



# STATE OF IOWA

Chester J. Culver, GOVERNOR  
Patty Judge, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION  
RALPH ROSENBERG  
EXECUTIVE DIRECTOR

Minutes Iowa Civil Rights Commission Thursday October 16<sup>th</sup>, 2008

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- I. Meeting called to order by Commissioner Witt, as acting Chair. Roll Call—Attendance Claypool; Gitchell; Morain; Tutt; by phone: Eychaner and Witt
- II. Approval of August Minutes –moved by Morain, seconded by Gitchell and Eychaner to approve as amended –voice vote approval
- III. **Commissioners' Reports and Subcommittee Reports**  
 Commissioner Alicia Claypool— sent by email  
 Commissioner Debbie Gitchell— volunteer effort at state fair (and praise for the booth)  
 Commissioner Rich Eychaner — Iowa Pride Institute  
 Commissioner Rick Morain – no report  
 Commissioner Timothy Tutt – One Iowa video (and announcement of his intended retirement from service on the Commission)  
 Commissioner Nancy Witt – ADA work; Iowa Conference on Volunteer Service and Nonprofit Management panel participation

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#### IV. Legislative report and discussions

1. Ralph discussed the subpoena bill which remains a priority of the Commission and has been 'pre' filed.
2. There was discussion on the request by Landlords of Iowa for ICRC to consider adding marital status to our list of protected characteristics in the area of housing. Questions were asked whether this was a statewide problem or not. Commission chose to monitor, awaiting receipt of additional information.
3. A request from One Iowa, to support 2 education forums in November in Ames and Iowa City was consistent with past Commission positions and supported by consensus.
4. Immigration, drivers' license, and in-state tuition policies from last year remain, with no changes. Alicia shared that possible other positive immigration integration proposals may be forthcoming, dealing with more funding for ELL classes, business/non profit incentives to promote onsite ELL, support for citizenship classes, and a health care measure to include some children of immigrants.
5. Equal pay was discussed with Rich E. pointing out the need to educate and that we would be willing to assist. There was concerns over unintended consequences –depending upon the wording of proposals that may come from the Commission on Status of Women. Proposed legislation might imply that Iowa's existing equally pay provisions do not exist or are ineffective, thereby undercutting current enforcement. There was also a need expressed to find out the impact on other stakeholder groups.
6. Independent contractor discussion—a legislative task force was created on the issue of the characterization of independent contractors (vs. employees). Ralph noted that ICRC does not have jurisdiction over the former, only the latter.

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#### V. Next Meetings--

1. Dec. 11
2. Feb. 12<sup>th</sup>
3. March 17—League Breakfast

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Adjournment

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*Alicia Claypool*

*Apr. 12, 2010*