



**Approved Minutes – Meeting of the Iowa Civil Rights Commission,
December 17, 2021**

- I. Roll Call -
Commissioners: Gina Battani, Justin Johnston, Sam Kooiker, Patricia Lipski, Dennis Mandsager, Marcelena Ordaz, Holly White.
- II. Recognition of Staff, Public, Press –
Staff: Charles Hill, Kaitlin Smith, Katie Fiala, Marie Agey, Adam Brewster. Brenna Bormann, Reece Elphic.
Public: Don Grove.
Press: Laura Belin.
- III. Approval of Minutes –
Minutes from meetings on November 19, 2021, were presented. A motion to approve the minutes was made by Commissioner Mandsager, seconded by Commissioner White. Approved by vote. Motion carried.

Current/Ongoing Business

- IV. Status Report on Workgroups.
 - a. Employee Retention Group – Two main themes from employee questionnaires – inadequate compensation and lack of promotional opportunities. Also discussed different ways of getting the questionnaire out to former employees.
 - b. Pay Group – Discussion on the salaries for comparable positions within the state and how to best format to present the information gathered to the Governor’s office.
- V. Outreach Update
 - a. Iowa Summit on Justice and Disparities – ICRC represented by Jacob Bennington.
 - b. Austin Moore and Rachel Large did a training on harassment in the workplace.
 - c. Future events include a fair housing presentation at the Urbandale library and putting together a CLE for the ALJs at DIA.
 - d. State Fair Conversation with Human Rights – Discussed the possibility of sharing a booth at the Iowa State Fair, but Human Rights hasn’t had a presence at the State Fair for the last eight years, but have been working on an online.


New Business

- VI. Discussion on Powers and Duties of Chair and Vice-Chair.
- VII. Public Comment – No comments from members of the public.

Standing Business

- VIII. Director’s report
 - a. Budget Updates – Charles Hill met with the representatives for preliminary budget discussions. Discussed possibly requesting more money related to the increase in civil rights complaints

- related to mask/vaccine requirements. The Commissioners asked questions regarding the salary for the executive director and increasing the number of FTEs currently authorized for the ICRC.
- b. Status of Permanent Executive Director Search – No update.
 - c. Employee Updates – One CS departure, Alex Cleverley, moving on to another employment opportunity. Currently hiring for four CRS positions.
- IX. Litigation Update – Two housing cases pending, scheduled for trial in the end of 2022 and the middle of 2023. Two judicial review cases that are still pending and will go through briefing.
- a. Commissioner Gina Battani – Nothing to report.
 - b. Commissioner Justin Johnston – Nothing to report.
 - c. Commissioner Sam Kooiker – Asked to add budget planning to the agenda of the next meeting.
 - d. Commissioner Patricia Lipski – Nothing to report.
 - e. Commissioner Dennis Mandsager – Discussed the work of the subcommittees and including a letter from the interim director to attach with the report to the Governor's office.
 - f. Commissioner Marcelena Ordaz – Nothing to report.
 - g. Commissioner Holly White – Nothing to report.
- X. Next Meeting – Next commission meeting scheduled for January 21, 2022.
- XI. Call to adjourn. Meeting adjourned by Commissioner Ordaz.

 2/17/22