

Cedar Rapids Civil Rights Commission Newsletter

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Celebrations

October Celebrations

- Bullying Prevention Month
- World Blindness Awareness Month
- LGBT History Month
- National Disability Employment Awareness Month
- Mental Illness Awareness Week, October 2-8
- Freedom From Bullies Week, October 16-22
- Freedom of Speech Week, October 17-23



FY17 First Quarter In Review

On behalf of the Cedar Rapids Civil Rights Commission, I am pleased to share our goals and outcomes for the first quarter of the Commission's FY17 Work Plan:

GOAL 1:

Representation in Public Employment –
Increase awareness of public employment disparities through local data and outreach

Outcomes:

- The Commission purchased bus advertisements that focused on gender identity, sexual orientation and race in employment
- Director Yates continues to Co-Chair the City's Diversity, Inclusion and Equity Team
- Director Yates submitted interview questions and participated in the Cedar Rapids Community School District's interview panel for hiring the Interim Executive Director of Talent Management
- The Cedar Rapids Community School District provided a Diversity Dashboard update to the Commission with information regarding the District's employment and student demographics, as well as academic performance indicators
- Director Yates was appointed to serve on the Iowa Human Rights Board

GOAL 2:

Fair Housing –
Increase awareness of disproportionality in homeownership

Outcomes:

- Staff provided Fair Housing training to Skogman staff and two landlords as part of settlement agreements. There were a total of seven trainings reaching approximately 200 people
- Staff participated in an online security training provided by HUD
- The Commission displayed the Fair Housing poster contest winners in various locations
- The Commission purchased bus advertisements that focused on gender identity, sexual orientation and race in housing
- Staff participated in a book talk featuring "There Are No Children Here"

- National Diversity Day, October 7
- World Mental Health Day, October 10
- Black Poetry Day, October 17
- National Forgiveness Day, October 29
- Halloween, October 31

November Celebrations

- American Indian Heritage Month
- National Native American Heritage Month
- World Kindness Week, November 13-19
- Day Light Savings Time, November 6
- Election Day, November 8
- Veteran's Day, November 11
- Transgender Day of Remembrance, November 20
- Thanksgiving, November 24

December Celebrations

- Universal Human Rights Month
- Human Rights Week, December 10-17
- Rosa Parks Day, December 1
- International Day for the Abolition of Slavery Day, December 2
- International Day of Persons with

GOAL 3:

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

Outcomes:

- Vice Chairperson Rippy, Commissioner Dr. White and Director Yates met with the Cedar Rapids Community School District Superintendent Dr. Buck and other key staff to review the District's 2016 Diversity Dashboard
- The Cedar Rapids Community School District provided a Diversity Dashboard update to the Commission with information regarding the District's employment and student demographics, as well as academic performance indicators

GOAL 4:

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

Outcomes:

- Commissioners and staff attended the 2016 History Makers Gala
- The Commission approved a Public Policy Development and Review process

POINTS OF PRIDE:

- Investigator Goldberg attended ADA "Making A Difference" training
- The Commission hosted Public Accommodations and the ADA training
- Investigator Goldberg attended a poverty simulation
- Staff participated in a book talk featuring "Queer Injustice"
- Staff and Commissioners attended the ADA Celebration
- Staff and Commissioners attended the Veterans Stand Down event
- Staff and Commissioners attended Festival Latino
- Staff attended the Summer DARE event
- The Commission sponsored a soccer team for the Wake Cup 2016 event
- The Commission hosted a "Legacies: Featuring Black Women" event
- Investigator Goldberg attended a "Communicating with Persons with Disabilities" training
- Staff provided Anti-Discrimination training to ASAC employees
- Staff attended an offender re-entry simulation event

STAFF PROFESSIONAL DEVELOPMENT:

- Investigator Abejo attended "Essentials of HR Law" training
- Investigator Abejo attended Equal Employment Opportunity training

December 3

- Human Rights Day, December 10

PERFORMANCE STANDARDS:

- Director Yates attended the 2016 Iowa League of Cities Conference
- Staff met or exceeded all performance standards in the first quarter. N/A represents no data for that category

FY17 Quarter 1 Performance Standards and Actuals

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

Area	FY17 Goal:	FY17 Quarter 1 Actuals
Intake	2.5	5
Investigation	2.5	4.33
Outreach	2.5	N/A

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

Area	FY17 Goal:	FY17 Quarter 1 Actuals
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	FY17 Goal:	FY17 Quarter 1 Actuals
Participant rating of presentation as satisfactory or better	50%	85%
Increased knowledge in participants after training	15%	23%

Successful Mediations and Conciliations To Date in FY17

MEDIATIONS

Area	Basis	Adverse Action	Settlement Terms
Housing	Physical Disability	Failure to relocate to 1 st floor unit	CP awarded \$200, Training for RP
Employment	Race, Retaliation	Loss of wages (bonus), loss of training opportunity	CP awarded \$1,000 bonus, Training for RP employees

CONCILIATIONS

Area	Basis	Adverse Action	Settlement Terms
Housing	Sex, Mental Disability	Sexual harassment, failure to allow companion animal, termination of tenancy	CP awarded \$600, Training for RP
Employment	Sex	Termination and sexual harassment	CP awarded \$700, RP will include "Equal Opportunity Employer" in employment advertising, RP will notify employees of non-discrimination policy in writing, Training for RP employees
Employment	Mental Disability, Retaliation	Excessive hours, harassment, termination	CP awarded \$900, RP will provide neutral reference for CP, CP employment status changed from termination to resignation, Training for RP employees

Civil Rights Commission Hosts Quarterly Trainings

On August 29, 2016 the Commission partnered with the CR Public Library and Great Plains ADA Center to host a presentation on Business Owners Rights & Responsibilities with the Americans with Disabilities Act. The event had approximately 30 people in attendance and was held at the downtown library. Executive Director LaSheila Yates opened the presentation with welcoming remarks and Julie Brinkhoff of Great Plains ADA Center facilitated the majority of the presentation.



Investigator Bernie Walther at the Public Accommodations and the ADA Training



Julie Brinkhoff, Great Plains ADA Center, conducting the Public Accommodations and ADA training

On November 9, 2016 the Commission will host a Veterans Employment Rights Education event in the 4th floor Chambers of the Veterans Memorial Building from 9:30 AM - 12:30 PM. The event is co-sponsored by the US Attorney's Office of the Northern District of Iowa, Linn County Veterans Affairs, IowaWORKS, and the Employer Support of the Guard and Reserve. Topics will include rights under the ADA and USERRA as well as employment resources through IowaWORKS and Home Base Iowa.

Outreach Events

Commissioners and staff participated in many summer events including the ADA Celebration, Summer DARE event, Veterans Stand Down event, Wake Cup 2016, Festival Latino and the Legacies Series Featuring Black Women. Check out our photos below!



Donna the Anti-Discriminatory Dolphin at the Summer DARE Event



Investigator Judy Goldberg at the Veterans Stand Down Event



Commissioner Toingar and Executive Director LaSheila Yates at the Wake Cup 2016 Event



Investigator Bernie Walther and Administrative Assistant Alicia Abernathy at Festival Latino



Commissioner Dr. Ruth White and Executive Director LaSheila Yates with Berlinda Owens and Kimberly Fitten at Legacies Featuring Black Women

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:

October 19, 2016
November 16, 2016
December 21, 2016
January 18, 2017
February 15, 2017
March 15, 2017

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 person with a visual impairment or who is deaf or hard of hearing 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.