

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

Salma Igram, Chair	Term thru 2017
Keith Rippy, Vice Chair	Term thru 2018
Leland Freie	Term thru 2017
Laura O’Leary	Term thru 2017
Easie Toingar	Term thru 2019
Ruth White	Term thru 2017
Keith Wiggins	Term thru 2017

CITY COUNCIL LIAISON

Scott Overland

STAFF

LaSheila Yates, Executive Director & Chief Diversity Officer
Janet Abejo, Senior Investigator
Judy Goldberg, Investigator
Bernie Walther, Investigator
Alicia Abernathey, Administrative Assistant & Intake Specialist
Briana Gipson, Intern

FY16 Goals and Outcomes

Goal 1:

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

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 initiated listening tours with Department Directors and submitted 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 conducted presentations regarding the City’s new Diversity and Inclusion Initiative
- CRPD Recruitment Staff, HR, and Chief Diversity Officer initiated ongoing diversity recruitment strategy meetings
- Commission hosted 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 established 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 attended a Diversity & Inclusion Strategic Leadership Program hosted by the Society for Human Resource Management
- Employee diversity team worked towards developing meeting expectations, commitments, and purpose

Goal 2:

Fair Housing –
Increase awareness of disproportionality in homeownership

Outcomes:

- Commission hosted Fair Housing and Lending Training session
- Proclamation submitted by the Commission for Fair Housing Month
- Held Award Ceremonies for the Fair Housing Poster Contest
- Commission launched new eLearning Fair Housing Training
- Commission issued a Service Animal Public Service Announcement
- Commission launched a Bus Advertisement Campaign

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Goal 3:

Education –

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

Outcomes:

- Cedar Rapids Community School District presented its first District Diversity Dashboard at the September CRCRC meeting
- Cedar Rapids Community School District presented its second District Diversity Dashboard at the March CRCRC meeting

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:

- CRCRC approved FY16 Work Plan
- Cedar Rapids City Council approved Commission's FY16 Work Plan
- CRCRC published 2015 Annual Report
- City Council adopted ordinance change reducing number of Commissioners – Effective July 1, 2016
- City Council adopted amended 28E Agreement with Marion regarding Civil Rights Commission staffing services
- CRCRC created 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 toured Davenport Human Rights Commission Office
- CRCRC toured Iowa City Human Rights Commission Office

Points of Pride:

FY16 Accomplishments:

- Commission launched 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 hosted first Mediation Training Session
- Proclamation submitted by the Commission for Dr. Martin Luther King Jr. Day
- Commission hosted second Mediation Training session
- Commission launched EnerGov as Case Management System
- Commission translated brochures and intake forms to Spanish, Swahili, Kurundi and French
- Commission contracted with Language Link to provide interpretation services to

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clients

- Commission worked with the CR Police Department to remove outdated and discriminatory language from their code

By The Numbers:

- 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%

Mediations and Conciliations

- Mediations – Mediation of a housing case 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 also 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

Representation in Public Employment

Goals and Ongoing Tasks

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

FY17 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> • Continue to collaborate with City of Cedar Rapids and Linn County for Human Resources purposes 	Staff	Fiscal year 2017
<ul style="list-style-type: none"> • Share FY17 Work Plan with City of Cedar Rapids and Linn County 	Staff	Fiscal year 2017

Fair Housing

Goals and Ongoing Tasks

- Increase awareness of disproportionality in housing

FY17 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> • Continue Annual Fair Housing activities to possibly include a poster contest, movie night, a Public Service Announcement, Donna the Dolphin, and other outreach activities as identified in the FY17 Outreach Plan. 	As available in FY17 FHAP Budget	Fiscal year 2017
<ul style="list-style-type: none"> • Continue participation in Safe CR training 	Staff	Fiscal year 2017
<ul style="list-style-type: none"> • Share FY17 Work Plan with Landlords of Linn County and Cedar Rapids Area Association of Realtors 	Staff	Fiscal year 2017

Civil Rights Commission FY17 Work Plan

Education

Goals and Ongoing Tasks

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

FY17 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> • Continue to collaborate with the Cedar Rapids Community School District to provide updates related to disproportionately in the Cedar Rapids school system 	Staff and Commissioners	Fiscal year 2017
<ul style="list-style-type: none"> • Share FY17 Work Plan with Cedar Rapids Community School District contacts 	Staff and Commissioners	Fiscal year 2017

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

FY17 Action Items

Item	Cost or resource	Timeline
<ul style="list-style-type: none"> • Research what best practices other communities use 	Commissioners	Fiscal year 2017
<ul style="list-style-type: none"> • Evaluate what worked and what didn't work to incorporate change in the next work plan 	Staff and Commissioners	End of Fiscal year 2017
<ul style="list-style-type: none"> • Develop Public Policy Process 	Staff and Commissioners	End of Fiscal year 2017