

Cedar Rapids Civil Rights Commission Newsletter

Volume 9, Issue 3
July 2016

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Celebrations

July Celebrations

- National Black Family Month
- National Minority Mental Health Awareness Month
- National Wheelchair Beautification Month
- Social Wellness Month
- Freedom Week, July 4-10
- Captive Nations Week, July 17-23
- Independence Day, July 4
- Global Forgiveness Day, July 7
- World Population Day, July 11
- Simplicity Day, July 12
- Nelson Mandela International Day, July 18
- National Korean War Veterans Armistice Day, July 27
- Buffalo Soldiers Day, July 28
- International Day of Friendship, July 30



FY16 Year In Review

On behalf of the Cedar Rapids Civil Rights Commission, I am proud to share our 2016 Fiscal Year (FY16) accomplishments. With the thoughtful decision making of our Commissioners and extraordinary support of our staff, I am truly excited to share the Commission's achievements. The Commission also benefited by effectively collaborating with our community stakeholders and partners to meet our FY16 Work Plan goals. Below you will find a list of these goals and outcomes:

Goal 1:

Representation in Public Employment

– Increase awareness of public employment disparities through local data and outreach

Goal 2:

Fair Housing – Increase awareness of disproportionality in homeownership

Outcomes:

- A Service Agreement was established between the City of Cedar Rapids and the Cedar Rapids Civil Rights Commission, whereas CRCRC Executive Director LaSheila Yates began serving as the City's Chief Diversity Officer
- Chief Diversity Officer LaSheila Yates initiates listening tours with Department Directors and submits Diversity Climate Survey to Senior Management for feedback
- Proclamation submitted by the Commission for National Disability in Employment Awareness Month
- Human Resources Director Conni Huber and Chief Diversity Officer LaSheila Yates conduct presentations regarding the City's new Diversity and Inclusion Initiative
- CRPD Recruitment Staff, HR, and Chief Diversity Officer initiate ongoing diversity recruitment strategy meetings
- Commission hosts first annual Movie Night and Job Fair featuring the film "Selma"
- The City held its Employee Diversity Kickoff Meeting and shared Diversity Climate Survey results with the group
- City Directors participated in an onsite Implicit Bias Training and Education
- City's Employee diversity team establishes a name, regular meeting schedule, and project timeline
- Initiated City-wide employee awareness about the new Diversity and Equity Initiative through the Employee Newsletter
- Chief Diversity Officer LaSheila Yates attends a Diversity & Inclusion Strategic Leadership Program hosted by the Society for Human Resource Management in Washington, DC
- Employee diversity team works towards developing meeting expectations, commitments, and purpose

Outcomes:

- Commission hosts Fair Housing and Lending Training session
- Proclamation submitted by the Commission for Fair Housing Month
- Award Ceremonies for the Fair Housing Poster Contest
- Commission launches new eLearning Fair Housing Training

August Celebrations

- American Indian Heritage Month
- Black Business Month
- National Win With Civility Month
- Simplify Your Life Week, August 1-7
- Assistance Dog Week, August 7-13
- Be Kind to Humankind Week, August 25-31
- Hiroshima Day, August 6
- Assistance Dog Day, August 8
- International Day of the World's Indigenous People, August 9
- International Youth Day, August 12
- Senior Citizen's Day, August 21
- Women's Equality Day, August 26
- Individual Rights Day, August 29

September Celebrations

- National Service Dog Month
- National Hispanic Heritage Month
- International Week of the Deaf, September 19-25
- Labor Day, September 5
- LGBT Center Awareness Day, September 15
- Citizenship Day, September 17
- International Day of Peace, September 21

Goal 3:

Education –
Collaborate with the Cedar Rapids Community School District in efforts to reduce academic performance disproportionality

Goal 4:

Commissioner Influence –
Investigate effective practices in other communities and use program of work and performance standards to influence next year's plan

Points of Pride:

By The Numbers:

- Commission issues a Service Animal Public Service Announcement
- Commission launches a Bus Advertisement Campaign

Outcomes:

- Cedar Rapids Community School District presents its first District Diversity Dashboard at the CRCRC meeting
- Cedar Rapids Community School District presents its second District Diversity Dashboard at the CRCRC meeting

Outcomes:

- CRCRC approves FY16 Work Plan
- Cedar Rapids City Council approves Commission's FY16 Work Plan
- CRCRC published 2015 Annual Report
- City Council adopts ordinance change reducing number of Commissioners – Effective July 1, 2016
- City Council adopts amended 28E Agreement with Marion regarding Civil Rights Commission staffing services
- CRCRC creates FY17 CRCRC Education & Outreach Plan
- CRCRC established partnerships with the City, Linn County, and the Cedar Rapids Community School District to promote diversity, equity, and inclusion
- CRCRC tours Davenport Human Rights Commission Office
- CRCRC tours Iowa City Human Rights Commission Office

FY16 Accomplishments:

- Commission launches improved Smartphone Application
- Proclamation submitted by the Commission for Human Rights Month
- City of Cedar Rapids received a Municipal Equality Index Score of 99 out of 100 for the 2015 Human Rights Campaign
- Commission hosts first Mediation Training Session
- Proclamation submitted by the Commission for Dr. Martin Luther King Jr. Day for January 18
- Commission hosts second Mediation Training session
- Commission launches EnerGov as Case Management System
- Commission translates brochures and intake forms to Spanish, Swahili, Kurundi and French
- Commission contracts with Language Link to provide interpretation services to the public
- Commission works with the CR Police Department to remove outdated and discriminatory language from their code

- Staff conducted over 35 trainings related to Know Your Rights and Fair Housing reaching over 890 individuals
- Staff participated in 14 community events
- Staff met or exceeded all performance standards

FY16 Performance Standards and Actuals

- Customer Service (Average rating of 2.5 or higher on a 5 point scale)

Area	FY16 Goal:	FY16 Actual
Intake	2.5	4.33

Investigation	2.5	4.43
Outreach	2.5	5

- Investigations (85% of non-housing cases investigated in 300 days or less and 50% of housing cases investigated in 100 days or less)

Area	FY16 Goal:	FY16 Actual
Non-Housing	85%	100%
Housing	50%	100%

- Outreach (50% of participants rating presentations & events as satisfactory or better and 15% increased knowledge in participants after training)

Area	FY16 Goal:	FY16 Actual
Participant rating of presentation as satisfactory or better	50%	89%
Increased knowledge in participants after training	15%	22%

Mediation and Conciliations

- Mediations – Staff successfully mediated one housing case that led to training for the Respondent

Local Enforcement

- A probable cause housing case resulted in \$15,186 in damages awarded to the Complainant for emotional distress, physical pain and suffering and inconvenience. The Respondent was required to take Fair Housing training and revise their policies and procedures. As of July 18, 2016 the Respondent has met all requirements of the final order.

Introducing Our Newest Employees

Skyler Schrum, Intern

Skyler Schrum was born in 1999 in the state of Kansas. Skyler currently lives in the City of Marion, and attends Linn-Mar High School, and will be graduating in the class of 2017. Skyler is involved in school activities including presenting news regarding events at Linn-Mar through Linn-Mar Television also known as LMTV. In addition to LMTV Skyler is also active in the Linn-Mar tennis program during the spring season. Skyler has a great interest in political science, and aspires to become a lawyer. He plans to do so by attending the University of Northern Iowa to pursue a degree in political science, and minor in political communications. After participating in an internship at the Cedar Rapids Civil Rights Commission, through Workplace Learning Connection, Skyler has warmed up to a possible career at a Civil Rights Commission. Skyler has also considered a possible career as a defense attorney. Skyler worked with the Commission from June 14th to July 6th.

Anna Gardner, Intern

Anna Gardner was born in 1998 in Suwon City, South Korea. She currently resides near Central City, Iowa and is homeschooled through the Marion School District. She is involved with 4-H, music, and mock trial. Following her graduation in 2017, Anna plans to attend the University of Iowa with majors in Pre-Law and Business Administration. She hopes to continue on to law school with future plans of becoming an Assistant District Attorney. Anna will work with the Commission from July 13th until August 3rd.

Civil Rights Commission Bus Advertisements

The Cedar Rapids Civil Rights Commission is pleased to announce its 2016 Civil Rights Bus Advertisement Campaign. This campaign provides education and outreach to the community, especially those who use public transportation, on their civil rights. It also introduces the Commission as a resource for civil right violations.

In April 2016, the Commission began working with Houck Transit Advertising and the City of Cedar

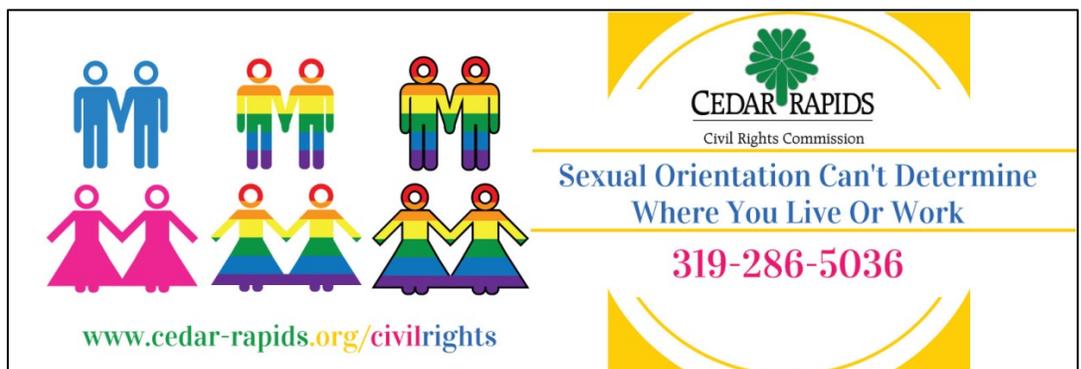
Rapids Transit Department to launch the campaign, which will run through the end of July 2016. The bus ads are located on Cedar Rapids Transit routes, on bus numbers 2445, 2438, and 2134. The ads specifically promote the protected classes of color, disability, sex, gender identity, national origin, race, religion and sexual orientation in the areas of housing and employment. See ads below.

The Commission encourages community members to understand that we are all different but our differences should not lead to exclusion. "It is not our differences that divide us. It is our inability to recognize, to accept and celebrate those differences." ---**Audre Lorde**

The Commission would like to give special thanks to Houck Transit Advertising and the City of Cedar Rapids Transit Department for their contributions to the campaign. We look forward to another diverse and inclusive bus advertisement campaign in the near future.



A bus advertisement for the Cedar Rapids Civil Rights Commission. On the left, a row of nine stylized human figures in various colors (pink, red, orange, yellow, green, cyan, blue, purple, and magenta) with small gender symbols above their heads. To the right is the Cedar Rapids Civil Rights Commission logo, featuring a green leaf-like symbol above the text "CEDAR RAPIDS Civil Rights Commission". Below the logo, the text reads "Gender Identity Can't Determine Where You Live Or Work" in pink and blue, followed by the phone number "319-286-5036" in blue. At the bottom left, the website "www.cedar-rapids.org/civilrights" is displayed in green and blue.



A bus advertisement for the Cedar Rapids Civil Rights Commission. On the left, three pairs of stylized human figures holding hands, representing different sexual orientations: two blue figures, two rainbow-colored figures, and two rainbow-colored figures. To the right is the Cedar Rapids Civil Rights Commission logo, featuring a green leaf-like symbol above the text "CEDAR RAPIDS Civil Rights Commission". Below the logo, the text reads "Sexual Orientation Can't Determine Where You Live Or Work" in blue and pink, followed by the phone number "319-286-5036" in pink. At the bottom left, the website "www.cedar-rapids.org/civilrights" is displayed in green and blue.



A bus advertisement for the Cedar Rapids Civil Rights Commission. At the top, the text "SKIN COLOR CAN'T DETERMINE WHERE YOU LIVE OR WORK" is written in blue, with "CALL 319-286-5036" in green below it. On the left is the Cedar Rapids Civil Rights Commission logo, featuring a green leaf-like symbol above the text "CEDAR RAPIDS Civil Rights Commission". The bottom half of the advertisement is filled with a row of many colorful hands in various colors (red, orange, yellow, green, blue, purple, pink, etc.) raised in a gesture of support or solidarity.

WHAT'S PREVENTING YOU FROM GETTING HOUSING?
TAKE ACTION AGAINST HOUSING DISCRIMINATION.
 Contact the Cedar Rapids **Civil Rights Commission**
1-319-286-5036
FAIR HOUSING IS YOUR RIGHT. USE IT!

CEDAR RAPIDS
 Civil Rights Commission

Outreach Events

Commissioners and staff have been participating in many summer events including the first Farmer's Market, CR PrideFest, Tanager Fest, the Asian Culture Festival, and Juneteenth. Check out our photos below! Also, be sure to join us as we take part in the following upcoming events. If you stop by our booth you'll have a chance to play our trivia game and win prizes!

- ADA Celebration on July 23rd at the Veteran's Memorial Stadium, 4:30 PM – 10:00 PM
- Summer Celebration on July 30th at Greene Square Park, 10:00 AM – 12:00 PM
- Stand Down Event on September 9th at Veteran's Memorial Stadium, TBD
- Festival Latino on September 18th on May's Island, 2:00 PM – 7:00 PM



Commissioner Leland Freie and Executive Director LaSheila Yates at AsianFest



Commissioner Ashley Reynolds, with daughter Naomi, and Investigator Judy Goldberg, with daughter Kylie, at Juneteenth



Investigator Judy Goldberg and Commissioner Dr. Emily Bowman at PrideFest



Donna the Anti-Discriminatory Dolphin at TangerFest

Who We Are

Civil Rights Commission Staff:

- LaSheila Yates, Executive Director
- Janet Abejo, Senior Investigator, Mediator
- Bernie Walther, Investigator
- Judy Goldberg, Investigator
- Alicia Abernathy, Administrative Assistant, Intake Specialist
- Briana Gipson, Intern

Civil Rights Commissioners:

- Leland Freie
- Salma Igram (Chair)
- Laura O'Leary
- Keith Rippy (Vice Chair)
- Esaie Toingar
- Ruth White
- Keith Wiggins

Civil Rights Commission Meetings

Commission Meetings occur the third Wednesday of each month at 5:30 PM and are open to the public.

Upcoming Meeting Schedule:

July 20, 2016
August 17, 2016
September 21, 2016
October 19, 2016
November 16, 2016
December 21, 2016

All meetings are held at the Cedar Rapids Civil Rights Commission Office, 50 2nd Avenue Bridge. Agendas and minutes can be found on our website (www.cedar-rapids.org/civilrights).

Any visually impaired or hearing impaired person needing assistance to participate in this meeting should contact Civil Rights at 319-286-5036 at least 48 hours prior to the meeting.



Cedar Rapids Civil Rights



CRCivilRights

Your Civil Rights

It is unlawful to discriminate in the areas of **Employment, Education, Public Accommodations, Credit, and Housing.**

Complaints of unlawful discriminatory treatment must be based on a person's **Age, Color, Creed, Mental or Physical Disability, Familial Status, Gender Identity, Marital Status, National Origin, Race, Religion, Sex (gender), or Sexual Orientation.** These categories are called protected class characteristics. It is also unlawful to retaliate against a person because such person has lawfully opposed any discriminatory practice.