



AGENDA

Civil Rights Commission

6:30 PM - Wednesday, April 7, 2021

City Hall, 1225 6th Avenue

This meeting will be recorded.

NOTE: Based on COVID-19 guidance from Linn County Public Health and the State of Iowa to limit the size of groups gathering, this meeting is able to be viewed online. To watch, go to Zoom.com, select Join a Meeting, and enter the Meeting ID# 894 8428 2588. A link is also provided at www.cityofmarion.org. Audio only can be heard by calling 1-646-558-8656 and entering the same Meeting ID listed above.

Anyone who wishes to comment on an agenda item may submit their comment during the meeting by selecting Q&A and entering your name, address and comment. All comments will be acknowledged during the meeting.

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CALL TO ORDER

ROLL CALL

PUBLIC FORUM

This time is for comments from the public on topics listed on the agenda or general comments related to work of the Commission. Please understand the Commission will not take any action on comments that are unrelated to the current agenda due to requirements of the Open Meetings Law, but may do so at a future meeting.

PRESENTATIONS/GUEST SPEAKERS

1. Discussion on Hate Crimes - Lata D'Mello, Monsoon Women 3 - 4
[Southern Poverty Law Center Pamphlet - Shared by Commissioner Jackson](#)
2. Lawful Source of Income - Stefanie Munsterman-Scriven, Cedar Rapids Civil Rights Commission

REGULAR AGENDA

1. Motion to approve the March 3, 2021 minutes 5 - 7
[March 3, 2021 Minutes](#)
2. Chairman's Report
3. Director's Report 8 - 11
[MCRC ED Report 4.1.21](#)
[Marion Inquires & Intakes April 2021](#)
4. Executive Committee Report
5. Cedar Rapids Liaison Report
6. Communication and Outreach Committee Report
7. Community Equity Task Force Report

8. Proclamation List Review and Discussion

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[Proclamations](#)

COMMISSIONER COMMENTS

During this portion of the meeting, Commissioners may bring forward communications, concerns, and reports on various matters.

ADJOURN

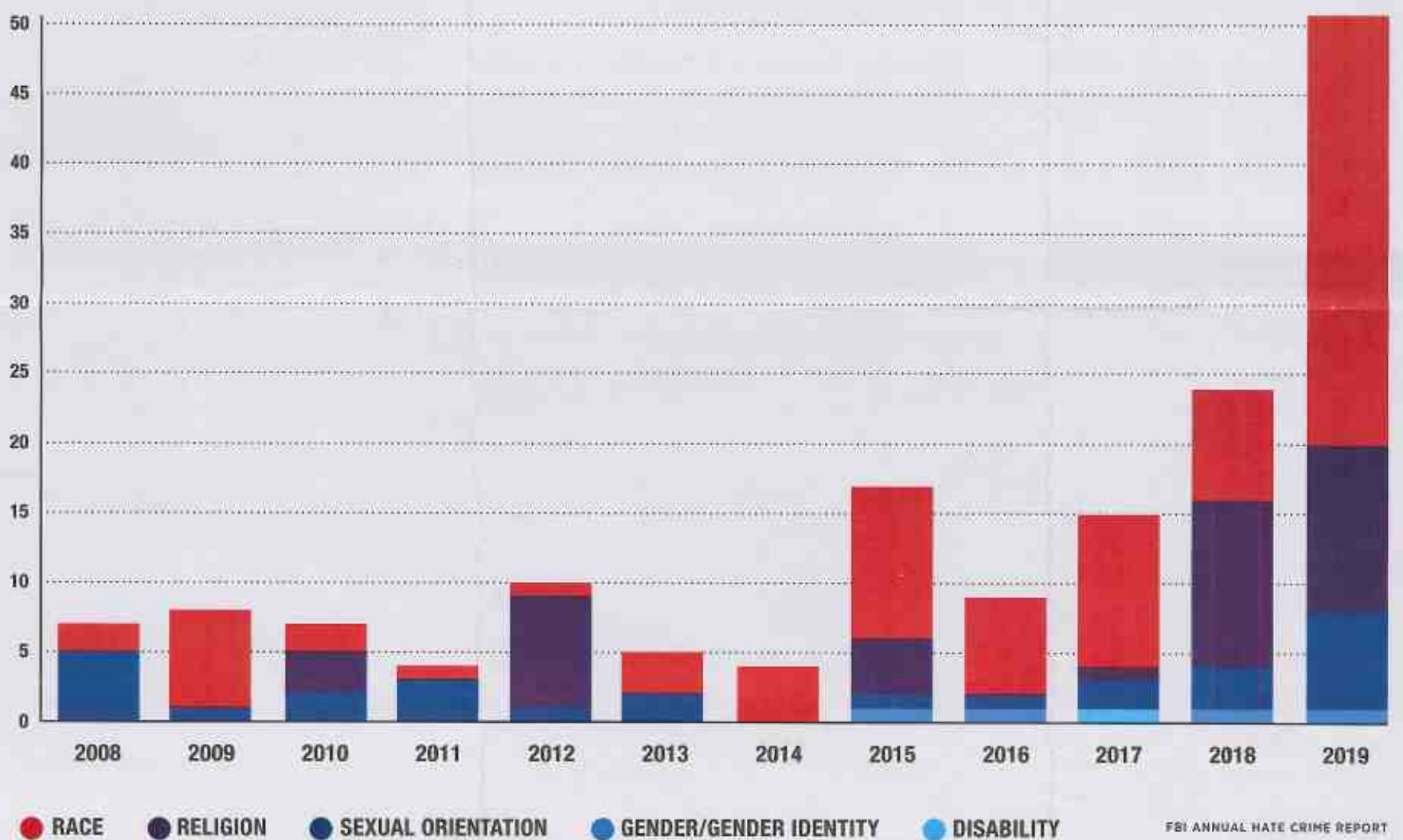
Any visually impaired or hearing impaired person needing assistance to participate in this meeting should contact the Civil Rights staff liaison at (319) 743-6301 at least 48 hours prior to the meeting.

Facts You Should Know



Southern Poverty Law Center

SINGLE-BIAS HATE CRIME MURDERS IN THE UNITED STATES



Hate Crimes Are On The Rise

- ▶ Reported hate crimes across America rose by 3% in 2019 – to 7,314. There were 51 hate crime murders. **That was the most recorded since the FBI began collecting this data in 1991** and more than double the 24 recorded last year – previously the highest documented figure.
- ▶ **Like every year, race-based hate crimes were the most numerous**, the vast majority directed at Black people.
- ▶ **Anti-Hispanic hate crimes increased for the fourth straight year** – to 527, a 9 percent increase and the highest since 2010.
- ▶ **Reported crimes directed against Jews and Jewish institutions increased 14%**, to the highest figure since 2008.
- ▶ Hate crimes against LGBTQ people also went up, including an 18% increase in crimes against the transgender community, **the highest since the FBI began collecting this specific data in 2013.**

White Nationalist Violence Is On The Rise

Ten years ago, white supremacists were responsible for seven deaths in 21 incidents. Those numbers climbed steadily during the decade, and **by 2019, white supremacists were linked to 165 deaths in 336 incidents.**

White Nationalism Isn't The Same As White Supremacy

White supremacy permeates American life – leading each of us to traumatizing acts big and small. It's one of the foundations of our government, hence the need to realign our legal systems and other institutions that harm Black and Brown people.

White nationalism is weaponized supremacy – with clear intent on the eradication of all “non-whites.” Not the oppression, the eradication.



SPLC Action Alerts

When urgent action is needed, it is essential that elected officials hear directly from people in their communities to make informed policy decisions. By signing up to receive SPLC Action Alerts, you will be provided all of the information necessary to confidently advocate on behalf of yourself and those in need, and will be notified as soon as the need arises. Visit splcactionfund.org/join-us to receive text or email updates.

The Radicalization Process

In partnership with American University's Polarization and Extremism Research and Innovation Lab (PERIL), the SPLC released a guide to help adults understand how **extremists are exploiting this time of unrest and targeting young adults for recruitment**. The guide – *Building Resilience & Confronting Risk in the COVID-19 Era* – provides tangible steps to counter the threat of online radicalization.

There is no one clear path to radicalization, though it is helped by a lack of competing views or challenges to extremist ideologies. The best first countermeasure is listening to what your loved one is saying and staying alert for repeated themes. Rather than scolding, draw focus to the motives behind the sources.

You can help prevent radicalization by staying alert to the kinds of vulnerabilities that make people susceptible to extremist rhetoric:

- 1

Anger and Betrayal
When people feel something has unjustly been taken from them, they may turn to extremists for easy answers and a scapegoat to blame. Even justified grievances can offer extremists an "open door" to radicalize and recruit. Extremists use conspiracy theories about the origins of COVID-19 to direct that anger and sense of betrayal toward others, including minority groups and organizations involved in relief efforts.
- 2

Rebellion and Status
When adolescents rebel with hateful content, they can cause real damage. Some former extremists report that their radicalization began with sharing "edgy" or shocking material as a joke, a way to shock authority figures, or as a way to impress their peers.
- 3

Desire for Love and Friendship
Strange as it sounds, many extremists embrace hate hoping it will bring them closer with someone they love. Sometimes, it is easier to embrace extremism than to reject a loved one and their beliefs. When a loved one is radicalized, it puts everyone around them at risk.
- 4

Trauma, Disruption, and Loss
Sudden unwanted changes to our everyday lives can leave people feeling powerless, which makes them more vulnerable to radicalization. Extremists offer a false sense of security and the promise of belonging.
- 5

Confusion and Uncertainty
Extremists offer simple, false solutions to complex problems, while conspiracy theories offer a sense of control when we feel otherwise powerless.



Building Resilience & Confronting Risk in the COVID-19 Era

The full guide is available to download for free. We encourage you to share it widely with parents, caregivers, educators and anyone else who is in a position to help steer young people through this difficult time.

READ AT SPLCENTER.ORG/PERIL



Sounds Like Hate

Produced and hosted by award-winning journalist-producers/filmmakers Geraldine Moriba and Jamila Paksima, the SPLC has launched its first original podcast — Sounds Like Hate — an audio documentary series about the dangers and peril of everyday people who engage in extremism, and ways to disengage them from a life of hatred.

Sounds Like Hate is not an interview show. It's conversations and authentic recordings of unscripted dialogue, that push and pull at stereotypes, fragilities and firmly held beliefs.

Our goal is to stir our listeners. Force them to rethink their opinions. Reframe their concept of tolerance. Get them hooked on these real American stories. Make them want more. Make them want answers. Make them act in more socially beneficial ways.

LISTEN AT SOUNDSLIKEHATE.ORG

List of platforms on which to stay alert

TOXIC ONLINE COMMUNITIES



4Chan


GAB


8Kun


Kiwifarms

MAINSTREAM SITES EXPLOITED BY EXTREMISTS


Facebook


Twitter



Instagram



iFunny


Youtube


VKontakte (VK)


Discord


Reddit


TikTok


Teamspeak (via Steam, Xbox, PS4)


Twitch

MARION CIVIL RIGHTS COMMISSION
MEETING MINUTES
Wednesday March 3, 2021, 6:30 pm
Location: Zoom Webinar ID: 859 5333 3504

Commissioners Present: Dave Baumler
Danielle Brazant
Frederick Brown
Renae Forsyth-Christy
Selita Jansen
Bret Nilles
Okpara Rice
Chris Stoner
Jennifer Tibbetts
Angelica Vannatta

Commissioners Absent: Kent Jackson

Staff/Other Present: Amal Eltahir
Stefanie Munsterman-Scriven
Ana Clymer
Alma Apolonio Bernal

- I. **Call to Order**
Commissioner Brown, Vice Chair, called the meeting to order at 6:30 pm.
- II. **Roll Call/Introductions**
Commissioners and staff introduced themselves.
- III. **Public Response**
None
- IV. **Director's Report**
Stefanie Munsterman-Scriven, Executive Director for the Cedar Rapids Civil Rights Commission (CRCRC), stated Alma Apolonio Bernal is a new intern with the CRCRC and will work with the Commission through May 2021. Ms. Munsterman-Scriven shared outreach efforts of the CRCRC. Ms. Munsterman-Scriven shared how the CRCRC is utilizing a grant received from the U.S. Department of Housing (HUD). Ms. Munsterman-Scriven stated Sexual Orientation and Gender Identity are now protected under the Fair Housing Act. Ms. Munsterman-Scriven shared events or presentations that will be held at upcoming CRCRC meetings.
- V. **Approval of Minutes**
Commissioner Stoner pointed out a correction under Committee Reports indicating it was Commissioner Jansen that provided the Communication and

Outreach Committee report, not him. Commissioner Forsyth-Christy moved to approve the February minutes as corrected. Commissioner Rice seconded the motion, which was unanimously approved.

VI. Report from Chair

Commissioner Brown stated with Commissioner Jackson's absence there will be no report.

VII. Committee Reports

a. Executive Committee

Commissioner Brown stated the Executive Committee met on February 26th to set the agenda. The Committee also discussed the Community Equity Task Force and scoring of the LMI Housing Assistance Grant.

b. Cedar Rapids Civil Rights Commission Liaison –

Commissioner Forsyth-Christy stated the CRCRC had Nick Maybanks as a guest speaker at their February meeting to discuss a Marijuana Diversion Program.

c. Communication and outreach Committee –

Commissioner Jansen stated the Committee created a plan for outreach for the next 12 months focusing on three major categories:

- Read and Respond
- Attend and Act
- Listen and Learn

Commissioners provided suggestions for modifications and additions.

Commissioner Jansen asked if the City could monitor social media posts from the CRCRC and reshare them on the Marion Facebook page.

VIII. Unfinished Business

a. Community Equity Task Force

Commissioner Brown stated the Community Equity Task Force reviewed the vision statement and through discussion it was determined residents are not familiar with what the task force is and what their purpose is.

Therefore, the task force decided to create a Communication and Outreach subcommittee to determine best ways to communicate the mission and purpose of the task force and how the work ties to the Civil Rights Commission. Commissioner Tibbetts shared ideas the task force subcommittee came up with regarding outreach and communication to Marion residents. The Commission discussed various aspects of outreach.

b. Marion Low Income Housing Assistance Grant

Commissioner Nilles stated grant requests were received from ASAC, Willis Dady, Catherine McAuley, Marion Cares, and Waypoint.

Commissioner Nilles stated each grant was reviewed individually and scored based on the criteria used in previous years. Commissioner Nilles

stated it was decided to award \$7,000 to Willis Dady, \$6,500 to Marion Cares, and \$6,500 to Waypoint. Commissioners asked questions regarding the grant applications and had a discussion.

Commissioner Rice moved to approve the recommendation of awarding \$7,000 to Willis Dady, \$6,500 to Marion Cares, and \$6,500 to Waypoint. Commissioner Baumler seconded the motion, which was unanimously approved with Commissioner Tibbetts abstaining.

IX. New Business

a. Public Statements

b. Lawful Source of Income

Commissioner Vannatta stated she would like to know if statements can be made from the Civil Rights Commission and if so, what is the process for making those statements. Commissioner Vannatta stated she was asked why the Commission did not make a statement against the Lawful Source of Income bill. Commissioner Vannatta also stated she thought it would have been appropriate for the Commission to make a statement in support of the school district changing their mascot and providing the reasons why. The Commission discussed how to show support or opposition to bills and other topics in the future.

Commissioner Rice moved to approve the Commission making a statement in support of Marion Independent Schools changing their mascot. Commissioner Forsyth-Christy seconded the motion, which was unanimously approved.

X. Good of the Order

Amal Eltahir, Commission Liaison, stated Commissioner Brazant was offered a position with a magazine writing about civil rights issues.

XI. Adjournment

Commissioner Nilles moved to adjourn the meeting at 8:27 p.m. Commissioner Vannatta seconded the motion, which was unanimously approved.

Marion Civil Rights Commission (MCRC)

Executive Director's Report

April 7, 2021

OFFICE/STAFF UPDATES

- Staff members participated in a discussion of Myers Briggs results to better understand how we each perceive and process information and to strengthen our ability to serve our community. This dialogue was led by the Cedar Rapids Organizational Health Manager.
- Upcoming
 - April: CRCRC staff members will attend the virtual White Privilege Conference
 - May: Team discussion of "The Ideal Team Player" by Patrick Lencioni

OUTREACH AND EDUCATION

Events in March

- **Cultural Celebration and Expo**
 - In partnership with the Cedar Rapids Public Library, the fifth annual Community Cultural Celebration and Expo was held virtually with a week of celebrations and stories.
 - Videos were shared throughout the week of March 22 to celebrate the diverse community in Cedar Rapids and share the message that *You Belong Here*.
 - Thank you to Bernie Walther for coordinating this work with the Library and to Umaru Balde for recording our video!
- **Women's History Month: Feminine Hygiene Drive**
 - In honor of women's history month, CRCRC conducted a Feminine Hygiene Drive to benefit Women's Services at Catherine McAuley Center
 - Thank you to Kelly Hemmer for coordinating this drive and to Alma Apolonio Bernal for her assistance in delivering drop-off boxes to stores! And a big thank you to all staff for picking up the donations to transport to CMC!
- **Women's History Month: Virtual Documentary Discussion: *Maya Angelou: And Still I Rise***
 - Small group discussion of the documentary, *Maya Angelou: And Still I Rise*

Events in April

- **Fair Housing Month: Art Contest for Youth**
 - **Theme:** *Home and Belonging: What Home Means To Me*
 - **Entry packets:** Available on our website: www.Cedar-Rapids.org/civilrights
 - **Eligibility:** Contest open to all K-12 grade students who attend Cedar Rapids area schools, including students who are not US citizens, virtual learners, and those who are homeschooled.
 - **Key Dates:**
 - Now - Deadlines: Promotion of Art Contest
 - April 14: Poster submissions due
 - April 14: Poetry submissions due
 - April 20: Judge Spoken Word and Written Word (grades 9-12) – Virtual Event
 - April 20: Deadline for Commissioners to record votes on Posters (grades K-2, 3-5, 6-8)
 - We will share images of the posters with Commissioners and provide a mechanism for Commissioners to record the vote virtually.
 - April 21: Announce winners during virtual Cedar Rapids Civil Rights Commission meeting

- **Fair Housing Month: Cedar Rapids “House Party”**

- In partnership with Neighborhood Finance Corporation, Horizons, and other City of CR departments, information about fair housing rights, purchasing and refinancing a home, forgivable loans for home repairs and/or renovations, selecting a contractor, programs offered by the CR Community Development Department, etc. will be shared during a virtual event.
- Umaru Balde will present at this event.
- *Date of event: April 24, 10:00am-11:30am*

- **Sexual Assault Awareness Month: Virtual Presentation**

- In partnership with Riverview Center, CRCRC is hosting a virtual presentation discussing sexual assault awareness, misconceptions, defining advocacy, available resources/services, and how the community can and should respond.
- We chose April 27 because April 28 is *Denim Day* and we’d like to inform people of the relevance of that day so they can participate in it.
- See attached document explaining Denim Day
- *Date of event: April 27, 6:30pm*

Events in May

- **Asian and Pacific American Heritage Month: Film Screening and Panel Discussion**

- To honor Asian and Pacific American Heritage month, give voice to concerns, and discuss the rise in hate crimes and discrimination against Asian and Pacific Americans, the CRCRC is partnering with the Marion Civil Rights Commission to host a panel discussion and a screening of the documentary, “*Do We Belong?*”
- *Date of event: TBD, but likely May 4 or 6, 6:30pm*

- **Asian and Pacific American Heritage Month: Celebration of Cultures**

- The Cedar Rapids Civil Rights Commission is partnering with the Marion Civil Rights Commission, the Cedar Rapids Public Library, and the Marion Public Library in the disbursement of DIY educational kits to the community containing information, history, and instructions for an origami project.
- The Commission is developing an educational social media campaign for throughout the month of May.

HUD UPDATES

- **HUD Partnership Grant Projects**

- *Know Your Rights Videos:*

- Production of 6 videos in multiple languages, including French, Spanish, Swahili, Lingala, Kirundi, and English.
- The English version of this video will have ASL interpretation
- Videos will explain basic fair housing rights, how to file a civil rights complaint, and examples of discrimination.
- Production of videos in process.
- *Release in April for Fair Housing Month*

- *Storytelling Videos:*

- Production of at least 5 short videos of immigrants and refugees sharing their experiences living in our community.
- Production of videos in process.
- *Release in June for World Refugee Day*

COMMISSIONER AND STAFF DEVELOPMENT

- **Speakers and Topics at Upcoming Commission Meetings**

- April: Announcement of Fair Housing Art Contest winners during CRCRC meeting
- May: Senior Investigator Janet Abejo-Parker will present about mediation, conciliation, and peace circles during CRCRC meeting

INTAKES/INQUIRIES

- List of received intakes, calls, emails, or walk-ins from January 2020 to present included in meeting packet.
- If an inquiry is not a discrimination matter, staff refers the individual to appropriate agencies for assistance.

Respectfully,
Stefanie Munsterman-Scriven
Executive Director

Marion Intakes/Inquiries Received Since March 1, 2021				
Complaints were referred to the Iowa Civil Rights Commission, HUD, or another agency				
	Date	Area	Basis	Details
1	January 2, 2020	Education	Race	Child being harrassed, followed, and "grabbed" by teachers
2	February 11, 2020	Housing	Association, Mental Disability, Physical Disability, Sex, National Origin	Feels harassed regarding emotional support animal, such as receiving notices regarding barking; feels landlord is mointoring her unit, activities, and guests; getting in trouble for smoking when males don't
3	April 23, 2020	Housing	Race	Landlord accusing tenant of dealing drugs from unit because of numerous visitors. Visitors are bringing supplies/food due to COVID-19. Landlord threatened to report tenant to Leased Housing if visitors continue
4	May 4, 2020	Housing	Physical Disability	Landlord requiring tenant to pay for accessible parking sign and indicating parking space cannot be located near the entrance, but would need to be 10 spaces away
5	May 4, 2020	Housing	N/A	Tenant is having issues with a "nuisance neighbor" and landlord will not do anything about it
6	June 5, 2020	Public Accommodation	Race	Differential treatment of children based on race
7	June 26, 2020	Employment	Race	Differential treatment based on race
8	July 14, 2020	Housing	N/A	Tenant is having issues with a neighbor and indicated the HOA will not do anything. No protected class. Referred for legal advice
9	November 20, 2020	Housing	Disability/ESA	Tenant states she was denied her ESA by her HOA. She will officially request the ESA and follow up with our office with the results
10	December 31, 2020	Public Accommodation	N/A	Caller stated she felt discriminated against but did not indicate protected class or basis of discrimination.

Civil Rights Proclamations

National Religious Freedom Day – January 16

Martin Luther King Jr. Day – 3rd Monday of January

Black History Month – February

Women's History Month – March

Fair Housing Month – April

Asian American and Pacific Islander Heritage Month – May

Pride Month – June

Juneteenth – June 19

National Disability Independence Day – July 26

Hispanic Heritage Month – September 15 – October 15

National Disability Employment Awareness Month – October

Human Rights Month – December **OR** International Human Rights Day – December 10