the Dolphin Event at CR Public Library, Janet Abejo and Johnny Alcivar Zuniga attended.
- March 10, 2015: Waypoint Knowledge Café, Stefanie Munsterman-Robinson attended.
- March 11, 2015: Immigrant Concerns Meeting, Johnny Alcivar Zuniga attended.

- March 13, 2015: Civil Rights Discussion at Prairie High School, Stefanie Munsterman-Robinson attended.
- March 16, 2015: Festival Latino Committee Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- March 17, 2015: United Way Board Meeting, LaSheila Yates attended.
- March 18, 2015: Des Moines Civil & Human Rights Commission 29<sup>th</sup> Annual Symposium, Elizabeth Macias attended.
- March 26, 2015: Marion Executive Committee Meeting, LaSheila Yates, Janet Abejo and Alicia Abernathey attended.
- March 28, 2015: The Arc March, LaSheila Yates, Janet Abejo and Alicia Abernathey attended.
- March 30, 2015: Continuum of Care Linn County Meeting, Johnny Alcivar Zuniga attended.
- March 31, 2015: Waypoint Board Meeting, Stefanie Munsterman-Robinson attended.
- April 1, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates and Commissioner Robin Tucker attended.
- April 1, 2015: West Side Neighborhood Group Meeting, Johnny Alcivar Zuniga attended.
- April 2, 2015: Tanager Place Clientele Training, Stefanie Munsterman-Robinson and Elizabeth Macias attended.
- April 7, 2015: Eastern Iowa Fatherhood Alliance Meeting, Johnny Alcivar Zuniga attended.
- April 8, 2015: Immigrant Concerns Meeting, Johnny Alcivar Zuniga attended.
- April 8, 2015: New Hire Orientation, Anti-Harassment training, Stefanie Munsterman-Robinson attended.
- April 9, 2015: Landlords of Linn County Fair Housing Training, LaSheila Yates, Johnny Alcivar Zuniga and Commissioner Laura O'Leary attended.
- April 9, 2015: Young Parents Network Clientele Training, Janet Abejo attended.
- April 13, 2015: Oak Hill Jackson Neighborhood Association Meeting, Johnny Alcivar Zuniga and Commissioner Emily Bowman attended.
- April 13, 2015: State of Indiana 2015 Fair Housing Conference, LaSheila Yates attended.
- April 14, 2015: State of Indiana 2015 Fair Housing Conference, LaSheila Yates attended.
- April 15, 2015: CRCRC Open House, LaSheila Yates, Janet Abejo, Alicia Abernathey, Johnny Alcivar Zuniga and Commissioners attended.
- April 16, 2015: Cedar Rapids Area Association of Realtors Fair Housing Training, LaSheila Yates, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- April 17, 2015: Catherine McAuley Center Clientele Training, Johnny Alcivar Zuniga attended.
- April 19, 2015: Theater Cedar Rapids Talkback – Clybourne Park, LaSheila Yates, Janet Abejo and Johnny Alcivar Zuniga attended.
- April 20, 2015: Festival Latino Committee Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- April 23, 2015: Catherine McAuley Center Clientele Training, Johnny Alcivar Zuniga attended.
- April 24, 2015: Linn County Juvenile Detention Board Meeting, LaSheila Yates attended.
- April 24, 2015: Young Parents Network Volunteer Ceremony, Johnny Alcivar Zuniga attended.
- April 27, 2015: Continuum of Care Linn County Meeting, Johnny Alcivar Zuniga attended.

- April 28, 2015: Cedar Rapids City Council Meeting, LaSheila Yates, Chair Keith Rippy and Commissioner Leland Freie attended.
- April 29, 2015: Big Brothers Big Sisters Big Magic Breakfast, Johnny Alcivar Zuniga attended.
- April 29, 2015: Marion Executive Committee Meeting, LaSheila Yates, Johnny Alcivar Zuniga and Alicia Abernathey attended.
- April 30, 2015: Fair Housing Poster Contest Awards Ceremony, Alicia Abernathey, Johnny Alcivar Zuniga, Commissioner Leland Freie and Commissioner Ashley Reynolds attended.
- May 2, 2015: Catherine McAuley Fundraising Event, Alicia Abernathey and Johnny Alcivar Zuniga attended.
- May 4, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates and Chair Keith Rippy attended.
- May 5, 2015: Bridges out of Poverty Training at Four Oaks, LaSheila Yates attended.
- May 6, 2015: Marion Civil Rights Commission Meeting, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- May 6, 2015: New Hire Orientation, Anti-Harassment training, Johnny Alcivar Zuniga attended
- May 6, 2015: West Side Neighborhood Group Meeting, Johnny Alcivar Zuniga attended.
- May 11, 2015: The Arc Board Meeting, Janet Abejo attended.
- May 12, 2015: Cedar Rapids City Council Meeting, Janet Abejo and Johnny Alcivar Zuniga attended.
- May 13, 2015: Immigrant Concerns Meeting, Johnny Alcivar Zuniga attended.
- May 13, 2015: Donna the Dolphin Event at St. Paul's United Methodist Church, Janet Abejo and Johnny Alcivar Zuniga attended.
- May 14, 2015: NIMS Training, Johnny Alcivar Zuniga and Judy Goldberg attended.
- May 15, 2015: Wellington Heights Block Party, Alicia Abernathey and Johnny Alcivar Zuniga attended.
- May 16, 2015: Fatherhood Alliance Fundraiser, Johnny Alcivar Zuniga attended.
- May 18, 2015: Festival Latino Committee Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- May 19, 2015: City of Cedar Rapids Rental Business Training, Judy Goldberg and Johnny Alcivar Zuniga attended.
- May 21, 2015: Iowa Civil Rights Commission Design & Construction Training, Janet Abejo and Judy Goldberg attended.
- May 27, 2015: Marion Executive Committee Meeting, LaSheila Yates, Johnny Alcivar Zuniga and Alicia Abernathey attended.
- May 28, 2015: City Update with City Manager Jeff Pomeranz, Janet Abejo and Elizabeth Macias attended.
- May 30, 2015: Cedar Rapids PrideFest, Janet Abejo and Commissioner Ashley Reynolds attended.
- June 2, 2015: Regional FHAP Training Conference in Kansas City, Alicia Abernathey, Janet Abejo and Bernie Walther attended.
- June 2, 2015: Ethical Perspectives Newscast, LaSheila Yates attended.
- June 3, 2015: Regional FHAP Training Conference in Kansas City, Alicia Abernathey, Janet Abejo and Bernie Walther attended.
- June 3, 2015: New Hire Orientation, Anti-Harassment training, Johnny Alcivar Zuniga attended

- June 3, 2015: Marion Civil Rights Commission Meeting, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- June 4, 2015: Regional FHAP Training Conference in Kansas City, Alicia Abernathey, Janet Abejo and Bernie Walther attended.
- June 6, 2015: Downtown Farmers Market, LaSheila Yates, Johnny Alcivar Zuniga and Judy Goldberg attended.
- June 8, 2015: Fair Housing Investigations in a Nutshell Training in Dallas, Alicia Abernathey attended.
- June 8, 2015: Festival Latino Committee Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- June 9, 2015: Fair Housing Investigations in a Nutshell Training in Dallas, Alicia Abernathey attended.
- June 10, 2015: Fair Housing Investigations in a Nutshell Training in Dallas, Alicia Abernathey attended.
- June 10, 2015: Immigrant Concerns Meeting, Elizabeth Macias attended.
- June 11, 2015: Fair Housing Investigations in a Nutshell Training in Dallas, Alicia Abernathey attended.
- June 11, 2015: Festival Latino Committee Meeting, Johnny Alcivar Zuniga attended.
- June 12, 2015: Fair Housing Investigations in a Nutshell Training in Dallas, Alicia Abernathey attended.
- June 15, 2015: Festival Latino Committee Meeting, Elizabeth Macias and Johnny Alcivar Zuniga attended.
- June 18, 2015: National Fair Housing Information Clearinghouse Training, Alicia Abernathey and Johnny Alcivar Zuniga attended.
- June 25, 2015: Marion Executive Committee Meeting, LaSheila Yates and Johnny Alcivar Zuniga attended.
- June 26, 2015: ADA Training, Bernie Walther and Judy Goldberg attended.
- June 29, 2015: Festival Latino Committee Meeting, Elizabeth Macias attended.
- June 29, 2015: Continuum of Care Linn County Meeting, Johnny Alcivar Zuniga attended.
- June 30, 2015: Congressman Rod Blum's Veterans Fair & Job Expo, Alicia Abernathey and Johnny Alcivar Zuniga attended.
- July 1, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates, Johnny Alcivar Zuniga and Commissioner Robin Tucker attended.
- July 2, 2015: Festival Latino Committee Meeting, Johnny Alcivar Zuniga attended.
- July 6, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates and Chair Keith Rippy attended.
- July 8, 2015: United Way Committee Meeting, LaSheila Yates attended.
- July 8, 2015: New Hire Orientation, Anti-Harassment training, Janet Abejo and Judy Goldberg attended.
- July 12, 2015: Festival Latino, LaSheila Yates and Johnny Alcivar Zuniga attended.
- July 12, 2015: Vigil and March Recognizing Gun Violence, LaSheila Yates attended.
- July 25, 2015: Asian Culture Festival, Bernie Walther and Commissioner Leland Freie attended.
- July 25, 2015: Americans with Disabilities Act Celebration, LaSheila Yates attended.
- July 30, 2015: Marion Executive Committee Meeting, LaSheila Yates, Judy Goldberg and Alicia Abernathey attended.

- July 31, 2015: The Arc Project Search Graduation, Janet Abejo attended.
- August 3, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- August 5, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates and Commissioner Robin Tucker attended.
- August 7, 2015: Linn County Juvenile Detention Board Meeting, LaSheila Yates attended.
- August 10, 2015: Big Brothers Big Sisters Project to Reduce Ethnic Disparities Meeting, LaSheila Yates attended.
- August 12, 2015: New Hire Orientation, Anti-Harassment training, Judy Goldberg and Bernie Walther attended.
- August 13, 2015: ASAC Board Meeting, LaSheila Yates attended.
- August 13, 2015: ADA Advisory Committee Meeting, Janet Abejo attended.
- August 17, 2015: National Fair Housing Week Five Training in D.C., Janet Abejo attended.
- August 18, 2015: Cedar Rapids Police Academy Training, Bernie Walther attended.
- August 18, 2015: National Fair Housing Week Five Training in D.C., Janet Abejo attended.
- August 19, 2015: National Fair Housing Week Five Training in D.C., Janet Abejo attended.
- August 20, 2015: National Fair Housing Week Five Training in D.C., Janet Abejo attended.
- August 21, 2015: National Fair Housing Week Five Training in D.C., Janet Abejo attended.
- August 21, 2015: Cedar Rapids Community School District Equity Training, LaSheila Yates and Commissioner Dr. Ruth White attended.
- August 25, 2015: Visit with Davenport Civil Rights Commission, LaSheila Yates, Janet Abejo, Judy Goldberg, Bernie Walther, Commissioner Leland Freie, Commissioner Laura O'Leary and Commissioner Salma Igram attended.
- August 28, 2015: Cedar Rapids Police Academy Training, Bernie Walther attended.
- August 31, 2015: Cedar Rapids City Council Meeting, LaSheila Yates and Chair Keith Rippy attended.
- August 31, 2015: HUD Fair Housing Conference in D.C., LaSheila Yates attended.
- August 31, 2015: Continuum of Care Linn County Meeting, Bernie Walther attended.
- August 31, 2015: The Arc Board Meeting, Janet Abejo attended.
- September 1, 2015: HUD Fair Housing Conference in D.C., LaSheila Yates and Janet Abejo (webinar) attended.
- September 2, 2015: Marion Civil Rights Commission Meeting, Janet Abejo and Commissioner Robin Tucker attended.
- September 2, 2015: HUD Fair Housing Conference in D.C., LaSheila Yates, Janet Abejo (webinar) and Judy Goldberg (webinar) attended.
- September 3, 2015: HUD Fair Housing Conference in D.C., LaSheila Yates attended.
- September 4, 2015: Veterans Stand Down Event, Alicia Abernathey and Judy Goldberg attended.
- September 9, 2015: New Hire Orientation, Anti-Harassment training, Janet Abejo and Bernie Walther attended.
- September 9, 2015: Cultural Competency for Cedar Rapids Regional Police Academy Recruitment Class, Bernie Walther attended.
- September 10, 2015: ASAC Board Meeting, LaSheila Yates attended.
- September 14, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- September 15, 2015: United Way Retreat, LaSheila Yates attended.

- September 17, 2015: Gazette Editorial Board Meeting, LaSheila Yates and Chair Keith Rippy attended.
- September 18, 2015: Diversity Forum Planning Meeting, LaSheila Yates attended.
- September 21, 2015: ADA Advisory Committee, Bernie Walther attended.
- September 22, 2015: Cedar Rapids City Council Meeting, LaSheila Yates, Judy Goldberg and Commissioner Leland Freie attended
- September 24, 2015: Donna the Dolphin Event at St. Paul's United Methodist Church, Janet Abejo and Judy Goldberg attended.
- September 24, 2015: Marion Executive Committee Meeting, LaSheila Yates, Judy Goldberg and Alicia Abernathey attended.
- September 28, 2015: Continuum of Care Linn County Meeting, Bernie Walther attended.
- October 7, 2015: 2015 Diversity Forum, LaSheila Yates and Bernie Walther attended.
- October 7, 2015: Marion Civil Rights Commission Meeting, LaSheila Yates attended.
- October 8, 2015: ASAC Board Meeting, LaSheila Yates attended.
- October 17, 2015: Superhero Walk, Janet Abejo and Johnny Sevier attended.
- October 20, 2015: SafeCR Fair Housing Training, Judy Goldberg and Bernie Walther attended.
- October 26, 2015: Continuum of Care Linn County Meeting, Bernie Walther attended.
- November 2, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, Bernie Walther attended.
- November 4, 2015: New Hire Orientation, Anti-Harassment training, Bernie Walther attended.
- November 4, 2015: Marion Civil Rights Commission Meeting, Commissioner Robin Tucker attended.
- November 6, 2015: Iowa Civil Rights Commission Symposium, Alicia Abernathey, Judy Goldberg and Commissioner Salma Igram attended.
- November 18, 2015: Foundation 2 Staff Training, Johnny Sevier attended.
- November 24, 2015: Marion Executive Committee Meeting, LaSheila Yates and Alicia Abernathey attended.
- November 30, 2015: The Arc Board Meeting, Janet Abejo attended.
- November 30, 2015: Continuum of Care Linn County Meeting, Bernie Walther attended.
- December 1, 2015: SafeCR 22A Discussion, LaSheila Yates attended.
- December 2, 2015: New Hire Orientation, Anti-Harassment training, Janet Abejo attended.
- December 2, 2015: Marion Civil Rights Commission Meeting, Commissioner Robin Tucker attended.
- December 3, 2015: PUSH Advisory Board & Leadership Circle Joint Meeting, LaSheila Yates attended.
- December 4, 2015: United Way Health Solutions Team Meeting, LaSheila Yates attended.
- December 7, 2015: Cedar Rapids City Council Public Safety and Youth Services Community Meeting, LaSheila Yates attended.
- December 10, 2015: ASAC Board Meeting, LaSheila Yates attended.
- December 11, 2015: Leadership of Five Seasons Training, Bernie Walther and Johnny Sevier attended.
- December 11, 2015: Cedar Rapids Police Academy Graduation, LaSheila Yates, Bernie Walther and Judy Goldberg attended.

- December 16, 2015: ADA Training provided by the City of Cedar Rapids, LaSheila Yates, Bernie Walther, Alicia Abernathy, Judy Goldberg and Johnny Sevier attended.

## 2015 CASELOAD REPORTS

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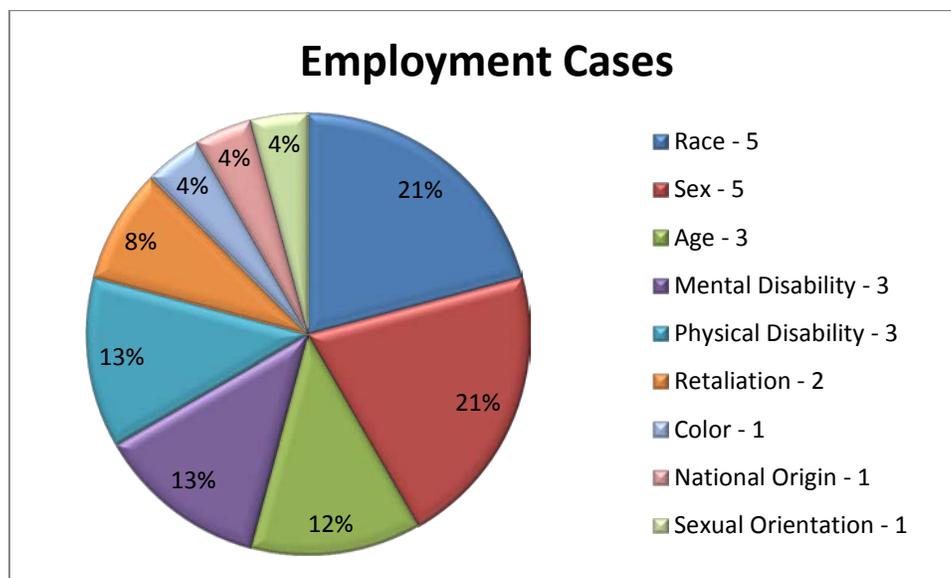
In 2015, 26 cases were filed with the CRCRC. Of those 26, 16 were for employment, 9 for housing, 1 for education, 0 for public accommodation and 0 for credit.

Charts 1-3 below break down our cases by the basis on which they were filed. Please keep in mind that some cases reported more than one basis for discrimination, so totals will equal more than 26. However, this provides a good snapshot of the reasons why people file with our agency.

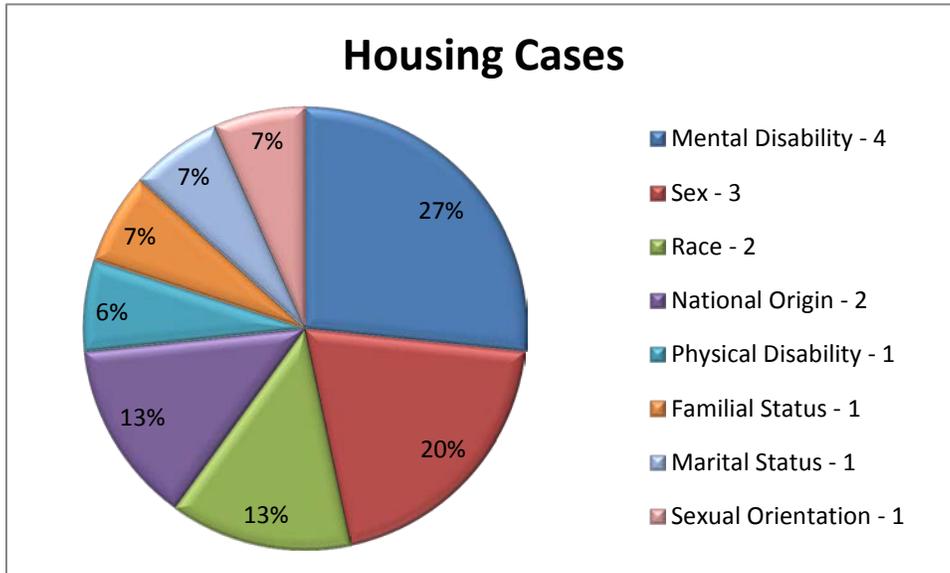
Charts 4-6 show outcomes of the investigation of these cases. 75 cases were closed in 2015 including 56 in employment, 10 in housing, 3 in education, 4 in public accommodation and 2 in credit. Some cases were filed in 2010, 2012, 2013, and 2014 and were closed in 2015. Some were filed in 2015 but had not closed by the end of the year, creating the difference in numbers between those opened and closed.

Finally, Chart 7 shows the bases for all cases filed in 2015. Chart 8 shows the resolution of all cases closed in 2015, Chart 9 breaks down those opened and closed per month and Chart 10 breaks down referrals to other agencies.

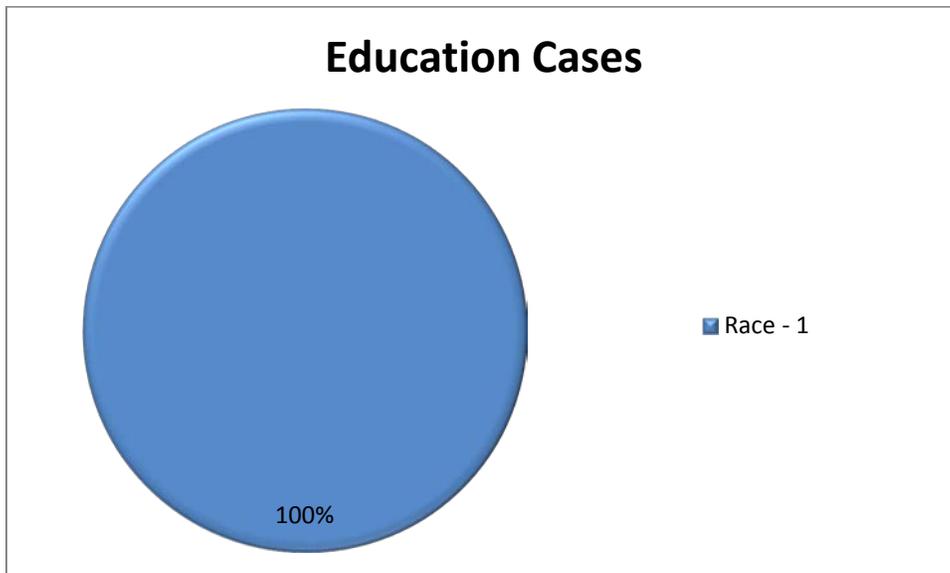
**CHART 1: BASES FOR EMPLOYMENT COMPLAINTS FILED IN 2015**



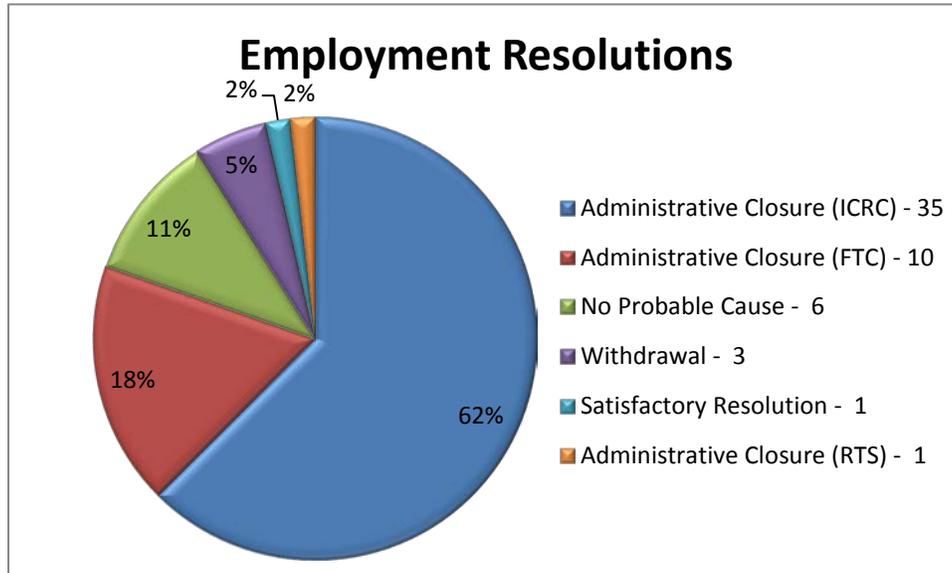
**CHART 2: BASES FOR HOUSING COMPLAINTS FILED IN 2015**



**CHART 3: BASES FOR ALL OTHER COMPLAINTS FILED IN 2015**

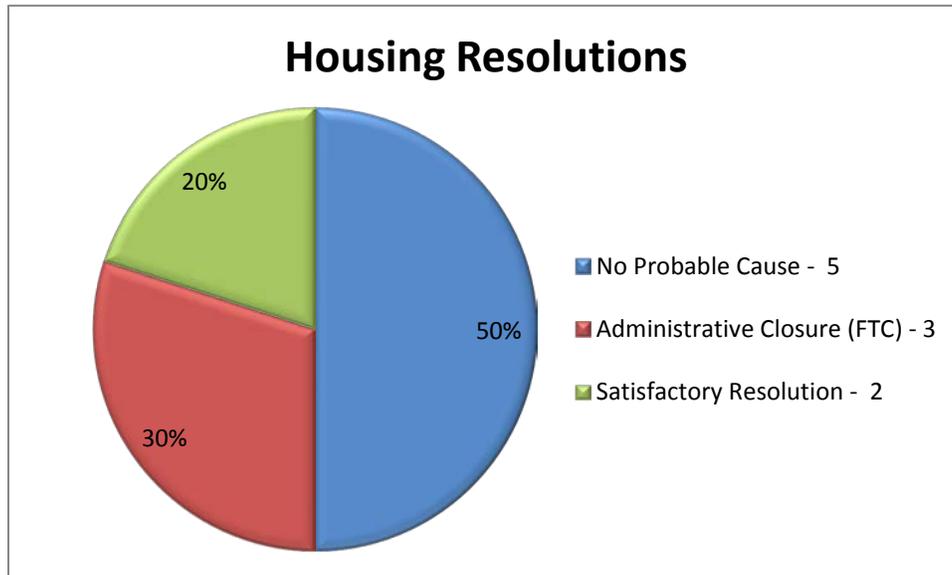


**CHART 4: RESOLUTION OF EMPLOYMENT COMPLAINTS CLOSED IN 2015**



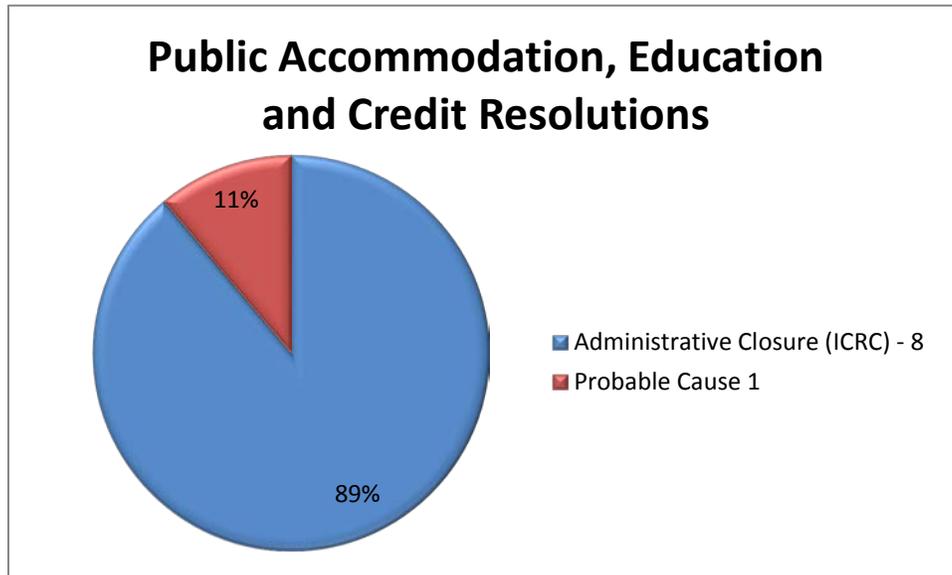
FTC – Failure to Cooperate; ICRC – Transferred to Iowa Civil Rights Commission; RTS – Right to Sue

**CHART 5: RESOLUTION OF HOUSING COMPLAINTS CLOSED IN 2015**



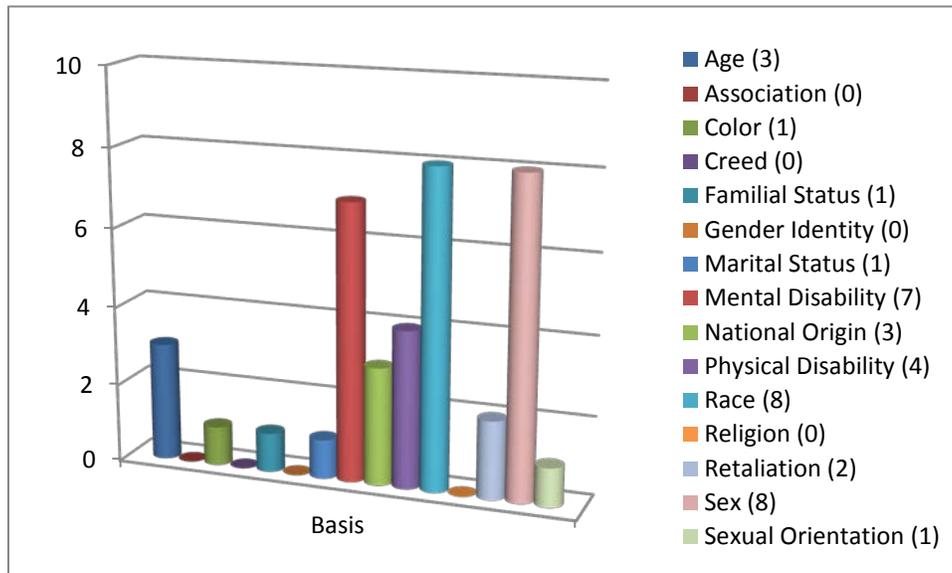
FTC – Failure to Cooperate

**CHART 6: RESOLUTION OF ALL OTHER COMPLAINTS CLOSED IN 2015**

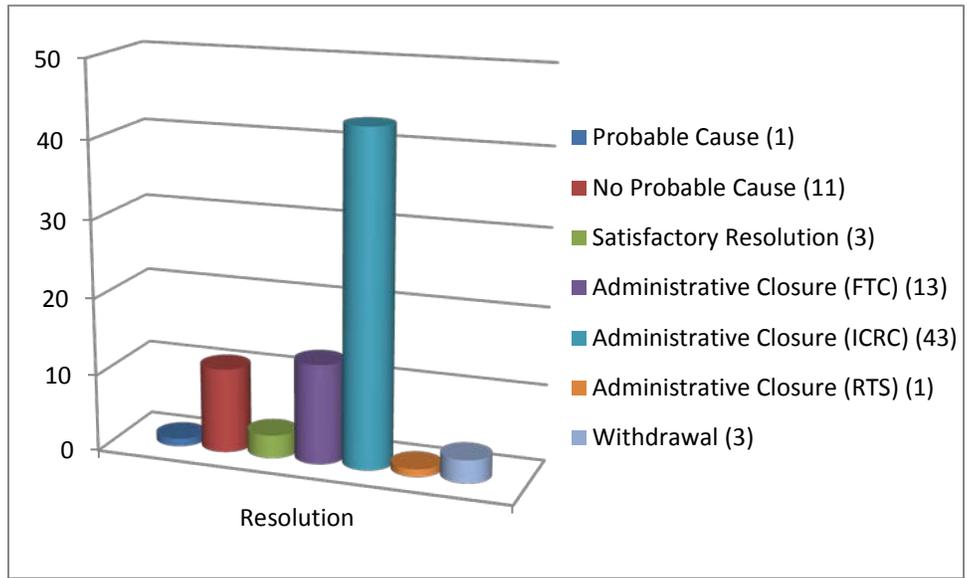


ICRC – Transferred to Iowa Civil Rights Commission

**CHART 7: BASES FOR ALL CASES FILED IN 2015**

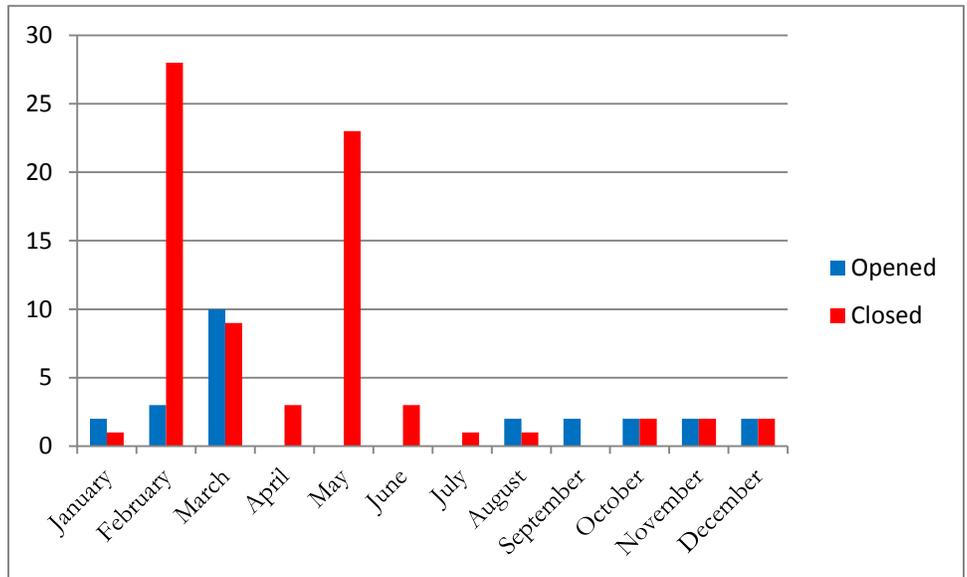


**CHART 8: RESOLUTION OF ALL CASES CLOSED IN 2015**



FTC – Failure to Cooperate; ICRC – Transferred to Iowa Civil Rights Commission; RTS – Right to Sue

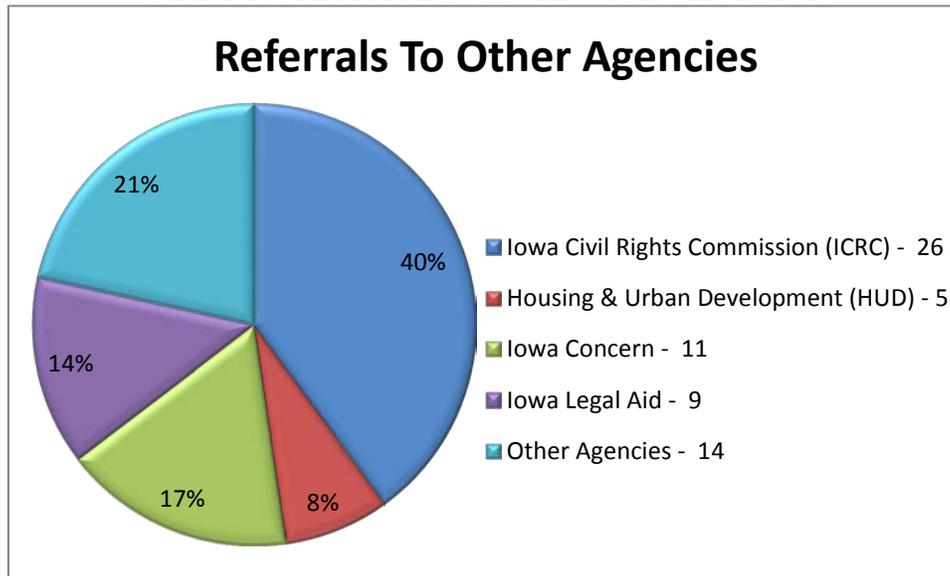
**CHART 9: CASES FILED AND CLOSED IN 2015 BY MONTH**



January:            Opened 2, Closed 1  
 February:        Opened 3, Closed 28  
 March:            Opened 10, Closed 9  
 April:             Opened 0, Closed 3  
 May:              Opened 0, Closed 23  
 June:              Opened 0, Closed 3

July:                Opened 0, Closed 1  
 August:            Opened 2, Closed 1  
 September:        Opened 2, Closed 0  
 October:          Opened 2, Closed 2  
 November:        Opened 2, Closed 2  
 December:        Opened 2, Closed 2

**CHART 10: REFERRALS TO OTHER AGENCIES IN 2015**



\*Staff did not begin tracking case referrals until September 1, 2015.

**Number of Calls for Protected Classes not covered by CRCRC Local Ordinance**

In 2015, the CRCRC began collecting data on the calls for complaints in areas currently not covered by our local ordinance. The hope is that gathering this information will better guide policy decisions that are based on community needs and outlines areas to consider for future ordinance revisions.

- 3 Lawful Source of Income inquiries
- 5 criminal history inquiries
- 1 veteran status inquiry
- 1 poor credit inquiry

**SETTLEMENT AGREEMENT STATISTICS**

CRCRC#	Area	Basis	Relief
3460	Hsg	Race, Color, Familial Status	<ul style="list-style-type: none"> <li>• CP balance of \$1,563.08 is forgiven</li> <li>• CP awarded \$390.00</li> <li>• Training for RP employees</li> </ul>
3468 - Marion	Emp	Age, Physical Disability	<ul style="list-style-type: none"> <li>• CP awarded \$15,000 for loss of wages and emotional distress</li> <li>• Training for RP employees</li> </ul>
3482	Hsg	National Origin	<ul style="list-style-type: none"> <li>• CP not held accountable for water damage upon move out</li> <li>• RP to provide neutral reference for CP upon move out</li> <li>• RP will fix CP air conditioning with 14 days</li> <li>• Training for RP employees</li> <li>• RP to display Civil Rights contact information and brochures in common areas</li> </ul>

## CASELOAD STATISTICS

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AC – Administrative Closure  
 FTC – Failure to Cooperate  
 ICRC – Iowa Civil Rights  
 Commission

NPC – No Probable Cause  
 PC – Probable Cause  
 RTS – Right to Sue

SR – Satisfactory Resolution  
 WD – Withdrawal

CRCRC#	Date Filed	Area	Basis	Date Closed	Resolution
3288	12/1/2010	Credit	Race	3/18/2015	PC
3341	6/15/2012	Edu	Retaliation	2/20/2015	AC/ICRC
3344	6/27/2012	Emp	Race, Retaliation	2/23/2015	AC/FTC
3350	9/6/2012	Emp	Age, Physical Disability	2/20/2015	AC/ICRC
3355	10/10/2012	Emp	Age	2/20/2015	AC/ICRC
3357	10/15/2012	Emp	Retaliation	2/20/2015	AC/ICRC
3358	10/24/2012	Emp	Race, Sex	2/20/2015	AC/ICRC
3372	4/19/2013	Emp	Race	2/23/2015	AC/FTC
3374	3/13/2013	PA	Race	2/20/2015	AC/ICRC
3375	4/18/2013	Emp	Physical Disability	1/15/2015	AC/RTS
3377	4/29/2013	Edu	Race	2/20/2015	AC/ICRC
3386	7/8/2013	Emp	Sexual Orientation	2/20/2015	AC/ICRC
3391	7/25/2013	Emp	Sex, Retaliation	2/20/2015	AC/ICRC
3392	7/29/2013	Emp	Race	2/20/2015	AC/ICRC
3399	9/11/2013	Credit	Age	2/20/2015	AC/ICRC
3401	10/7/2013	Emp	Race	3/9/2015	AC/FTC
3402	10/28/2013	Emp	Race, Sex	5/8/2015	AC/ICRC
3404	9/20/2013	Emp	National Origin	2/20/2015	AC/ICRC
3405	10/22/2013	Emp	Sex, Retaliation	2/20/2015	AC/ICRC
3406	11/8/2013	PA	Race	2/20/2015	AC/ICRC
3407	11/13/2013	Emp	Race	3/9/2015	AC/FTC
3408	11/18/2013	Emp	Race	4/13/2015	NPC
3411	11/26/2013	Emp	Race	2/20/2015	AC/ICRC
3413	12/11/2013	PA	Physical Disability	2/20/2015	AC/ICRC
3414	12/6/2013	Emp	Sex, Association, Retaliation	2/20/2015	AC/ICRC
3418	12/27/2013	Emp	Race, Sex	2/20/2015	AC/ICRC
3419	1/6/2014	Emp	Race	2/20/2015	AC/ICRC
3420	1/24/2014	Emp	Retaliation	3/10/2015	AC/FTC
3421	2/7/2014	Emp	Race, Retaliation	2/20/2015	AC/ICRC
3424	3/5/2014	Emp	Race	2/20/2015	AC/ICRC
3427	3/13/2014	Emp	Race, Color, Retaliation	3/9/2015	AC/FTC
3428	5/14/2014	Emp	Color, Physical Disability, Race, Retaliation	2/20/2015	AC/ICRC
3432	5/14/2014	Emp	Race, Retaliation	2/20/2015	AC/ICRC
3434	5/21/2014	Emp	Sex	2/20/2015	AC/ICRC
3439	5/30/2014	Emp	Sex	5/8/2015	AC/ICRC

3440	6/24/2014	Emp	Mental Disability	4/2/2015	AC/FTC
3441	6/25/2014	Emp	Physical Disability, Sex	5/8/2015	AC/ICRC
3442	6/16/2014	Emp	Mental Disability	5/8/2015	AC/ICRC
3444	7/1/2014	Hsg	Sexual Orientation, Gender Identity	10/9/2015	NPC
3446	7/2/2014	Emp	Race	6/1/2015	NPC
3448	7/18/2014	Emp	Age, Mental Disability	5/8/2015	AC/ICRC
3449	7/18/2014	Emp	Race, Sex	5/8/2015	AC/ICRC
3450	7/18/2014	Emp	Race	5/8/2015	AC/ICRC
3451	7/24/2014	Emp	Physical Disability, Mental Disability, Sexual Orientation	5/8/2015	AC/ICRC
3452	7/30/2014	Emp	Physical Disability	5/4/2015	AC/FTC
3456	9/3/2014	Emp	Race	4/20/2015	WD
3459	10/26/2014	Emp	Mental Disability, Physical Disability	5/8/2015	AC/ICRC
3460	12/23/2014	Hsg	Race, Color, Familial Status	2/17/2015	SR
3461	10/17/2014	Emp	Familial Status, Marital Status, Association, Retaliation	2/24/2015	AC/FTC
3462	2/20/2015	Hsg	Mental Disability, Physical Disability, Sex	5/28/2015	NPC
3463	10/23/2014	PA	Race	5/8/2015	AC/ICRC
3465	11/12/2014	Emp	Age, Retaliation	5/8/2015	AC/ICRC
3466	12/22/2014	Emp	Race	5/4/2015	AC/FTC
3467	12/5/2014	Hsg	Race	3/13/2015	NPC
3468	12/29/2014	Emp	Age, Physical Disability	3/27/2015	SR
3469	12/23/2014	Emp	Race	3/26/2015	WD
3470	1/22/2015	Emp	Age, Sex	5/8/2015	AC/ICRC
3471	3/16/2015	Hsg	Sex, Marital Status	6/23/2015	NPC
3472	3/9/2015	Hsg	Race	5/27/2015	AC/FTC
3473	3/16/2015	Hsg	National Origin	8/31/2015	NPC
3474	1/30/2015	Emp	Race, Sex	5/8/2015	AC/ICRC
3475	3/2/2015	Emp	Physical Disability	5/8/2015	AC/ICRC
3476	2/23/2015	Hsg	Mental Disability	5/13/2015	AC/FTC
3477	2/24/2015	Emp	Physical Disability, Mental Disability	3/5/2015	AC/ICRC
3478	3/12/2015	Emp	Sexual Orientation	5/8/2015	AC/ICRC
3479	3/2/2015	Emp	Race	5/8/2015	AC/ICRC
3480	3/2/2015	Edu	Race	5/8/2015	AC/ICRC
3481	3/17/2015	Emp	National Origin, Color	5/8/2015	AC/ICRC
3482	3/23/2015	Hsg	National Origin	6/25/2015	SR
3483	3/19/2015	Emp	Mental Disability	7/31/2015	NPC
004618	8/11/2015	Emp	Race, Sex	10/7/2015	NPC
004778	8/25/2015	Hsg	Mental Disability	11/10/2015	AC/FTC
004910	9/29/2015	Emp	Mental Disability	12/4/2015	NPC
004992	9/23/2015	Emp	Race	11/30/2015	WD
005101	10/1/2015	Emp	Age, Retaliation	12/22/2015	NPC