



# STATE OF IOWA

KIM REYNOLDS, GOVERNOR  
ADAM GREGG, LT. GOVERNOR

KRISTEN STIFFLER, EXECUTIVE DIRECTOR

Friday, November 17, 2023, at 1:15 p.m.  
Grimes State Office Building  
Grove Conference Room, Iowa Civil Rights Commission  
400 E 14th Street  
Des Moines, IA 50319

## Approved Meeting Minutes, November 17, 2023

### I. **Roll Call**

All commissioners present

- Kooiker & Ordaz virtual for due to previous work travel and personal events

### II. **Recognition of Staff, Interns, Public, and Press**

### III. **Approval of Minutes from September and October meeting**

September Commission meeting - moved by Commissioner Kooiker, second by Kennedy. Discussed format and responsibility. Mandsager made an amendment to the motion for correcting numbers and changing work. Motion carried to approve with amendments

September Working session - Motion to approve by Commissioner DeKock, seconded by Commissioner Kennedy. Motion carried.

October Commission meeting - motion to approve by commissioner DeKock, seconded by Kooiker. Correct ALG to ALJ. List full roll call at the beginning. Move Affirmed all ALG findings with the exception of making one modification to increase Emotional Distress damages. Full decision report to come and list award damage change under number VII. Motion carried.

### IV. **Acceptance of Agenda**

Motion to accept was made by Commission Kooiker and seconded by Mandsager. No discussion. Motion carried.

### V. **Public Comment (oral or written)** – pursuant to temporary public decorum rules adopted on May 19, 2023 public comment shall be limited to four minutes

No public comment.

### VI. **Standing Business**

#### Director's Report

#### 1. Written Report Submitted

Executive Director Stiffler provided clarification on positions no longer requiring a JD. Attorney 1 does require JD, does not require the practicing of law. Commissioner Kooiker extended appreciation to Executive Director Stiffler and team for all of the work on the staffing changes and the positive impact it will have on recruiting in the future. Executive Director Stiffler to send out the 6-month event calendar to the Commissioners once they have it complete.

#### 2. Budget Update

Executive Director Stiffler confirmed the agency requested the same amount as last year. This will keep ICRC at the same appropriation as last year. Similar to other state agencies. Unsure if there will be a need for permanent FTEs. Currently using part-time

staff to help with backlogs and it has shown to be successful thus far. Is a great pipeline and already hired one part-time into a full-time role.

**VII. Old Business**

**Boards & Commission Committee Review**

Commissioner Mandsager reported on his findings thus far in discussing the review with others outside of the commission. Commissioner Mandsager made the recommendation to weigh in on this current review. Executive Director Stiffler clarified that the review has to complete the full legislative process. Where it sits now is that the bill will need to be drafted and a legislature will be identified that would have to take it through the funnel. For the Civil Rights Commission specifically, the recommendation is to go from 7 to 5 and to review the roles and responsibilities as it relates to 216. Mandsager asked what Director Stiffler's recommendations were and she said they had made those recommendations directly to the Governor's office and committee, and they would be provided at the appropriate time. At this time, there is no predicting what the outcome will be. Commissioner Kooiker provided feedback on the change in numbers and the challenge to meet requirements of political party, geography and gender of participating members on the commission. Kooiker expressed appreciation to the Governor and her team for reviewing the committees and said these are difficult discussions. Stiffler mentioned it would also impact quorum, but noted the reduction in size was on many committees, not just ICRC. Others weighed in on the potential change in number on the commission. Commissioner Mandsager raised the issue in 216 to clarify the role of commissioners being advocates. No motion was made.

**VIII. New Business**

None

**IX. Commissioners' Reports**

Commissioner Holly White - No report

Commissioner Marcelena Ordaz - Tyler will have the typed decision for signing by the next meeting to affirm the decision we made publicly coming out of closed session last month.

Commissioner Dennis Mandsager - No report

Commissioner Sam Kooiker - Happy Thanksgiving to all! No report

Commissioner Don DeKock - Continuing to review cases around law enforcement. Commissioner Daniel Kennedy - No report

**X. Set Next Meeting**

Cancel December meeting - staff moving buildings

January date will resume as normal on the 3rd Friday of the month, January 19, 2024

**XI. Adjournment**

Motion to adjourn made by Commissioner Kooiker, seconded by Commissioner Kennedy. No discussion. Motion carried. Meeting adjourned at 2:30

Signed by:

*Marcelena Ordaz*

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Chairwoman, Marcelena Ordaz

9/18/2024

Date