**CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)**
**MEETING MINUTES**
**October 26, 2016 5:30 p.m.**
Civil Rights Commission
50 2nd Avenue Bridge
Cedar Rapids, IA 52401

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| **Commissioners Present:** | Mr. Keith Rippy, Vice Chair<br>Mr. Leland Freie<br>Ms. Laura O'Leary<br>Mr. Esaie Toingar |
| **Commissioners Absent:** | Ms. Salma Igram, Chair<br>Dr. Ruth White<br>Mr. Keith Wiggins |
| **Staff Present:** | Ms. Janet Abejo, Senior Investigator<br>Ms. Alicia Abernathey, Administrative Assistant<br>Briana Gipson, Intern |
| **Guests:** | Joe Ellis |

I. **Call to Order**
Commissioner Rippy, Acting Chair, called the meeting to order at 5:30 p.m.

II. **Roll Call/Introductions**
Commissioners, staff and guests introduced themselves.

III. **Public Response**
No public response.

IV. **Approval of Minutes from the September Meeting**
Commissioner O'Leary moved to approve the minutes. Commissioner Freie seconded the motion, which was unanimously approved.

V. **Traveling Exhibit Presentation**
Briana Gipson, Cedar Rapids Civil Rights Commission Intern, stated she is an intern with the Commission and took over a project when another intern left the Commission. The project is a traveling exhibit that will travel around the community sharing the Commission's history. The exhibit will focus on 1914 to 2010 and will introduce the community to who the Commission is and what they do. It ties the history of the commission into getting to know us. Ms. Gipson provided some examples of the type of information that will be included in the exhibit.

Commissioner O'Leary asked what the costs were for the exhibit and where the money would be coming from. Ms. Gipson stated $3,000 is budgeted for the exhibit. Janet Abejo, Senior Investigator, stated the funding comes from HUD money. Commissioner O'Leary asked where the exhibit will be used. Ms. Gipson stated the exhibit will be displayed in area schools, malls, museums, the library, and any place a request is made to have it displayed.

Joe Ellis, Marion Civil Rights Commission, requested the exhibit be shared with the Marion Civil Rights Commission upon completion.

VI. **Report from Chair**

Acting Chair Rippy requested an update on Executive Director Yates. Ms. Abejo stated Executive Director Yates is doing well and will return to the office next week.

Acting Chair Rippy stated Diversity Focus is no longer an organization and there could be some roles the Commission can take on that Diversity Focus was previously doing. Acting Chair Rippy requested staff look into the various roles of Diversity Focus and see if there are any roles the Commission can take on. Acting Chair Rippy requested an update at the next meeting.

Commissioner Toingar suggested staff meet with the Board of Directors and President of Diversity Focus to see what all they did and what successes they had.

VII. **Committee Reports**

*Marion Civil Rights Commission Liaison*

Joe Ellis, Marion Civil Rights Commission, stated the Marion Civil Rights Commission is working on a strategic plan that will guide the Commission on work to be completed each year. The plan will focus efforts in housing as a number of intakes or phone calls have been received regarding housing complaints. Mr. Ellis stated the plan will be up for review and possible approval in December. Mr. Ellis stated a local attorney will be the guest speaker at the November meeting.

VIII. **Director's Report**

Ms. Abejo stated the City of Cedar Rapids received 100 percent on the 2016 Human Rights Campaign's Municipal Equality Index. This is an improvement from our score of 68 two years ago. Ms. Abejo stated staff did a commendable job adapting and acclimating to disturbances caused by the flood.

IX. **Adjournment**

Commissioner Freie moved to adjourn the meeting at 5:52 p.m. Commissioner Toingar seconded the motion, which was unanimously approved.

*Respectfully submitted by Alicia Abernathey*