

## GENERAL INFORMATION

### MISSION

The mission of the Cedar Rapids Civil Rights Commission is: “To secure for all individuals within the City of Cedar Rapids freedom from discrimination because of age, color, creed, disability, familial status, gender identity, marital status, national origin, race, religion, sex, or sexual orientation.”

### VISION

The vision of the Cedar Rapids Civil Rights Commission is: “A Cedar Rapids Community that is welcoming, inclusive and preserves the personal dignity of all people regardless of their age, color, creed, disability, familial status, gender identity, marital status, national origin, race, religion, sex, or sexual orientation so that we all may fulfill our productive capacities.”

### MEETINGS

Scheduled meetings are held on the third Wednesday of every month unless otherwise published, beginning at 5:30 pm in the Veteran’s Memorial Council Chambers.

### COMMISSIONERS

Keith Rippy, Chair	Term thru 2018
Salma Igram, Vice Chair	Term thru 2017
Emily Bowman	Term thru 2016
Leland Freie	Term thru 2017
Laura O’Leary	Term thru 2017
Ashley Reynolds	Term thru 2017
Robin Tucker	Term thru 2016
Ruth White	Term thru 2017
Keith Wiggins	Term thru 2017

### CITY COUNCIL LIAISON

Susie Weinacht

### STAFF

LaSheila Yates	Janet Abejo
Judy Goldberg	Bernie Walther
Alicia Abernathey	

# Civil Rights Commission FY16 Work Plan

## FY 2015 Highlights

<b>October 2014</b>	<ul style="list-style-type: none"> <li>• Creation of CRCRC Education &amp; Outreach Plan</li> <li>• Proclamation submitted by the Commission for National Disability in Employment Awareness Month</li> </ul>
<b>November 2014</b>	<ul style="list-style-type: none"> <li>• Commission adopts performance standards for investigations</li> <li>• Relocation to Veteran’s Memorial Building</li> <li>• Hosted Roll of the Dice event in partnership with Mount Mercy University with over 75 participants</li> </ul>
<b>February 2015</b>	<ul style="list-style-type: none"> <li>• Published 2014 Annual Report</li> </ul>
<b>March 2015</b>	<ul style="list-style-type: none"> <li>• Commission adopts performance standards for educational outreach and customer service</li> </ul>
<b>April 2015</b>	<p>Fair Housing Month:</p> <ul style="list-style-type: none"> <li>• Fair Housing Month Celebration and Community Open House</li> <li>• Proclamation submitted by the Commission for Fair Housing Month</li> <li>• Dedication of the Tommy Tucker Conference Room</li> <li>• Award Ceremony for the Fair Housing Media Contest</li> </ul>
<b>June 2015</b>	<ul style="list-style-type: none"> <li>• City Council adopts ordinance change aligning number of Commissioners with City Council size – Effective July 1, 2015</li> </ul>
<b>FY 2015</b>	<ul style="list-style-type: none"> <li>• Staff conducted over 20 trainings related to Know Your Rights and Fair Housing reaching over 540 individuals.</li> <li>• Staff participated in 26 community events.</li> </ul>

## Representation in Public Employment

### Goals and Ongoing Tasks

- Increase awareness of public employment disparities through local data and outreach.

### FY16 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> <li>• Continue collaboration with City of Cedar Rapids and Linn County for Human Resources purposes</li> </ul>	Staff	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Develop a 2014 State of Equity executive summary, or one sheeter, and share with City of Cedar Rapids and Linn County</li> </ul>	Staff	Fiscal year 2016

## Fair Housing

### Goals and Ongoing Tasks

- Increase awareness of disproportionality in homeownership.

### FY16 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> <li>• Continue Annual Fair Housing activities to possibly include media contest, movie night, Donna the Dolphin, etc.</li> </ul>	As available in FY16 Budget	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Continue participation in Safe CR training</li> </ul>	Staff	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Develop a 2014 State of Equity executive summary, or one sheeter, and share with Landlords of Linn County and Cedar Rapids Area Association of Realtors</li> </ul>	Staff	Fiscal year 2016

# Civil Rights Commission FY16 Work Plan

## Education

### Goals and Ongoing Tasks

- Collaborate with Cedar Rapids Community School District in efforts to reduce academic performance disproportionality.

### FY16 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> <li>• Reach out to new superintendent</li> </ul>	Staff and Commissioners	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Collaborate with Cedar Rapids School system to providing updates related to disproportionately in Cedar Rapids school system</li> </ul>	Staff and Commissioners	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Develop a 2014 State of Equity executive summary, or one sheeter, and share with Cedar Rapids Community School District contacts</li> </ul>	Staff and Commissioners	Fiscal year 2016

## Commissioner Influence

### Goals and Ongoing Tasks

- Investigate effective practices in other communities.
- Use program of work and performance standards to influence next year's plan.

### FY16 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> <li>• Research what best practices other communities use</li> </ul>	Commissioners	Fiscal year 2016
<ul style="list-style-type: none"> <li>• Evaluate what worked and what didn't work to incorporate change in the next work plan</li> </ul>	Staff and Commissioners	End of Fiscal year 2016