

**CEDAR RAPIDS CIVIL RIGHTS COMMISSION**  
**MEETING MINUTES**  
**October 15, 2014, 5:30 p.m.**  
Civil Rights Commission  
425 Second Street SE  
Cedar Rapids, IA 52401

**Commissioners Present:** Ms. Barb Gay, Vice Chair  
Dr. Emily Bowman  
Ms. Tamara Cronin  
Mr. Leland Freie  
Ms. Paulette Hall  
Ms. Salma Igram  
Mr. Robin Tucker  
Dr. Ruth White  
Mr. Keith Wiggins

**Commissioners Absent:** Mr. Keith Rippy, Chair  
Ms. Laura O'Leary

**Staff Present:** Ms. LaSheila Yates, Executive Director  
Ms. Stefanie Munsterman-Robinson, Senior Investigator  
Ms. Janet Abejo, Investigator  
Ms. Virginia Sipes, Investigator  
Mr. Johnny Alcivar-Zuniga, Outreach Coordinator  
Ms. Alicia Abernathey, Administrative Assistant

**Staff Absent:** Ms. Elizabeth Macias

**Guests:** Ms. Susie Weinacht, Cedar Rapids City Council Liaison  
Alice Dahle

**I. Call to Order**

Commissioner Gay, Vice Chair, called the meeting to order at 5:38 p.m.

**II. Roll Call/Introductions**

Commissioners, staff, and guests introduced themselves. Welcoming the new Administrative Assistant, Alicia Abernathey.

**III. Public Response**

Alice Dahle introduced the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) to the commission. Ms. Dahle pointed out past and present events associated with CEDAW. Ms. Dahle wanted to inform the commission of CEDAW.

Commissioner Wiggins arrived at 5:42 p.m.

**IV. Approval of Minutes from September Meeting**

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

V. **Report from Chair**

There was no report as Commissioner Rippey, Chair, was not present.

VI. **Committee Reports**

*Finance*

Commissioner Igram stated the Finance Committee met earlier this evening to discuss the FY16 budget. The budget was only reviewed and not approved. The committee will meet again in November to discuss the quarterly report.

*Outreach and Education*

Commissioner Cronin stated the Outreach and Education Committee met October 14<sup>th</sup>. The Committee reviewed and approved the Outreach Plan. The Roll of Dice event is in need of facilitators if members of the commission are able to attend. There will be a Fair Housing Movie Night on November 6<sup>th</sup> at 7:00 p.m.

Commissioner White left the meeting at 6:00 p.m.

*Personnel Committee*

Commissioner Igram reported that the committee has not met at this time.

*Marion Civil Rights Commission Liaison*

Commissioner Tucker stated the Marion Civil Rights Commission meets each month and at each monthly meeting they have trainings. Training topics include fair housing, employment, diversity, credit, ADA, etc. The Marion Civil Rights Commission currently has two cases.

VII. **Director's Report**

LaSheila Yates, Executive Director, reported on the following:

- Staff Updates:
  - The new Administrative Assistant II is Alicia Abernathy. Alicia has experience working with government agencies and comes to the commission from the City's Community Development Department. Alicia has worked closely with various boards and commissions. Her first day with the commission was October 13<sup>th</sup>.
  - Investigators Elizabeth Macias, Stefanie Munsterman-Robinson and Virginia Sipes are scheduled to attend an upcoming Iowa Civil Rights Commission symposium on November 14<sup>th</sup>.
  - LaSheila will be traveling to Kansas City to meet Gustavo Velasquez the Assistant Secretary for Fair Housing and Equal Opportunity. Other Civil Rights Directors from the region will also be in attendance. LaSheila will also meet with HUD monitor, Richard Nemchik, Jr. and Region VII Office Director, Betty Bottiger.
- Cases and Intakes: Case Reports were provided that outline Cedar Rapids cases as well as Marion. The average number of days for open cases was also included.

Commissioner Hall and Commissioner Igram left the meeting at 6:15 p.m.

- Public Hearings: A public hearing was held on September 29<sup>th</sup> for Benny Tapia v. Collins Community Credit Union. Staff will provide the commission with the judge's recommendation once received.
- Informational Items:
  - LaSheila met with staff on October 9<sup>th</sup> to share her vision for the department. The vision includes strategic and well planned education outreach and training, high

quality customer service and technical assistance and timely investigation of cases and completion of projects.

Commissioner Cronin left the meeting at 6:25 p.m.

- LaSheila stated the MOU between the Veterans Memorial Commission and the Civil Rights Commission is complete and ready for approval and signatures.
  - The commission was unable to vote on the MOU due to lack of quorum.

**VIII. Old Business**

- Rules of Practice: The commission was unable to vote on the Rules of Practice due to lack of quorum. Action will take place at the November meeting.
- Committee Charter Revision: The commission was unable to vote on the Committee Charter Revision due to lack of quorum. Action will take place at the November meeting.

**IX. New Business:**

Commissioner Gay announced her resignation from the commission due to a conflict of interest with the new position she accepted.

**X. Adjournment**

Commissioner Gay, Vice Chair, asked the meeting be adjourned at 6:32 p.m.

The next meeting will be held on November 19, 2014 at 5:30 p.m. at the Commission Office, 425 2nd Street SE, Suite 960.

*Respectfully submitted by Alicia Abernathy*