



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
CHRIS COURNOYER, LT. GOVERNOR

Friday, November 21, 2025, 1:45 p.m.
Ledges Conference Room
6200 Park Ave., Des Moines, IA 50321
Join from a PC, Mac, iPad, iPhone or Android device:
Please click this URL to join. <https://us06web.zoom.us/j/85384839757>

Approved Minutes:

- I. **Roll Call Commissioners (Chair Kooiker, Secretary Elsloo, Legislative Liaison DeKock, Baumann)**
 - a. Recognition of Agency Leadership. *Director Kristen Stiffler, Rose Cooney.*
 - b. Call to Order and Comments by Chair Kooiker. *Called to order by Kooiker at 1:46 PM. Present: Kooiker, Elsloo, DeKock, Baumann. Absent: White.*
- II. **Acceptance of Agenda. Motion by Elsloo, 2nd by DeKock Ayes: Unanimous**
- III. **Approval of [Minutes](#) from October 17, 2025.**
Motion by Elsloo, 2nd by DeKock 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.**
- VI. **Powers & Duties – Policy recommendations:**
 - a. Consider final form of Public Policy Involvement (initially [adopted 8/8/25](#)) and deferred on 10/17/25 to this meeting. Link to the [“final form”](#). *Motion to Approve by DeKock, 2nd by Baumann Ayes: Unanimous*
 - b. Consider [proposed process](#) for media engagement & engaging with other stakeholders. *Moved to January working session and agenda discussion by consensus.*
- VII. **Commissioners’ Reports.**
 - a. **Commissioner Baumann:** *None.*
 - b. **Commissioner DeKock:** *None.*
 - c. **Commissioner Elsloo:** *Looking forward to next Working Session.*
 - d. **Commissioner Kooiker:** *Appreciated Working Session.*
 - e. **Commissioner White:** *Not present.*
- VIII. **Next Meeting – January 16, 2026 at 1:45 pm.**
- IX. **Adjournment. Motion by DeKock, 2nd by Baumann Ayes: Unanimous**

Signed by:

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2/5/2026

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)