

CEDAR RAPIDS CIVIL RIGHTS COMMISSION  
Second Floor, Veterans Memorial Building  
23 April 2008

Commissioners and staff met for the regular meeting of the Cedar Rapids Civil Rights Commission at 4:30 PM, Wednesday, 23 April 2008, in the conference room, Civil Rights Commission office, 425 Second Street SE, Suite 960, Cedar Rapids, Iowa.

Commissioners Present: Ms. Miriam Amer, Chair  
Mr. George Holmes, Vice Chair  
Mr. Virgil Gooding  
Ms. Janet Johnson  
Mr. Momodu Kamara  
Mr. Kavi Parupally  
Mr. Roy Porterfield  
Ms. Dolores Reisinger  
Ms. Tara Youells  
Ms. Nancy Lee Ziese

Commissioners Absent: None

Staff Present: Mr. Kenneth White, Executive Director  
Ms. Christina Larsen, Staff Administrative Assistant

Guests: Ms. Conni Huber, Human Resources Director  
Mr. Len Sandler, University of Iowa  
Ms. Emily Evers, University of Iowa  
Ms. CJ Schmidt, NAACP

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Noting a quorum, Miriam Amer, Chair, called the meeting to order at 4:38 PM.

#### **APPROVAL OF MINUTES**

Roy Porterfield motioned the approval of the April 12, 2008 meeting minutes with Nancy Lee Ziese seconding. The minutes to the April 12, 2008 Commission meeting were approved as printed by unanimous vote.

#### **PARLIAMENTARY PROCEDURES**

With no objections, the Parliamentary Procedure discussion will be resumed at the next regular meeting.

*Please note: Commissioner Kavi Parupally arrived.*

#### **OLD BUSINESS**

##### **REVIEW OF CITY OF CEDAR RAPIDS CHAPTER 69 ORDINANCE**

Miriam suggested postponing the vote on the final draft until the next regular scheduled meeting in favor of enabling a better amount of time to digest the reports submitted by the University of Iowa and in the best interest of the Commission. With no objections, the review of the Ordinance draft discussion and vote will be resumed at the next regular meeting.

## **DIRECTOR'S REPORT**

Kenneth White reviewed his recent activities, including:

- ◆ Helping develop the television advertisements and performing the voiceover for such. He noted that current staff appear in the ads.
- ◆ Working with Abbe Center and is scheduled to train 60 of their staff next month in our office.
- ◆ Working on housing exhibit, which is on display at the museum, noting that this summer it will be in the library.
- ◆ Working with Taft middle school student leaders regarding name calling and bullying.
- ◆ Working with Wright elementary home school students regarding racism.
- ◆ Working with approximately 30 staff and residents at Westover Manor on some issues they are having with racism, name-calling, etc.

Kenneth explained that a lot of this current activity has stemmed from the story that ran in the gazette regarding the group he is working with at Taft middle school.

*Please note: Commissioners Janet Johnson and Tara Youells arrived.*

There was brief discussion regarding the potential for testing for sexual orientation discrimination in housing, why it has not happened, and how it could.

There was general discussion regarding not informing the Commissioners prior to the latest housing audit being performed, the cost of the study, and where the funding was derived. The general consensus was that the Commissioners prefer to be notified prior to anything appearing in the media, if not before that time.

## **NEW BUSINESS**

CJ Schmidt, NAACP, addressed the Commission thanking them for their work.

Miriam turned the meeting over to George Holmes, Vice Chair.

## **ANNUAL REVIEW OF COMMISSION EXECUTIVE DIRECTOR**

Conni Huber introduced herself to the Commission explaining that she was there to assist in designing a process for an annual review. George motioned to form a subcommittee to review the director, with the assistance of human resources, with Roy seconding. After brief discussion, George made a friendly amendment to have the entire Commission review versus a subcommittee where Roy accepted the amendment.

*Please note: Commissioners Nancylee Ziese and Dolores Reisinger left the meeting.*

There was general discussion of different types of reviews and methods followed by a unanimous vote to have the entire Commission involved in and performing the annual review of the Commission executive director.

The Commission requested that Kenneth prepare a list of goals and send to the Commission prior to the May 3<sup>rd</sup> meeting.

SPECIAL MEETING OF THE COMMISSION

Roy motioned that the Commission hold a special meeting for further work on the annual review process on Saturday, 03 May 2008 at 9:30 AM. Virgil Gooding seconded the motion which passed by unanimous vote.

Virgil motioned to adjourn with Tara Youells seconding at 5:52 PM. The meeting was adjourned by unanimous vote.

**NEXT MEETING**

THERE WILL BE A SPECIAL MEETING OF THE COMMISSION HELD SATURDAY, 03 MAY 2008 AT 9:30 AM.

The next regular meeting will be at Noon, Wednesday, 28 May 2008, in the Civil Rights Commission office conference room.

Respectfully submitted,

Christina Larsen  
Administrative Assistant III