CEDAR RAPIDS CIVIL RIGHTS COMMISSION (CRCRC)
MEETING MINUTES
September 21, 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
Ms. Laura O'Leary
Dr. Ruth White
Mr. Keith Wiggins

Commissioners Absent: Mr. Leland Freie
Mr. Esaie Toingar

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

Guests: Renae Forsyth-Christy, Eric Holthaus, Paul Hayes, Ken Morris

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 O'Leary moved to approve the minutes. Commissioner Rippy seconded the motion, which was unanimously approved.

V. **Cedar Rapids Community School District Diversity Dashboard Update**
Paul Hayes, Cedar Rapids Community School District, stated he will be providing current diversity statistics along with how they compare to last year's statistics. Mr. Hayes stated the Cedar Rapids Community School District is currently revising their Equity Action Plan. Ken Morris, Cedar Rapids Community School District, stated the school district recently hired a new Human Resources Director.

Mr. Hayes provided statistics on student diversity, by sex and by race; AP enrollment, by race and by free or reduced lunch; the talented/gifted program, by race and by free or reduced lunch; post-high school plans of students based on race; and suspensions statistics based on race. Mr. Hayes stated 10 schools in the district now have every student receiving free lunch. This will impact the diversity numbers in years to come as it will be harder to track students on free or reduced lunch.

LaSheila Yates, Executive Director, stated the school district is partnering with the Commission in providing a Career Day to underrepresented students that will focus on careers within municipal government.

VI. **Action Items**

Motion authorizing the CRCRC Chair to sign a FY17 Cooperative Agreement with the Iowa Civil Rights Commission and staff to take additional action as needed to fully execute the agreement

Chair Igram stated this is the same agreement the Commission enters into each year with the Iowa Civil Rights Commission for reimbursement of cases investigated by the Commission.

Commissioner Rippy moved to authorize the Chair to sign the FY17 Cooperative Agreement with the Iowa Civil Rights Commission and staff to take additional action as necessary to fully execute the agreement. Commissioner White seconded the motion, which was unanimously approved.

Motion authorizing the Executive Director to sign a FY16 Cooperative Agreement with HUD and staff to take additional action as needed to fully execute the agreement

Chair Igram stated this is the same agreement the Commission enters into each year with HUD for reimbursement of housing cases investigated by the Commission.

Commissioner White moved to authorize the Executive Director to sign the FY16 Cooperative Agreement with HUD and staff to take additional action as necessary to fully execute the agreement. Commissioner Wiggins seconded the motion, which was unanimously approved.

VII. **Report from Chair**

Chair Igram had no report.

VIII. **Committee Reports**

Development and Personnel Committee

Commissioner O'Leary stated the committee met on Monday and provided Executive Director Yates with her annual appraisal. Six out of seven commissioners provided feedback. Commissioner Toingar opted out of the review as he has only been with the Commission for a short time. Commissioner O'Leary stated the committee also reviewed the Standard Operating Procedures for the Public Policy Development and Review Process.

Outreach Committee

No report was presented.

Marion Civil Rights Commission Liaison

Renae Forsyth-Christy, Marion Civil Rights Commission, stated the Marion Commission is doing more outreach in the community and will host another StarPower Simulation event in the coming months. Ms. Forsyth-Christy stated the Marion liaison duties will be shared between her and Marion Commissioner Joe Ellis.

IX. **Director's Report**

Ms. Yates stated staff completed five mediations/conciliations in the last few months and the information regarding each settlement is in the packet and is posted on the website. Ms. Yates stated the first Legacies Series event will be held tomorrow evening at the downtown Library. Ms. Yates identified the various partnerships she is working on.

X. **Mission Moment – No Sustainability without Health & Equity Presentation**

Eric Holthaus, City of Cedar Rapids, stated his position was created with the City last November and he is working on sustainability efforts for the City. Mr. Holthaus provided a list of reasons why sustainability is important and ways of being equitable. Mr. Holthaus also identified the seven goals and forty four objectives for becoming a STAR community.

Ms. Yates stated she noticed Human and Civil Rights is listed as an objective for becoming a STAR community and asked what the Commission would need to do to help obtain that. Mr. Holthaus stated he would look into that and share the information with the Commission.

XI. **Adjournment**

Commissioner Wiggins moved to adjourn the meeting at 7:01 p.m. Commissioner Rippy seconded the motion, which was unanimously approved.

Respectfully submitted by Alicia Abernathey