



# STATE OF IOWA

TERRY BRANSTAD, GOVERNOR  
KIM REYNOLDS, LT. GOVERNOR

IOWA CIVIL RIGHTS COMMISSION  
BETH TOWNSEND  
EXECUTIVE DIRECTOR

## Minutes of the March 14, 2013 Meeting of the Iowa Civil Rights Commission

**I. Roll Call:** Spicer, Morain, Lipski, Williams, Conley

**Staff:** Townsend

**Public:** Doug Oelschlaeger

**II. Minutes from January 24, 2013 meeting:** distributed for review and unanimously approved.

**III. Iowa CCI did not attend meeting and no presentation was made by the group.**

**IV. Director's Report**

Provided copy of monthly production standards (attached)

Update regarding meeting with NAACP Legal Redress Committee

RAC v. Henry update

**V. Commissioner Reports**

Commissioner Spicer – provided written report (attached) including community relations activity and questions FY 13 Action Plan regarding customer satisfaction number; backlog; screening.

Commissioner Williams – Served as a judge for a public art project at Edmonds School; attended another outreach event and is getting positive feedback from the community about the ICRC. Raised discussion regarding future townhall meetings.

Commissioner Lipski – Lauded Washington, IA Boy Scout troop who voted to admit gay members and leaders in order to be as inclusive as possible; Partnership Optimist Club agreed with the decision.

Commissioner Conley – Commissioner Conley has been contacted recently by public safety leaders and businesses alleging that they are not “getting a fair shake” at the ICRC and their perception is the ICRC favors complainants. Commissioner Spicer pointed out these individuals may be confusing the ICRC with the Employment Appeal Board and PERB and may not appreciate the differences between the two boards. Mr. Oelschlaeger offered that employers with claims against them at the ICRC may also face claims with other state agencies like Workmen’s Comp which almost always awards benefits and there may be confusion about the differences between those state agencies and the ICRC. Commissioner Morain posited that there may be a loss of trust in the government in general by the public and because the ICRC is part of the government, that could be part of the issue. Director Townsend provided assurances that the ICRC is a neutral law enforcement agency and there are more cases screened out and more No Probable Cause orders issued than Probable Cause orders so the information received by Commissioner Conley is anecdotal in nature. She also advised that Administrative Law Judges outside of the ICRC are the decision makers with regard to the PC/NPC orders which insures that these cases are

reviewed by outside, objective judges. Commissioner Conley expressed that he was simply relaying the information from the individuals who had contacted him.

Commissioner Morain – Noted that the meeting was his last meeting. He spoke with Governor Branstad and Lt Gov Reynolds recently at a townhall meeting they held in Jefferson, IA. Commissioner Morain thanked Gov Branstad for appointed Director Townsend and both Governor Branstad and Lt Gov Reynolds expressed their support for the ICRC. The Jefferson-Scranton school board approved a request by students from the the Gay-Straight Alliance. Commissioner Morain encouraged the ICRC to expand outreach and also to become advocates and to work on several issues in the future including voting rights for felons, immigration, and marriage equality.

- VI. **Closed session** – after a roll call vote with all commissioners except Morain voting to move to closed session. Mr. Oeschlaeger left the meeting, the Commissioners went to closed session to approve the sealed minutes from the Latham public hearing. Because this was the last meeting of the commissioners that had participated in the hearing, Commissioner Morain agreed the closed session was necessary at this meeting as the last opportunity to approve the minutes of the closed session. After reviewing the sealed minutes, and another unanimous roll call vote, the members returned to open session and voted to approve the minutes.

Next meeting was not set pending input from incoming Commissioners.

**Meeting adjourned after motion and vote to adjourn.**

### MONTHLY WORK PRODUCTION – FY11

Month	Non-Housing Backlog	Average Age	Oldest Case	PC*	NPC <sup>1</sup>	NHI <sup>i</sup>	HI	Screen In	Screen Out	Housing Tests Conducted	Comm Complaints
Jul	182			0	10	14	20			49	6
Aug	222			1	5	15	15			24	4
Sept	191			1	3	14	14	8	30	22	3
Oct	197			4	4	10	21	3	15	28	3
Nov	198			0	0	8	8	24	45	34	4
Dec	189			0	9	10	16	30	51	26	3
Jan	201			1	2	9	9	21	25	24	2
Feb	215			1	3	28	8	23	59	22	0
Mar	194			0	3	29	7	27	120	21	4
Apr	208			0	6	7	13	30	77	43	3
May	220			0	3	8	12	91	64	24	0
Jun	260	543	9/05	0	8	16	15	188	75	15	2
Totals				8	56	168	158	445	561	332	34

### MONTHLY WORK PRODUCTION – FY12

Month	Non-Housing Backlog	Average Age	Oldest Case	PC*	NPC	NHI <sup>2</sup>	HI	Screen In	Screen Out	Housing Tests Conducted	Comm Complaints
Jul	251	544	9/05	0	1	32	12	33	71	30	2
Aug	185			2	3	49	14	12	90	44	2
Sept	166			0	3	2	8	18	63	31	3
Oct	149			2	2	22	13	21	76	47	3
Nov	146			2	6	16	17	27	64	6	4
Dec	152			8	4	13	10	37	61	12	3
Jan	148	426	4/10	6	6	13	12	36	41	0	6
Feb	149	443	5/10	3	6	6	17	47	55	0	4
Mar	161	430	5/10	6	6	10	19	60	79	26	3
Apr	148	415	7/10	2	4	9	11	57	87	33	4
May	140	398	9/10	5	12	19	22	28	61	48	6
Jun	134	373	10/10	4	9	16	9	40	28	25	4
Totals				40	62	207	164	416	776	302	44

1. Housing only  
 \* Housing and Non-Housing  
 2. NHI – Non-housing investigations. HI – Housing investigations

## MONTHLY WORK PRODUCTION – FY13

Month	Non-Housing Backlog	Average Age	Oldest Case	PC*	NPC**ii	NHI	HI	Screen In	Screen Out	Housing Tests Conducted	Comm Complaints
Jul	118	356	12/10	2	17	20	17	34	37	70	5
Aug	112	345	2/11	9	9	19	16	22	64	42	3
Sept	90	327	6/11	7	10	22	16	49	51	45	0
Oct	87	306	7/11	0	9	23	20	39	47	42	5
Nov	98	333	3/11 <sup>3</sup>	6	2	18	21	38	34	38	2
Dec	116	341	7/11	0	0	0 <sup>4</sup>	11	45	55	46	7
Jan	131 <sup>5</sup>	274	9/11	7	10	14	14	42	57	44	5
Feb	93	260	2/12	2	4	30	16	39	74	54	10
Mar											
Apr											
May											
Jun											
Totals				35	61	146	131	308	419	381	37

ii\*Includes Housing and Non-housing

<sup>3</sup> Only one case from March 2011 remains in backlog. Next oldest case was filed in Aug 2011

<sup>4</sup> All investigators worked on screening in month of December, 2012.

<sup>5</sup> Increase due to issues within Mediation program that were resolved in Feb 13

# Iowa Civil Rights Commissioner's Report

Mary Ann Spicer

March 14, 2013

This regularly scheduled meeting report and other reports by this commissioner hereafter will contain two categories Community Relations and Administrative Review Areas for easy readability by current commissioners.

<b>Community Relations</b>	<b>Administrative Review Areas</b>
<p>Attended the February 10, 2013 Vietnamese New Year Celebration – Fairgrounds – Des Moines, Iowa</p> <p>This venture was well attended by the Vietnamese community. My networking included making an appearance at the various vendor booths and introducing myself. I was able to distribute the Iowa Civil Rights Commissioner Card</p>	<ol style="list-style-type: none"><li>1. Continuous review of the ICRC Website to ensure user friendly readability. I am anxious to see the new face on the website and look forward to the updating of information</li><li>2. Reviewed the Agency Performance Plan for FY 2013. Annotated a few questions as to how we are doing relating to providing training on issues related to civil rights.</li><li>3. Needing clarification as to whether we are still on target in providing timely, quality resolutions to cases in less than 120 days from filing</li><li>4. Status on eliminating cases in non-housing investigative backlog</li></ol> <p>Other than those mentioned needing to know if there are enough resources to continue to improve our backlog as well as training to the public.</p>

Submitted electronically to commissioners by

/s/ Mary Ann Spicer

March 14, 2013