



Civil Rights Commission

City of Cedar Rapids
Civil Rights Commission
Outreach & Education Committee Meeting Agenda
Monday, December 14, 2015
4:30 pm – 5:30 pm

Outreach & Education Committee Members:

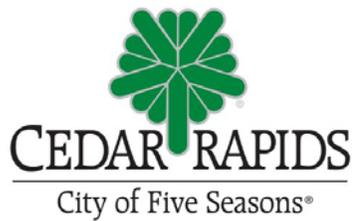
Emily Bowman, Chair
Leland Freie
Ashley Reynolds

Agenda:

- I. Call to Order
- II. Approval of Minutes
- III. Old Business
 - 1. Outreach Report Bernie Walther
CRCRC Investigator 5 Minutes
- IV. New Business
 - 1. Quarterly Trainings Update Bernie Walther
CRCRC Investigator 10 Minutes
 - a. EEOC
 - b. Mediation
 - c. Fair Lending
 - 2. Upcoming Outreach Events Bernie Walther
CRCRC Investigator 20 Minutes
 - a. Selma
 - b. Martin Luther King Jr. Day
Proclamation
 - c. Human Rights Month Proclamation Alicia Abernathey
 - d. Traveling Display *Administrative Assistant*

Notice:

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



City of Cedar Rapids
Civil Rights Commission
Outreach & Education Committee Meeting Minutes
Monday, November 16, 2015
4:30 pm – 5:30 pm

Commissioners Present: Dr. Emily Bowman, Chair
Mr. Leland Freie
Ms. Ashley Reynolds

Staff Present: Mr. Bernie Walther, Investigator
Ms. Judy Goldberg, Investigator
Ms. Alicia Abernathey, Administrative Assistant

Call to Order – Dr. Emily Bowman, Chair, called the meeting to order at 4:32 p.m.

Approval of Minutes – Leland Freie moved to approve the minutes from the October meeting with one spelling correction. Ashley Reynolds seconded the motion, which was unanimously approved.

Old Business -

1. Outreach Report

Bernie Walther, Investigator, presented the monthly outreach report showing events and trainings that were held in October. Mr. Walther stated upcoming outreach opportunities include Foundation 2 staff training, a Leadership of Five Seasons event and mediation training for Civil Rights staff.

New Business –

1. Quarterly Trainings Update

Mr. Walther stated the EEOC training date has not been set as the contract is still under review. Staff is hoping to have the training in February or March.

Mr. Walther stated staff will participate in Mediation training this week and the Mediation training for the public will be February 9th at the Cedar Rapids Police Station. The training will be open to the public but geared towards Human Resources representatives, landlords and realtors.

Mr. Walther stated John Marshall Law School submitted a tentative agenda and proposed contract for Fair Lending training. The agenda was sent to the Cedar Rapids Realtors Association to see if they are interested. Staff is looking at an April date with the Cedar Rapids Library as the location.

2. Upcoming Outreach Events

a. Selma

Mr. Walther stated the date for the movie night of “Selma” will be January 17th from 1:00 – 5:00 PM at the Whipple Auditorium in the Cedar Rapids Library. The movie will start at 1:30 or 2:00 PM. Representatives from the Cedar Rapids Human Resources Department, the Linn County Human Resources Department and the Cedar Rapids Community School District may participate

in a public employment job fair at the event. There will also be information pertaining to the Fair Housing Poster Contest. Staff is hoping to have the Mayor or a Council member present an MLK Day Proclamation at the event.

b. Human Rights Month Proclamation

Mr. Walther stated a Human Rights Month Proclamation will be presented at the December 15th City Council meeting at 4:00 PM. Members of the public from the African American Museum, Catherine McAuley Center, Diversity Focus and the ADA Advisory Committee will be invited to accept the Proclamation with staff. Mr. Walther stated Commissioners are welcome to attend and accept the Proclamation with staff as well.

c. Traveling Display

Judy Goldberg, Investigator, stated staff is borrowing a traveling display, of Iowa Civil Rights history, from the African American Museum to be displayed in City Hall. It will be displayed in the City Hall lobby in December.

3. Downtown Banners

Alicia Abernathy, Administrative Assistant, stated the Civil Rights Commission banners were displayed on 1st Street SE and 1st Street SW throughout the month of October. Due to a mess up the banners were displayed free of charge this year. The Commission has first right to display the banners in October in years to come.

Commissioner Reynolds moved to adjourn the meeting at 4:53 p.m. Commissioner Freie seconded the motion, which was unanimously approved.

Respectfully submitted by Alicia Abernathy



November 2015 Monthly Outreach and Education Report

Performance Goals:

- 50% of customers rating presentations satisfactory or better.
- 15% of increased knowledge in individuals after trainings.
- 2.5 or higher rating for overall customer service experience.

Outcomes:

- Individuals are satisfied with training programs/presentations and overall customer service.
- Individuals increase their knowledge about civil rights and the Commission.

	Prior Month's Actuals	Year to Date
Activities:		
Number training programs/presentations requested	2	15
Number training programs/ presentations conducted	3	37
Number of attendees at training programs/ presentations	27	814
Number of request for attendance at community events	1	25
Number of community events participated in	1	39
Number of Social Media fans	2286	2281
• Facebook		
• Twitter	344	345
Percent of customers rating training programs/presentations satisfactory or better	0	100%
Percent of increased knowledge or understanding of Civil Rights local ordinance	21%	21%
Rating for overall customer service experience – Outreach	5/5	5/5

Training programs/presentations requested:

- General knowledge presentation to Immigrant Concerns Committee March 2016



Training programs/presentations conducted:

Program/Presentation	Staff	Commissioners	Date	Attendees	Rating	Knowledge Gain
• Foundation 2 Staff	JS	LF	Nov. 18, 2015	8	4.6	20%
• City New Hire Orientation	JA	NA	Dec. 2, 2015	13	N/A	N/A
• Leadership for Five Seasons	BW/JS	NA	Dec. 11, 2015	6	4.7	39%

Attendance at community events:

Event	Staff	Commissioners	Date
• Cedar Rapids Police Academy Graduation	LY/BW/JG	NA	Dec. 11, 2015

Attendance at boards, meetings, and others: REPRESENTING THE CRCRC

Boards/Meetings/Others	Staff	Commissioners	Date
• Diversity Initiatives Committee Meeting	BW/AA	NA	Nov. 17, 2015
• Continuum of Care Meeting	BW	NA	Nov. 30, 2015
• State of Equity (Education) & Chief Diversity Officer Meeting with CRCSD Superintendent Dr. Buck, Fire Chief English, and CRCSD staff to explore introducing Middle & High School students to fire protection careers	LY	NA	Dec. 1, 2015
• Safe CR 22A discussion & policy review	LY	NA	Dec. 1, 2015
• PUSH Advisory Board & Leadership Circle Joint Meeting	LY	NA	Dec. 3, 2015
• United Way Health Solutions Tea Meeting	LY	NA	Dec. 4, 2015
• Public Safety & Youth Services Committee Meeting	LY	NA	Dec. 7, 2015
• ASAC Board Meeting	LY	NA	Dec. 10, 2015

Upcoming events and opportunities:

Event	Time	Location	Date
• Movie Night “Selma”	1:00 PM - 4:30 PM	CR Public Library	Jan. 17, 2015
• Mediation Seminar	10:00 AM – 12:00 PM	CRPD Community Room	Feb. 9, 2015