



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
CHRIS COURNOYER, LT. GOVERNOR

Friday, Dec 20, 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 1:17 pm: *Present, White, De Kock, Elsloo, Kooiker*
Staff: Kristen Stiffler, Kaitlin Smith and AAG Katie Fiala
- II. Approval of Minutes from November 22.** *Motion by Elsloo, 2nd by Kooiker with several amendments. Motion carried unanimously.*
- III. Acceptance of Agenda.** *Motion by DeKock, 2nd by Elsoo to approve. Motion carried unanimously.*
- 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.** *By AAG Fiala update on Cianzio v ISU, re Section 216.6A. Allows for recovery for the period of discrimination.*
- VI. Director's update.** *Currently a posting for a new position in the office, education and outreach coordinator – Program Planner II.*
- VII. Timeframe for appeals, potential recommendation for change to the ICRA.** *A complaint can now be filed up to 11:59 pm on the 300th day. The rules have been updated accordingly. HUD is 365 days, EEOC is 300 days, everything else is 300 days. Stiffler offered to look at the HUD data and see if a query was possible to determine the number of rejected HUD cases,*
- VIII. Clarification on terms of office for reappointed commissioners.** *There are discussions with the Governor's office on the staggering of the terms of office. The position in the Governor's office working with appointments has recently changed. The current understanding is the terms expire at the same time as previous, although this is recognized that with some commissioners there will be proportionately more vacancies.*
- IX. Strategic Planning.** (from August 16, September 20, October 18, November 6, November 22)
- a. Commissioner Don DeKock's – updates on legislator meetings *DeKock has been talking to legislators, open to change, but no one he has talked to is currently planning to seek changes.*
- b. 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. *Motion by Kooiker, 2nd by DeKock to table to the next meeting. Chair White declared tabled by consensus, no objection.*

X. Commissioners' Reports

- a. Commissioner Don DeKock – Lobbyist *DeKock continuing to visit with legislators. He said he is also interested in the HUD case data post-300 days.*
- b. Commissioner Cheryl Elsloo *No report.*
- c. Commissioner Sam Kooiker – Secretary *No report.*
- d. Commissioner Marcie Ordaz – Chair *Not at the meeting.*
- e. Commissioner Holly White – Vice Chair *No report.*

XI. Next Meeting – January 17, 2024. *White cannot attend the 17th. Consensus to keep meeting on the 17th at 1:15 pm.*

XII. Adjournment *Motion by DeKock to adjourn, 2nd by Elsloo. Motion carried unanimously. Adjourned 2:06 pm.*

Any person needing special assistance or with accessibility needs should contact the Iowa Office of Civil Rights at 515-281-4121 or icrc@iowa.gov.

Signed by:

EE16368C52F94A2...

9/12/2025