

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

**Unapproved Minutes – Meeting of the Iowa Civil Rights Commission,
January 21, 2022**

- I. A motion to ask Patricia Lipski to lead the meeting was made by Commissioner Johnston, seconded by Commissioner Kooiker. Approved by vote. Motion carried.
- II. Roll Call -
Commissioners: Gina Battani, Justin Johnston, Sam Kooiker, Patricia Lipski, Dennis Mandsager.
- III. Recognition of Staff, Public, Press –
Staff: Stan Thompson, Kaitlin Smith, Charles Hill, Katie Fiala, Sierra Walker, Kerry Hainline, Amy Quail, Samantha Nordstrom, Adam Brewster, Roberto Rodriguez Peterson, Brenna Bormann, Joe Austen, Austin Moore, Jacob Bennington.
- IV. Approval of Minutes –
Minutes from meetings on December 17, 2021, were presented. A motion to approve the minutes was made by Commissioner Kooiker, seconded by Commissioner Mandsager. Approved by vote. Motion carried.
- V. Introduction of Executive Director Stan Thompson

Current/Ongoing Business

- VI. Status Report on Workgroups.
 - a. Discussion on request for salary increases – Commissioner Mandsager and Commissioner Battani discussed the respective reports they prepared. Director Thompson discussed his and Kaitlin Smith’s recent meeting with DAS employees on possibilities for obtaining additional compensation for current and future employees. Questions were raised regarding a request for additional funds directly from the Justice System Appropriations Subcommittee. Director will report to Commissioners on need for such a request.
- VII. Outreach Update – Joe Austen
 - a. Conducted a virtual training with the Iowa Department of Human Rights.
 - b. CRS Mat Gore presented a Fair Housing training to Newbury Property Management.
 - c. CRS Joe Austen and AAG Katie Fiala presented a CLE for administrative law judges at the Department of Inspections and Appeals.
 - d. Upcoming outreach includes the Drake Career Fair in February and then the Governor’s Conference on LGBTQ Youth in April.
 - e. Commissioners Kooiker and Battani asked questions regarding outreach efforts with ICRC’s social media sites, which CRS Sierra Walker answered.
- VIII. Status of Posting Agenda, Minutes, and Meeting Recordings – Charles Hill reported on the recent conversation with the Office of the Chief Information Officer (OCIO) regarding those posting of the audio of commission meetings. Discussion ensued regarding various options for posting the audio. Also discussed the possibility of having meetings via Zoom in the future.

- IX. Discussion on Intake and Review Process – Commissioner Kooiker asked questions regarding the complaint intake process, which ICRC staff responded to. Commissioner Battani also shared her thoughts on the complaint process. Questions were raised regarding usage and accessibility of the website and staff will review.
- X. Discussion on updates to website – Commissioner Battani made several suggestions regarding the content of the ICRC websites, and possible improvements that could be made to the website.

New Business

- I. Discussion on Preliminary Budget Request Process – Discussion ensued regarding the budget request process, and possible requests for an increase in budget for FY22 and FY23. Commissioner Kooiker made a motion to seek a budget increase equivalent three Civil Rights Specialist FTEs, which Commissioner Battani seconded. Director Thompson suggested he should first review the current budget further and see if there was any data to support the motion to make a larger budget requests. Commissioner Kooiker made a motion to table the motion, which Commissioner Mandsager seconded. Approved by vote. Motion carried.
- II. Discussion on training and outreach materials in relation to HF2647 (2020) and the City of Des Moines Ordinance NO. 15,906 (2020) – Commissioner Gina Battani discussed the status of training to ICRC staff regarding biased policing, and asked questions regarding such, which ICRC answered.
- III. Discussion on Iowa Administrative Code §161-3.12(1)(b)(2) regarding requests for extensions – Commissioner Gina Battani asked questions regarding extensions granted to parties during the complaint process, which Kaitlin Smith answered.
- IV. Public Comment – None.

Standing Business

- XI. Director's report
 - a. Office Updates
 - b. Status of Federal Contracts
 - c. Employee Updates
- XII. Litigation Update – Assistant Attorney General Katie Fiala
- XIII. Commissioners' Reports
 - a. Commissioner Gina Battani
 - b. Commissioner Justin Johnston
 - c. Commissioner Sam Kooiker
 - d. Commissioner Patricia Lipski
 - e. Commissioner Dennis Mandsager
- V. Next Meeting – Next commission meeting scheduled for February 18, 2022.
- VI. Call to adjourn. Meeting adjourned by Commissioner Lipski.