



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
CHRIS COURNOYER, LT. GOVERNOR

Friday, November 22, 2024 1:15p.m. Pilot Knob Conference Room
6200 Park Ave., Des Moines, IA 50321

Approved Minutes

- I. Roll Call Commissioners (Chair Ordaz, Vice Chair White, Secretary Kooiker, DeKock, Elsloo)**
 - a. Recognition of Agency Leadership *All Commissioners present. DeKock and Kooiker were in the Conference room, with Elsloo, White and Ordaz by video conference. Also present in the room was Kristen Stiffler. Several staff members were dialed in.*
- II. Approval of Minutes from October 18 and November 6 (working session).** *Motion to approve by DeKock, seconded by Kooiker. Unanimously approved.*
- III. Acceptance of Agenda.** *Elsloo made a motion to approve the agenda as written, with one change, to move "Executive Director Stiffler's Vision to be first under Strategic Planning.*
- IV. Public Comment (oral or written) – pursuant to public decorum rules adopted on August 16, 2024, public comment shall be limited to four minutes.** *None.*
- V. AG Update.** *AAG Katie Fiala provided an update including: Court of Appeals decision pending in Ngwangwa v Tyson Fresh Meats. Also decision has been made in Ngwangwa v ICRC. Cases can now be received by 11:59 pm on the 300th day.*
- VI. Strategic Planning.** (from August 16, September 20, October 18 & November 6)
 - a. Continued discussion on mission and goals; consideration of mission statement (amendments possible at meeting):
The Iowa Civil Rights Commission is dedicated to upholding justice and fairness by thoroughly reviewing appeals related to civil rights violations. We strive to ensure that every case is evaluated with integrity, transparency, and respect for all individuals involved. Our mission is to foster an equitable society by promoting accountability and providing a platform for marginalized voices. Recommendation, by consensus, was to delete the last sentence of the proposed mission statement. Ordaz, White and Stiffler working together to share the mission statement with the Governor's Office.
 - b. Executive Director Stiffler's vision *This was discussed before item VI a. Stiffler provided an overview from her perspective of the history of the changes, starting in 1965 with the passage of the ICRA, and in 1977 the director began to be appointed by the Governor rather than the Commission, which created a conflict in Law that wasn't corrected until 2024, the intention of the 1977 and 2024 legislation was for the agency to be run by a political appointee.*

White signed off at 2:29 pm as she had another meeting to attend.
 - c. Commissioner Don DeKock – updates on legislator meetings *DeKock has been meeting with legislators to gauge if there will be additional action taken or legislation proposed for 2025 session. It was noted by Stiffler that Section 3 in the SF2385 didn't prohibit lobbying and the Commissioners have been involved in lobbying in years past as well. Elsloo asked about lobbying for another organization and being a commissioner. Stiffler offered to discuss with her further outside the meeting to assist her in this review.*
 - d. Discuss budget *Status quo budget, no increase in General Fund portion. There have been several promotions to Attorney 2. HUD has generated an additional \$100,000.*
- VII. Requirements for Commissioners' annual report and reporting of appeals** (continued from October 18 and November 6 work session). *Commission actions will be included. No deadline for report. The handout provided at the meeting is what the annual report is based off of.*

VIII. Commissioners' Reports

- a. Commissioner Don DeKock – Lobbyist *Discussion of law enforcement review. Reviewing the questionnaires involved in law enforcement cases. Stiffler and Fiala noted it is ok for DeKock to continue to review closed cases that are not subject to appeal to the Commission.*
- b. Commissioner Cheryl Elsloo *None*
- c. Commissioner Sam Kooiker – Secretary *Asked if the statute of limitations should be reviewed. Stiffler offered to provide the research she has.*
- d. Commissioner Marcie Ordaz – Chair *None*
- e. Commissioner Holly White – Vice Chair

IX. Next Meeting - December 20, 2024. *Confirmed for December 20 at 1:15 pm.*

X. Adjournment *Motion by Kooiker, seconded by DeKock to adjourned. Unanimously approved. 3:22 pm.*

Signed by:

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9/12/2025