

**CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)**  
**MEETING MINUTES**  
**June 17, 2015 5:30 p.m.**  
Civil Rights Commission  
50 2<sup>nd</sup> Avenue Bridge  
Cedar Rapids, IA 52401

**Commissioners Present:** Ms. Salma Igram, Vice Chair  
Dr. Emily Bowman  
Ms. Paulette Hall  
Ms. Laura O’Leary  
Ms. Ashley Reynolds  
Mr. Robin Tucker  
Dr. Ruth White  
Mr. Keith Wiggins

**Commissioners Absent:** Mr. Keith Rippy, Chair  
Mr. Leland Freie

**Staff Present:** Ms. LaSheila Yates, Executive Director  
Ms. Janet Abejo, Investigator  
Mr. Bernie Walther, Investigator  
Mr. Johnny Alcivar Zuniga, Outreach Coordinator  
Ms. Alicia Abernathey, Administrative Assistant

**Guests:** Al Rowe

**I. Call to Order**

Commissioner Igram, Vice Chair, called the meeting to order at 5:36 p.m.

**II. Roll Call/Introductions**

Commissioners, staff and guests introduced themselves.

**III. Public Response**

No public was present.

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

Commissioner Hall moved to approve the minutes. Commissioner Tucker seconded the motion, which was unanimously approved.

**V. Report from Chair**

*State of Equity Report*

Commissioner Igram stated there is no report as Commissioner Rippy, Chair, was unable to attend.

**VI. Committee Reports**

*Outreach and Education*

Commissioner Bowman stated there is no update, as the Outreach Committee has not met yet.

Commissioner White arrived at 5:39 PM.

*Marion Civil Rights Commission Liaison*

Commissioner Tucker stated the Marion Commission is back up to a full commission with 11 members and May was the one year anniversary of the creation of their commission. They are planning a Roll of the Dice event and are also discussing a retreat to discuss their work plan. Part one of Lawful Source of Income training was provided at the June meeting and part two will be presented at the July meeting. Commissioner Tucker stated the Marion Commission is inviting community members that would benefit from the Lawful Source of Income training.

LaSheila Yates, Executive Director, stated the Lawful Source of Income training is geared toward Commissioners. If others would like the training they will need to contact our office.

**VII. Director's Report**

Ms. Yates stated she is returning full time on June 22<sup>nd</sup> and Janet Abejo has been serving as the lead for the team in her absence. Ms. Yates stated HUD representatives visited the office on June 11<sup>th</sup>.

Janet Abejo, Investigator, stated the visit with HUD went very well. A lot of work went into preparing for the onsite visit and it was a team effort to get the job done. Ms. Abejo stated HUD representatives reviewed housing case files and outreach material related to housing and positive feedback was received. Only a few minor changes were requested with regards to cases. Ms. Abejo stated HUD reviews are completed every two to three years.

Ms. Yates stated staff attended the Cedar Rapids Farmers' Market on June 6<sup>th</sup> and PrideFest on May 30<sup>th</sup>. Upcoming events include the ADA Conference, Latino Festival and Asian Fest. Ms. Yates requested Commissioners who would like to volunteer at events contact Johnny.

Ms. Yates stated an intern started with the Commission and Janet is serving as the lead. The intern will be with the Commission until July 31<sup>st</sup>.

Ms. Yates introduced the newest investigator, Bernie Walther. Mr. Walther provided a background on his education and work experience to the Commission.

**VIII. State of Equity Work Session**

Al Rowe, Kirkwood Community College, presented the proposed work plan from staff and asked if there was anything missing from the 2014-2015 Highlights. Commissioner Tucker suggested the Fair Housing Month Proclamation from April be included in the highlights.

Mr. Rowe, Ms. Yates and Commissioners worked to determine overall goals for Representation in Public Employment, Fair Housing, Education and Commissioners' Efforts. Key action items and ongoing tasks were also identified.

The Commission requested staff make the proposed changes and bring it to the July Commission meeting for review and possible approval.

**IX. Adjournment**

The meeting adjourned at 7:34 p.m.

*Respectfully submitted by Alicia Abernathy*