



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
CHRIS COURNOYER, LT. GOVERNOR

Friday, October 17, 2025, 1:15 p.m.
Ledges Conference Room
6200 Park Ave., Des Moines, IA 50321

Adopted Minutes:

I. Roll Call Commissioners (Chair Kooiker, Vice Chair White, Secretary Elsloo, Legislative Liaison DeKock, Baumann)

- a. Recognition of Agency Leadership. *Called to Order by Kooiker at 1:19. Present: Kooiker, Elsloo, DeKock, Baumann. Absent: White. Others Present: Director Kristen Stiffler.*
- b. Call to Order and Comments by Chair Kooiker. *Recommended meeting only one more time in 2025, either on November 21 or December 19.*

II. Acceptance of Agenda. *Motion by DeKock, 2nd by Elsloo. Ayes: Unanimous.*

III. Approval of Minutes from September 19, 2025. *Motion by DeKock, 2nd by Baumann. Ayes: Unanimous.*

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. Director's update – Kristen Stiffler.

- a. AG update (written report).
- b. Operation / Strategic Presentation. *Director Stiffler.*

VI. Powers & Duties – Policy recommendations:

- a. Review / clarify final form of Commissioner Role Descriptions ([adopted 4/25/25](#)) – possible action. *Approved by consensus.*
- b. Review / clarify final form of Public Policy Involvement ([adopted 8/8/25](#)) – possible action. *Baumann moved to amend, 2nd by Elsloo, Discussion: DeKock requested amended version. Baumann / Elsloo withdrew motion / 2nd. Kooiker will amend. Baumann moved to continue at next meeting, 2nd by DeKock. Ayes: Unanimous.*
 - a. Process for media engagement.
 - b. Process for engaging with other stakeholders.

VII. Commissioners' Reports.

- a. **Commissioner Baumann:** *No report.*
- b. **Commissioner DeKock:** *Referred hearing disability civil rights complaint to IOCR.*
- c. **Commissioner Elsloo:** *No report.*
- d. **Commissioner White:** *Not present.*
- e. **Commissioner Kooiker:** *Next Agenda item.*

VIII. Consider education / special topics – Commissioner Kooiker.

- a. For example: Introduction to Civil Rights Act, Process of interaction with Federal Agencies, rules for service and assistance animals, elevators, vaccines. *IOCR 101 Training November 21 at 1:15.*
- b. Frequency: Quarterly.

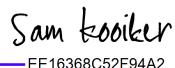
IX. Next Meeting – November 21 at 1:45 pm.

X. Adjournment. *Motion by DeKock, 2nd by Elsloo, Ayes: Unanimous.*

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.

Mission Statement: 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. (Adopted March 21, 2025)

Signed by:


Sam Kooiker

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