

Iowa Civil Rights Commission Organizational Structure

*As of December 18, 2015
TOTAL FTE 28.5 (2 vacancies)*

The Iowa Civil Rights Act of 1965



Supervisory Responsibilities

Kristin H. Johnson, Executive Director

- Management of ICRC
- Legislative liaison
- Reconsiderations
- Grants and Special Projects
- Education/Outreach
- Mediation
- Conciliation / Compliance Monitoring
- Commission/Appeals
- Non-housing investigations

Don Grove

- Non-housing Screening
- Housing Intake and Investigations
- Testing
- Training Scheduling
- HUD Liaison

Kaitlin Smith

- Intake/ Non-Housing JR
- Front Desk, Docketing, Closures
- Mediation Coordinator
- EEOC Liaison
- Non-Housing Pre-Mediation Scheduling
- IT, Web, CMS

December 18, 2015

**Governor Terry Branstad
Lt. Gov. Kim Reynolds**

State Commissioners
Angela Williams (chair), Patricia Lipski,
(vice chair) Lily Hou, Mathew Hosford,
Lawrence Cunningham, Douglas
Oelschlaeger, Thomas Conley

**Assistant Attorney General
Katie Fiala**

**Kristin H. Johnson,
Executive Director**

**Front Desk, Intake/Non-Housing
JR, Docketing, Pre-Mediation,
Closures, IT, Website, EEOC
Liaison**

Kaitlin Smith

Administrative Support Unit
Front Desk: Hilda
JR processing: Annette, Ramona,
Sylvia
Closures: Annette, Ramona,
Kaitlin

Mediation Coordinator
Heidi

Intake Non -Housing
Ramona, Annette

IT, Website, CMS
Matt, Kerry

**Education, Outreach, Grants,
Special Projects, Mediation,
Conciliation / Compliance
Monitoring, Commission/Appeals,
Data Coordinator**

Non-Housing Investigations
Michelle, Sean, Deb, Stephanie,
Ben, vacant

Conciliation
Assignments by Rotation

Compliance Monitoring
Natalie

Mediation
Volunteers Project and Certified
ICRC Staff

Reconsideration Requests
Director

Grants and Special Projects
Director and Designees

**Housing Intake/Investigations,
Testing, Screening, Non-Housing
Investigations, Training
Scheduling, HUD Liaison**

Don Grove

Housing Intake and Testing
Kerry, Sylvia

Screening
Matt, Andrew, Andy, Polly, Alexis,
Frank, Joshua, Jill

HUD Investigations
Danny, Emigdio, Linda, Brooke