CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)
MEETING MINUTES
August 17, 2016 5:30 p.m.
Civil Rights Commission
50 2nd Avenue Bridge
Cedar Rapids, IA 52401

Commissioners Present: Ms. Salma Igram, Chair
Mr. Keith Rippy, Vice Chair
Mr. Leland Freie
Ms. Laura O'Leary
Mr. Esaie Toingar
Dr. Ruth White
Mr. Keith Wiggins

Staff Present: Ms. LaSheila Yates, Executive Director
Ms. Judy Goldberg, Investigator
Ms. Alicia Abernathey, Administrative Assistant

Guests: Bret Nilles, Ana Clymer, Leslie Wright

I. **Call to Order**
Commissioner Igram, 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 July Meeting**
Commissioner White moved to approve the minutes. Commissioner Rippy seconded the motion, which was unanimously approved.

V. **Action Items**
Motion authorizing staff to work with the Development & Personnel Committee to develop a Public Policy Development and Review Process
Judy Goldberg, Investigator, stated staff is proposing the creation of a Public Policy Development and Review process that when be used when considering policy and code changes. Ms. Goldberg provided an example of the Commission choosing to add weight as a protected class and walked them through the various elements of the process that it would go through in order to be approved. Ms. Goldberg stated part of the process would be gathering feedback from stakeholders.

Commissioner O'Leary arrived at 5:34 p.m.

Ms. Goldberg stated the process would involve review by the Development & Personnel Committee, review by the full Commission and review by City Council. If approved by all entities staff would meet with stakeholders to prepare them for the change. If not approved, staff would go back to the drawing board to see what changes need to be made.

LaSheila Yates, Executive Director, stated Ms. Goldberg would serve as the lead for the Public Policy Development and Review process. Ms. Yates stated this process is identified in the FY17 Work Plan as an action item.

Commissioner O'Leary moved to authorize staff to work with the Development & Personnel Committee to develop a Public Policy Development and Review Process. Commissioner Freie seconded the motion, which was unanimously approved.

VI. **United Way Community Conversations Presentation – Ana Clymer & Leslie Wright**

Leslie Wright, United Way, stated there is a Safe, Equitable and Thriving (S.E.T.) Task Force that works to address issues of equity in Cedar Rapids. United Way is working with the task force on "Community Voices for Safe, Equitable and Thriving Neighborhoods" conversations.

Ana Clymer, United Way, provided a handout explaining the overview of the conversations. Ms. Clymer stated the conversations are happening all across Cedar Rapids and are a way to get feedback from groups of people who usually do not get to have their voices heard. Ms. Clymer stated the conversations include groups of 6-12 people and all information collected will be kept confidential. The information will be used to create a report for the Mayor of Cedar Rapids that will provide recommendations on how to make Cedar Rapids a safe, equitable and thriving community. Ms. Clymer stated each conversation will have a host, conversation leader and recorder. The conversations will last between one and one and half hours depending on the group.

Commissioner White asked how the information has been communicated to the public. Ms. Clymer stated it has been published in the Gazette, on social media sites and through various partnerships. Commissioner Toingar asked if there would be discussion groups with immigrants or refugees. Ms. Clymer stated United Way is working with the Catherine McAuley Center to coordinate translated conversations.

VII. **Report from Chair**

Chair Igram stated she attended the ADA Celebration with the Commission's Intern, Briana Gipson, that were over 100 visitors to the Civil Rights booth. Chair Igram stated people liked the trivia wheel and receiving prizes from the Commission. Chair Igram stated the FY17 Work Plan was shared and approved at the August 9th City Council meeting.

VIII. **Committee Reports**

Outreach Committee

Commissioner Freie stated upcoming outreach events include Veterans Stand Down and Festival Latino coming in September. Commissioner Freie stated the Commission is hosting ADA training on August 29th at the downtown Library. Commissioner Freie stated there will be a multicultural expo in 2017 and a dialogue will take place with the Police Department to discuss concerns immigrants have and to get a better understanding of local laws.

Marion Civil Rights Commission Liaison

Bret Nilles, Marion Civil Rights Commission, stated the Marion Commission had a social event last week in which Commissioners and staff were able to get together and get to know each other in a social setting. Mr. Nilles stated planning sessions will be held to plan out guest speakers and other items to be completed.

IX. **Director's Report**

Ms. Yates stated the Commission partnered with the U.S. Department of Justice on a re-entry event in July and a thank you card was received for staff participation in the event. Ms. Yates stated

the Commission was represented at the end of summer event hosted by the Library in which staffed provided popcorn to the public and Donna the Dolphin made an appearance. A thank you card was received from the Library for staff participation at the event. Ms. Yates stated the Commission will be hosting "Legacies" speaker series and will include 10 minute talks from various individuals in a TED Talk format. The first series will focus on Black Women. Ms. Yates stated the Commission is working with the City to get the word out on a new MicroLoan program the City has. Ms. Yates stated she participated in interviews with the Cedar Rapids Community School District for the new Human Resources Manager.

X. **Adjournment**

Commissioner Freie moved to adjourn the meeting at 6:56 p.m. Commissioner Rippy seconded the motion, which was unanimously approved.

Respectfully submitted by Alicia Abernathey